After California's highway system suffers nearly $300 million in flood-related losses, union contractors go to work...

Repairing the Damage
Wilson proves again why we need unions

For those foolish enough to question the need for unions in this day and age, I say, take a look at what Calif. Gov. Pete Wilson is doing, and you'll get your wake-up call.

Attacking prevailing wages in the construction industry apparently wasn't enough to satisfy his appetite for picking on this state's workers. Now he's going after your overtime pay. This month Wilson called on business leaders to "help us end" the "absurd practice" of paying workers overtime after eight hours of work in a day.

The governor says a more flexible working schedule would allow women "to plan better, to spend more time with their families." What a load of crap! This is just a whitewash for doing what Wilson has always done best - cut wages, undermine working conditions, turn the clock back 100 years. Where did this guy come from? How did California elect him?

Dominated by Wilson appointees, the Industrial Welfare Commission has recommended that the state end its long-standing rule requiring employers to pay workers time-and-a-half after putting in more than an eight-hour day.

We applaud Senate President Pro Tem Bill Lockyer, who has threatened to oust the commission's three Wilson appointees who supported the change when they stand for confirmation this spring.

Lockyer does support a new rule that would make it easier for individual employees to petition the state for "flex-time" schedules at their workplace. I have no problem with that, as long as the employer does not have the right to impose a work schedule on its employees that eliminates their right to overtime pay.

Wilson's plan is nothing but another take-away desired by big business.

Overtime pay is only the latest battle we have fought over with the governor. The battle over prevailing wages continues. He has yet to negotiate a contract with the state's public employees, many of whom are represented by Local 3.

Still, Wilson says he has nothing against organized labor.

"I am not anti-labor, I am pro public," he claims. "I think that (unions) need to take a longer view and they ought to be more concerned with ramifications other than simply the short term of what they think is bringing home the bacon for their members."

How much of this garbage can you stand to hear? The truth is, Governor Wilson cut his political teeth by bashing unions 20 years ago when he was mayor of San Diego and he has never stopped doing it.

All the more reason for Local 3 to press forward with our goal to organize the unorganized. I am proud to say that, as I write this, we are aggressively pursuing that goal. We are currently petitioning the NLRB for five elections. We lost a much publicized Wal-Mart election in Red Bluff last month that involved 45 employees, but we turned right around and won a larger unit in Utah.

Organizing is hard work. It takes persistence. If you never take on an election for fear of losing it, then you will never move forward.

My hat's off to all our members who have taken the time to participate in our COMET training and who have shown a willingness to help Local 3 organize. It is the life blood of our union. Whether or not they recognize it, organizing is the life blood of all men and women who work for a living.
Gov. Wilson slams workers again

This time he wants to eliminate daily overtime pay

It's déjà vu all over again in Sacramento. In a strategy eerily similar to his attempt last year to weaken the state's prevailing wage law, Gov. Pete Wilson is seeking to change the law covering how employers pay their workers overtime.

The Industrial Welfare Commission, whose members were appointed by Wilson, voted 3-2 January 24 to adopt new wage and hour orders that would eliminate in many industries the state requirement that hourly employees be paid overtime whenever they work more than eight hours in one day. The IWC's new proposal would require employers in certain industries to pay overtime only after 40 hours in a work week.

Significant impact

This rule change, if it becomes law, would adversely impact as many as 8 million California workers. Under the 40-hour-a-week overtime rule, an employee who normally works four 10-hour days Friday would no longer be entitled to overtime. In another example, a worker who normally works four 10-hour days making $20 per hour would lose $80 a week, said Knox. Based on the average amount of overtime hourly employees work in this state, the new rule would amount to a $1 billion wage cut for these 8 million Californians. An employee working a typical amount of overtime and earning $50,000 annually would lose about $2,700 in yearly income, according to the U.S. Bureau of Labor Statistics.

No effect on construction, mining

Because the IWC issues wage and hour orders for only certain industries, such as manufacturing, restaurants and hotels, care homes, mercantile, wholesale and retail sales and transportation, the action will not directly affect the construction and mining industries, including rock, sand and gravel.

Wilson's move illustrates once again the importance of union representation. The change won't affect Local 3's contracts, or any other collective bargaining agreement regardless of industry. However, the new rule could affect future negotiations with Local 3 employers not involved in construction, especially in areas where there's intense non-union competition.

Labor responds

The California Labor Federation sponsored a "Save Daily Overtime" rally in front of the Public Health Building on Grove Street in San Francisco, where the IWC was meeting January 24. The following Tuesday, Assembly Democrats introduced a bill, AB 15, called the Eight Hour Day Preservation and Workplace Flexibility Act, which would override the IWC's ruling and preserve the eight-hour day. Senate leader Bill Lockyer (D-Hayward) vowed to deny Senate confirmation to the three anti-labor appointees who voted for the rule change.

Even if AB 15 clears the Legislature, Wilson would likely veto it. Nevertheless, labor still has other options, including a legal challenge. In a January 28 press release from Assemblyman Wally Knox (D-Los Angeles), the sponsor of AB 15, the legality of the IWC move has been called into question. A preliminary opinion from attorneys in the Legislature is that legislative action is required to change the eight-hour work day. "Section 510 of the Labor Code is clear. A day's work in California is eight hours, and the governor can't change that without coming to the Legislature," Knox said.

Lawsuit aside, the IWC still must issue a notice with the proposed changes and then begin holding a series of public hearings. The first one is scheduled for March 14 in Sacramento, the other in Oakland on March 21, and the final one in Los Angeles on April 4. After that, the IWC can adopt or reject the proposed changes. Whatever the IWC decides will automatically become law.

The way Wilson has approached the eight-hour day mirrors the methods he used in his attempt last year to weaken the state's prevailing wage regulations. During the previous legislative session, Republicans introduced a bill, AB 308, that would have eliminated the eight-hour overtime protection. But the bill was eventually defeated. So Wilson, just as he did with the prevailing wage rulesmaking change, circumvented the legislative process by asking the IWC to do what the Legislature wouldn't.

Union files charges against Wal-Mart

Local 3 continues to support employees of Red Bluff distribution center who want union representation

Local 3 filed unfair labor practice charges last month against Wal-Mart, the world's largest retailer, because the company may have acted illegally during a January 22 National Labor Relations Board election. A group of 45 mechanics and maintenance workers at a Wal-Mart distribution center in Red Bluff, Calif., were deciding whether they wanted Local 3 representation.

"Wal-Mart was not content to let its employees decide for themselves whether or not to be represented by the Operating Engineers," said Director of Organizing Bob Miller. "Management created an atmosphere of intimidation and fear that we feel had a significant impact on the decision of a majority of their employees not to affiliate. We cannot in good conscience simply walk away from the employees who wanted to be represented by the union. Wal-Mart has a legal obligation to account for the tactics it used to dissuade its employees from affiliating with the Operating Engineers."

Wal-Mart is charged with five specific actions that are illegal in an election for union representation:

- Employees were told by Wal-Mart that if the Operating Engineers won the election, the Red Bluff Distribution Center would be shut down and the work would be handled out of the Oregon Distribution Center.
- Wal-Mart used an acting supervisor to observe the voting on January 22, which had an intimidating effect on employees.
- An employee recognized as a union supporter was given a series of "error notices" by Wal-Mart management after the Operating Engineers filed for an election.
- Wal-Mart supervision told at least 12 employees that scheduled wage increases would not be given until after the union election campaign was over.
- Wal-Mart removed pro-union notices and Operating Engineer stickers from community bulletin boards.

"It is our understanding that Wal-Mart employees at the distribution center were given wage increases this week," Miller said. "That is true, Wal-Mart violated the law by making their wages hostage to the election. However, Local 3 will not file an unfair labor practice charge against Wal-Mart over this issue, because the way the law is written, the employees would have to give up their raise if Wal-Mart was found in violation. We would rather the employees keep their raise. Compared to what union mechanics make in the area, the Wal-Mart employees could certainly use the money."

Wal-Mart's strategy from the outset was to have all 858 employees of the distribution center constitute the bargaining unit. Local 3, meanwhile, wanted the NLRB to recognize only 27 mechanics as the appropriate unit. Local 3 won this earlier battle when the NLRB ruled December 20 that 27 mechanics and 18 maintenance workers would comprise the bargaining unit, not all 858 employees. It is believed this decision marked the first time a union has ever successfully carved out a bargaining unit within a Wal-Mart facility.

Local 3's organizing team has won two of the first three rounds with Wal-Mart. Local 3 won the first two rounds by carving out the smaller unit and then winning two Wal-Mart appeals. Wal-Mart at first appeared to win the third round when it won the January 22 election. But Local 3 may get the last call if the NLRB finds merit to the union's charges and decides to rerun the election.

Wal-Mart employees weren't the only ones paying close attention to the election. The extensive local media coverage of the organizing effort generated interest in Local 3 from employees at Butte Disposal and Recycling in Chico. After reading about the campaign in local newspapers and seeing coverage on local television, Local 3 has obtained such a large majority of authorization cards from this group the union has filed a petition for an election.
In the aftermath of California's second worst flood, Operating Engineers have been working tirelessly throughout Northern California to repair hundreds of millions of dollars in storm-related highway damage. Local 3 members can be found operating heavy equipment from the most desolate roadways of Modoc County to the bustling streets of downtown San Jose, placing rip-rap along eroded riverbanks, clearing mudslides and laying down fresh asphalt.

The New Year's storms, which inundated nearly 290 square miles of land throughout Northern California, caused more than $1 billion in damage to public and private property, including the destruction of 2,536 homes and 1,057 businesses. To put the January '97 storm in perspective, in the 1995 flood, the state's worst flooding disaster, California suffered $1.6 billion in property damage, including 10,320 homes damaged or destroyed.

But the New Year's floods caused more damage to roads and highways than the 1995 flood. The California Department of Transportation estimates the state's highway system sustained close to $300 million in storm-related damage. Since January 2, dozens of union contractors have been contracted throughout Northern California to complete emergency repairs and reopen vital roadways. Two Local 3 officers, Business Manager Don Doser and President Jerry Bennett, spent two days in late January surveying the damage and visiting the members involved in the repair effort.

One of the most extensively damaged highways was U.S. 50, the primary route between Sacramento and South Lake Tahoe. The heavily traveled highway, which takes skiers and gamblers to Lake Tahoe resorts, suffered more than $10 million in damage from the raging floodwaters of the South Fork American River. Mudslides and washouts occurred at numerous sites between Pollock Pines and Kyburz.

Veerkamp, a non-union contractor from Placerville was repairing damaged drainage structures along the first section above Pollock Pines, while Granite Construction of Watonville and R.A. Nemetz Construction of South Lake Tahoe were doing the serious work the rest of the way up the canyon. Caltrans had scheduled to reopen the highway January 31, but the swiftness of Granite and Nemetz's work enabled Caltrans to open the highway two weeks early.

But U.S. 50's fate changed drastically a week later. On the day after Local 3's January 23 visit 2 million yards of dirt came sliding down a hillside not far from where Granite's crews were working. Fortunately, the slide occurred in the middle of the night, so no one was injured. Over 200,000 yards of material (2,000 truck loads) were deposited on a 500-foot stretch of the highway. In the main body of the 300-foot-wide slide, the mud measured up to 50 feet deep.

Granite and Nemetz are now working 24 hours a day, seven days a week removing the material on the east side of the slide. The latest slide will cost an additional $5 million to clear. Caltrans hopes to reopen the highway by the end of March, but don't be surprised if Granite and Nemetz repeat their performance of mid-January and get the job done sooner.

A week after Bennett's visit to U.S. 50, Doser toured the repair work along Route 70, the two-lane highway that skirts the Feather River from Oroville via Quincy to U.S. 395 north of Reno. The surging waters of the Feather River inflicted some $14 million in damage to the highway, roughly $10 million in Plumas County and close to $4 million in Butte County.

From Oroville, Doser, along with District Rep. John Bonilla, Business Reps. Dan Mostats and Scooter Gentry, and a member of the Engineers News staff, made their way eastward up the Feather River Canyon, where Tullis Inc. of Redding and Roy E. Ladd Construction Inc. of Redding were doing repairs between Pulga and Storrie. You couldn't drive more than a mile or so along this stretch without encountering significant road damage from mudslides and washouts.

Two miles north of the junction of Hwy. 70 and Hwy. 89, known as the Greenville "Wye," Baldwin Contracting is doing repairs at a major washout. Automobiles were being escorted through the area by pilot cars twice a day. Meanwhile, east of Quincy on Hwy. 70 J.F. Shea Construction of Redding outbid non-union Joy Engineering of nearby Portola on $650,000 in storm repairs.

The swift and efficient work of these union contractors, particularly Roy E. Ladd Construction, has paid off. Four days after Doser's January 30 visit, Caltrans started piloted motorists through the lower section of the canyon four times daily. Eastbound traffic is assembling at Four Trees Road near Pulga and westbound traffic at the Rush Creek passing lanes 9 miles west of the Greenville Wye.

During a brief stop at Caribou Corners, a hamlet about halfway up the Feather River Canyon, Doser commented: "It makes me proud to know our members are playing such an important role in the rebuilding effort. If it weren't for the skills of our hands, many of these roads would not have reopened so soon. Some would still be closed. Disasters like this prove the worth of having a highly skilled unionized workforce."

PHOTOS FROM THE FIELD

1. Granite's Hwy. 50 repair project.
2. Business Manager Don Doser, right, greets Tullis Inc. foreman Chuck Heiker on Hwy. 70.
3. Business Manager Don Doser, second from left, and Business Rep. Scooter Gentry, third from left, stop to meet with Bob Tullis, owner of Tullis Inc., left, and excavator operator Mark Barni.
Union advantage pays off during New Year’s floods

Signatory contractors, with access to skilled labor, respond quickly and efficiently to emergency levee repairs

By Steve Moler
Assistant Editor

**D**uring the New Year’s floods, Dutra Construction of San Rafeal and Jaeger Construction of Yuba City - and a lot of other Local 3-signatory contractors - were sure glad they were union. When calls came in to bid emergency levee repair work, union employers in most cases won these contracts because they had the resources and skilled labor force to respond quickly and efficiently to the floods.

One of the most striking examples took place in the Marysville District. Two days after the Sutter Bypass Levee broke on January 4, inundating a 35,000-acre basin containing more than 60 homes and businesses near Meridian, the U.S. Army Corps of Engineers contracting with Dutra Construction to repair a 1,500-foot-long breach in the levee. Dutra then subcontracted Jaeger Construction to help with the earthworks. Both contractors received support from Tenco Tractor's mechanics.

The task for Dutra and Jaeger - and all the other union contractors who responded to the New Year’s floods - was to mobilize their forces in a matter of hours. At close to 5 p.m. on Monday, January 5, Dutra’s Director of Labor Relations Bob Clark received a call from the company’s operations department that 16 operators were needed at the levee break. Jaeger also needed about the same number of hands.

If Dutra had been a non-union contractor, Clark’s task in filling the 16-operator work order would have been almost impossible. But because his company is union, Clark made just one phone call to the Marysville District office. Acting District Rep. John Bonilla’s response to Clark was: “We’ll get it done. We’ll get you the people you need no matter what it takes.”

Apprenticeship Training Business Rep. Dan Mostats spent that entire evening until nearly 11 p.m. calling members and getting them dispatched to the levee break. By the next morning, some 45 operators from Dutra and Jaeger were working at the levee. Twelve days later, on January 18, the levee was plugged, and by month’s end the levee was completely rebuilt. One has to wonder in situations like the Sutter Bypass Levee break if a non-union contractor could have responded and performed like Dutra and Jaeger?

“T’ll tell you, Local 3’s response definitely restored my confidence in the union’s ability to supply qualified operators,” said Dave Jaeger, owner of Jaeger Construction. “On a scale of 1 to 10, the union’s performance was an 11. I wouldn’t be afraid to take on any disaster with Local 3.”

A similar emergency situation occurred during the New Year’s floods in the Stockton District, where on January 5 a series of levee breaks occurred along the Stanislaus, Tuolumne and lower San Joaquin rivers, causing widespread flooding in the Modesto-Manteca area. In San Joaquin County alone some $3.5 million in emergency levee repair work has been awarded, most of it to union contractors.

However, the U.S. Army Corps of Engineers awarded three contracts to two non-union contractors, Remedial Constructors Inc. of Stockton and Dave Willson Construction Company Inc. of Manteca, both with no experience doing levee work. Remedial won a $175,650 berm repair job at Robert’s Island and Willson grabbed a $527,000 levee repair job along the lower San Joaquin River known as Repair Site F. When the two non-union contractors low-balled
these three bids, the Stockton District swung into action. Under the direction of Stockton District Rep. Dave Young, the union, with support from the Foundation for Fair Contracting, began monitoring the three job sites for prevailing wage and other labor law compliance.

Shortly after the monitoring began, the Corps of Engineers terminated Dave Wilson Construction on the $1 million Site F job for poor job performance and awarded the contract to Teichert Construction, which had heavy equipment and Local 3 operators on the job within an hour of getting the contract.

In the aftermath of some of California’s worst flooding, the question remains: Does Gov. Pete Wilson, who declared 46 counties disaster areas, still think union construction workers are “overpaid.”

**PHOTOS**


2. Dozer operator Wally Dukate of Teichert doing levee stabilization at Old River Rd. and Road 127 near West Sacramento.


4. At the Star Bend Levee break near Arboga are, from left, Dutra’s Mike Anderson, Dave Slack and Eddie Pascizzo, with Bus. Rep. Dan Maslans second from left.

5. At the Star Bend Levee break are, from left, Mike Anderson (Dutra), Clyde Smith Jr. (Dutra), Tom Graham (McPherson), Samson Gradel (Dutra), Tod Rife (Dutra), Dan Misbets (Local 3 Bus. Rep.), and Rich Myers (McPherson).

6. At Teichert’s levee job at Old River Rd. and Road 127 in West Sacramento are former Les Duffy, left, and Bus. Rep. John Bonilla.

**LEVEE REPAIRS**

**STAR BEND LEVEE**

Feather River near Olivehurst

Dutra Construction used a barge to do emergency levee repairs along the river near Arboga.

**SUTTER BYPASS LEVEE**

Along Sacramento River near Meridian


**PARADISE CUT SITE #1**

South of Manteca near Mosdale

Teichert Construction: $440,000 contract for emergency levee repairs.

**PARADISE CUT SITE #2**

South of Manteca near Mosdale


**GIbson, GeorGIANA SLough**

Sacramento River Delta near Burton

Asia Construction: $372,500 contract for emergency levee repairs.

**SAN JOAQUIN RIVER**

**STaR BEND LEVEE**

Between Mossdale and Mantis Rd.

Teichert Construction: $890,000 contract for repair and stabilization.

**Twitchell Island**

West of Lodi off Hwy. 12

Dutra Construction: $2.13.340 contract for work.

**AMDRoS Island**

West of Stockton on Middle River

Ford Construction: $522,800 for levee repairs.

**FIREBAUGH**

Madera County off Hwy. 33

Teichert Construction: $535,800 for levee repair.

**REPAIR SITE F**

Lower San Joaquin River in San Joaquin County

Dave Wilson Construction: $1 million for levee repairs. Contract taken from Wilson by Corps of Engineers for failure to perform and given to next lowest bidder, Teichert.
Want to stay competitive? Want to upgrade your skills?

Rancho Murieta Training Center offering advanced training for journey-level operators

The training component of Business Manager Don Doser's TOPS (Training, Organizing, Politics and Service) program is taking shape this winter at the Rancho Murieta Training Center. This year, the training center opened six weeks earlier than normal, on February 10, to give journey-level operators a chance to upgrade their skills before the work season begins.

This early opening is part of Local 3's new training strategy that allows experienced Operating Engineers to come to the ranch during the off season to take advanced courses. The training center is currently offering two-week classes in cranes, loader-backhoe, excavators, dozers, blades, rubber-tired and track loaders, and gradesetting. A heavy-duty repair class emphasizing electronics is also available. A scraper class may be added depending on demand.

These journey-level classes are taught by veteran instructors using state-of-the-art equipment. The blade class, for instance, uses the latest Agtech laser and sonar systems, and the HDR class trains journey-level mechanics in all the new electronic control systems. The training center also has a Cat 320 excavator with a laser setup. Also, those interested in blade training can attend a two-day class on just the Agtech system.

"What allows us to do this training is Business Manager Don Doser's commitment to training," said RMTC Director Ray Helmick. "He was the major force behind getting the extra funding for this journey-level training. Doser realizes our industry is becoming more sophisticated, and that the skill level of our operators needs to be higher."

RMTC's journey-level training program is designed to provide any experienced operators who want it advanced training during the slow months. This new focus means the training center will not only open early, but will close later in the fall. If demand warrants, the training center may eventually stay open all year, Helmick said.

Top photo: CEO instructors at RMTC, from left: Jack Kraft, Roger Chavarin, John New, Skip Dorre, Jack Zwicky, Jim Hill
Middle photo: HDR and Maintenance staff, standing from left: Apprentice Al Perez, Gary Herren, Steve Dunlap, Steve Gaylord, Dave DeWild
Bottom photo: HDR trainees with Caterpillar Electronic Program, from left: Steve Hutchins, Chuck McMillon, Ignacio Macias, Dave Yunker. Seated is Benny King, left, and Chris Swinney.

Sign up for these classes: Cranes • Blades • Dozers Excavators • Gradesetting HDR • Loader-Backhoe Rubber-tired & Track Loaders

Instructor Cedric Mccaulley (right) discusses backhoe techniques with Jym Steven Conway.
After 33 years of open-pit mining at its Carlin gold mine operation near Elko, Nev., Newmont Gold Company is...

Going underground

By Steve Miler
Assistant Editor

Newmont Gold Company's gold mine operation at Carlin near Elko, Nev. is taking on a new and very promising dimension. After 33 years of exclusively using open-pit mining to extract gold ore, the company has began underground mining operations at four sites throughout the sprawling Carlin Trend.

Local 3 represents about 1,400 non-management employees at the Carlin facility, about 145 of those now work in the underground operation.

After conducting geologic studies beginning in the late 1980s, Newmont determined that it would be cheaper to reach some of the untapped orebodies using underground mining methods, Newmont began underground

continued next page
exploration in mid-1993. That fall, Newmont established a $200 million, six-year program to explore and develop the Carlin Trend's underground potential.

Newmont now has underground operations going at Deep Star, Carlin East, Rain and Carlin Main. The first underground mine to open was Carlin East. Construction on its portal began in October 1993, with production beginning in January 1995. As of late last year, Carlin East had over 4 miles of drift extending about 650 feet below the surface. This site, which uses longhole stoping and undercut and fill stoping methods, employs about 75 miners and 22 maintenance personnel.

Deep Star, which began production about nine months after Carlin East, was going to be Newmont's flagship underground operation. It was the initial studies of Deep Star and Deep Post that got the company excited about going underground. When digging began on the two declines in January 1995, workers initially made slow advance due to poor ground conditions. The orebody was reached at the 5,050 foot level in April 1995 and dewatering was begun. Facilities construction began in August 1995, with the first ore being produced about a month later.

Deep Star now has more than 3 miles of drift and extends more than 1,000 feet below the surface. About 81 miners, supported by 19 maintenance workers, are bringing out about 600 tons of ore a day. The Deep Star Mine contains its own backfill plant, compressor and pump stations, even a warehouse and small office. Newmont plans to develop 4,700 feet of drift and produce 207,000 tons of ore at Deep Star in 1997.

The other two underground operations have also begun at Rain and Carlin Main. Newmont is winding down its feasibility study at Carlin West and is scheduled to begin operations there some time this year.

Crusher operator Mike Kern, right, with Local 3 Financial Secretary Darrell Steele, left, and Business Rep. Cotton Cristander.

JCI 250M LHD 3-yard loader

Tamrock 2-boom electric hydraulic facejump

Tamrock 2-boom electric hydraulic facejump

To get a first-hand look at Newmont's new operation, a contingent of Local 3 officers and representatives from the union's Elko office toured the Carlin mine last December.

"What I saw impressed me an awful lot," said Local 3 President Jerry Bennett, who toured the facility. "In this era of union-management cooperation, Local 3 can play a very positive role in this new underground operation."

What Bennett is referring to is the Operating Engineers' decades of experience representing workers who operate heavy equipment in underground construction. "Underground mining may be relatively new at Carlin, but it's very familiar territory to us," Bennett said. "Our members have worked on some of the nation's largest underground construction projects."

As Newmont's underground operation provides new growth, Local 3's expertise in this area will no doubt be invaluable to union members in the mines, whether they remain in the open-pit operation or transfer to the underground.
Better medical, retirement benefits highlight new 3-year contract at Newmont Gold Company

Local 3 and Newmont Gold Company have negotiated a new three-year contract covering the nearly 1,400 non-management employees at Newmont's Carlin Gold mine operation near Elko, Nev. The new agreement includes significant improvements in medical and retirement benefits, wage increases, and, for the first time, a comprehensive vision plan.

"I feel this is the best contract we have gotten in the nine years that I've been at Newmont," said driller Mike Smith. "I have no complaints about the benefits. I think the negotiating committee did a great job in getting this new contract."

Below are highlights of some of the major contract improvements:

**Wages**
Wages were increased according the following:
- 30 cents per hour the first year
- 30 cents per hour the second year
- 40 cents per hour the third year.

Equipment operators were given an additional 18 cents per hour to match the pay of crusher loader operators.

**Other wages and working conditions**
In the Process Department, classifications of boiler operator, roaster operator and acid plant operator were added at 25 cents more per hour than mill operators.

In the maintenance and crane department, time periods for advancing to the next skill level were decreased from two years to six months. In the Custodian Department, time period to advance from Custodian I to Custodian II was decreased from one year to nine months.

Underground miners will now receive four vouchers per year for rubber boots.

On the Annual Incentive Compensation Plan, the company will pay on 2,080 hours worked and not just straight-time hours.

**Retirement improvements**
The pension was increased from $24 to $32 per month for each employee who has completed six to 10 years of accredited service. Employees with 11 years or more, the pension was increased from $24 to $32 per month for each accredited year. There are no changes for employees with five years or less of service.

The 401K plan now matches all hours worked up to 2,080 hours and not just straight-time hours. Employees can contribute up to 15 percent of all hours worked. As of Oct. 1, 1997, the company match will go from 4 percent to 5 percent.

**Medical benefits**
Medical coverage changed to an optional PPO program. If employees covered under the contract use PPO doctors, clinics and hospitals, coverage is paid at 90 percent with no family deductible. Also, if the PPO network is used, employees will not be responsible for charges above usual, reasonable and customary fees.

If a PPO is not available, coverage remains at 80 percent plus the family deductible, which is $150 per individual per year and $300 for a family. If a PPO is available in an area where service is provided but the employee chooses not to use the PPO facility, coverage is at 70 percent plus the family deductible.

Routine female exams, such as pap smears, pelvic exams and mammograms, are now covered up to $300 per year. Also, up to $300 per year is available for male exams such as prostate exams and blood tests.

Well baby care was added for babies after 8 days old and up to 24 months up to $300 per year for physical exams of heart, lungs and abdomen, including X-rays and laboratory services. Appropriate immunization and booster shots are also covered.

**Vision care**
For the first time, vision care was added for employees and their dependents. There's no PPO coverage available for this service. It covers 100 percent of usual, customary and reasonable fees for each covered individual up to the maximum specified below:

- Eye exam: $60
- Single lenses and frames or contacts: $60
- Medically required contact lenses: $180
- Bifocal lenses and frames: $69
- Trifocal lenses and frames: $75
- Linticular lenses and frames: $96

Hearing aid coverage was increased from $50 to $1,000 lifetime. Long-term prescription drug costs increased from $4 to $12 for a 90-day supply.

Coverage was added for dental sealants for dependent children under 19 at 100 percent of usual, customary and reasonable fees, with no deductible.


Grandchildren were added to the list of eligible dependents to the funeral leave section. The contract also clarifies the administration of the funeral leave section.

Finally, training is always an important part of union-management relations. During this round of negotiations, Local 3 and Newmont management agreed to develop a training advisory committee for mine operations.

**Local 3's negotiating committee**
Jerry Bennett, Local 3 President
Siemon Ostrander, Local 3 business rep.
Daniel Venter, Local 3 business rep.
Pual McKenzie, Gold Quarry truck shop mechanic
Steve Backherms, Gold Quarry electrician
Bob Loveridge, North Area mechanic
Jerry Wilkinson, central shop
Tim Schmidt, Gold Quarry operator
Art Jergensen, custodian
Tom Senecal, underground miner
Nick Cecil, mobile maintenance mechanic
Jim Richins, Gold Quarry crane operator
Scott Breschini, Mill 6 process operator
Dillingham-Manson is constructing a $68.5 million, 4,700-foot-long causeway that will allow some 300-800 housing units to be built on the island

The U.S. Navy's dream of building a bridge from the Honolulu side of Pearl Harbor to Ford Island, the site of the USS Arizona Memorial, has finally come true.

In August 1994, the Navy awarded the joint venture of Dillingham Construction Pacific, Ltd of Honolulu and Manson Construction and Engineering of Seattle, Wash. a $68.5 million contract to design and build the 4,700-foot Ford Island Causeway. After completing the design and obtaining permits, Dillingham-Manson mobilized equipment in November 1995 and began construction in January 1996.

To minimize the bridge's visual impact, Dillingham-Manson designed a low-profile structure: a 46-foot-wide, 4,700-foot long concrete and pre-stress girder bridge. It will have two vehicle lanes, an 8-foot-wide combination emergency and bicycle lane, and a 4-foot-wide raised sidewalk.

One of the more interesting features of the bridge is a 930-foot-long pontoon section that, when retracted, will allow a 650-foot-wide navigational opening for large ships. The bridge also features a 30-foot-high by 100-foot-wide small boat navigational crossing under the fixed portion of the bridge.

The causeway was one of several projects that Local 3 Business Manager Don Doser and Vice President Pat O'Connell visited during their December trip to Hawaii. The two officers wanted to meet some of the hands on the job sites in the days prior to that month's round of Hawaii District meetings.

On December 2, Doser, O'Connell, District Rep. Adrian Keohokalole and Business Rep. Colin Kaulele visited the 20 or so members working on the causeway. Dillingham-Manson has been using two derrick barges to drive piles, construct columns and build the bridge decks. Where the bridge connects with the northeast corner of Ford Island, crews are doing grading for major street and drainage improvements. And where the bridge ties into the existing intersection of Kamehameha Highway, Operators are making lane and signal modifications.

Since the early 1970s, the Navy has wanted to expand the use of Ford Island. In fact, a 1991-92 Navy master plan calls for building between 300 and 800 new housing units. But before that could happen, the Navy had to improve vehicular access to the island. Today a fleet of two to three aging ferry boats provides the only access to the island.

In 1989, Hawaii Senator Daniel K. Inouye sponsored legislation that authorized the Navy to sell 108 acres of land at the Manana storage area and 14 acres at Pearl City Junction. Three years later the land was sold to the City and County of Honolulu for $109 million, which provided the funding for the Ford Island Causeway.

The project is approaching the halfway point and, although the contract calls for completing the bridge in May 1998, Dillingham-Manson is expecting to finish up five months early. The good hands on this job deserve a lot of credit for making this early completion possible.
Terry's Grout and Pumping Service joins Local 3

Business Manager Don Doser's commitment to organizing has paid off in Hawaii. Terry's Grout and Pumping Service, previously the only concrete pumping firm in Honolulu not signed with Local 3, voted unanimously November 8 to be represented by the Operating Engineers.

The Hawaii organizing team, which consisted of District Rep. Adrian Keohokalole, Director of Organizing Bob Miller, Organizer Kalani Mahoe and Business Rep. Colin Kaalele, used an array of organizing techniques to gain victory.

One of those techniques involved using a Local 3 member from another concrete pumping company to alert the organizing team where Terry's crews would be working each day. The organizing team would then make contact with Terry's employees during breaks and lunch hour and after work.

After several meetings, some of which involved meeting with the employees' spouses, Terry's 11 employees signed authorization cards and a National Labor Relations Board election was scheduled. On November 8, the employees voted 11-0 for Local 3 representation.

We welcome Terry's Grout and Concrete Pumping to the Local 3 family, and congratulations to the Hawaii organizing team for a job well done.

Pictured above: Hugh Wilson of Terry's Grout and Pumping Service, center, was a key player in organizing the company. He received support from organizer Kalani Mahoe, right, and Director of Organizing Bob Miller.
Sign up for Hazmat training while you can

The rainy season is always a good time to upgrade your skills so that when work picks up again this spring you can be dispatched to a wider variety of jobs. To help you accomplish this goal, Local 3’s Safety Department is sponsoring both 40-hour Hazmat and eight-hour refresher Hazmat certification classes. Take advantage of these valuable courses; they will make you more employable and your employer more competitive.

HAZMAT SCHEDULE FOR THE FIRST QUARTER OF 1997

<table>
<thead>
<tr>
<th>40 HOUR COURSES</th>
<th>EIGHT HOUR REFRESHERS</th>
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<tbody>
<tr>
<td><strong>Fatfield District</strong></td>
<td><strong>Stockton District</strong></td>
</tr>
<tr>
<td>2543 N. Walnut Way, (707) 429-9005</td>
<td>1916 N. Broadway, (707) 429-9005</td>
</tr>
<tr>
<td>March 17-21</td>
<td>April 9</td>
</tr>
<tr>
<td><strong>Santa Rosa District</strong></td>
<td><strong>Eureka District</strong></td>
</tr>
<tr>
<td>6225 State Fair Dr., #100, (707) 365-2407</td>
<td>2608 Broadway, (707) 429-9289</td>
</tr>
<tr>
<td>March 31-April 4</td>
<td>Fri., March 14</td>
</tr>
<tr>
<td><strong>Alameda Headquarters</strong></td>
<td><strong>Oakland District</strong></td>
</tr>
<tr>
<td>1623 S. Loop Rd., (510) 746-7400</td>
<td>1620 S. Loop Rd., Alameda, (510) 746-7400</td>
</tr>
<tr>
<td>Ext. 5552, April 7-11</td>
<td>Sat., Feb. 22, Wed., March 5, Fri., March 7</td>
</tr>
</tbody>
</table>

An alert regarding use of ID cards when buying Rx drugs

By now, all active members covered by the California Health and Welfare Trust Fund and retirees covered by the Pensioned Health and Welfare Trust Fund, except those on a Medicare Advantage Plan, (Kaiser Senior Advantage, Pacific Care Secure Horizon or Health Net Seniority Plan) should have received their white plastic Prudent Buyer/Diversified Pharmaceuticals Services card. Kaiser members should have their Kaiser card and the white plastic Diversified Pharmaceuticals Services card.

If you have not received your ID cards, or if you need additional information or forms, contact your district office, the trust fund office or fringe benefit center.

Kaiser members

Kaiser pharmacies are not participating pharmacies under the DPS plan. Members with Kaiser coverage (except retirees and spouses on Kaiser Senior Advantage) should not fill their prescriptions at Kaiser. They should take their prescription to a participating pharmacy for maximum reimbursement. Retirees and spouses who are on Kaiser Senior Advantage must fill their prescriptions at Kaiser.

Mail order option

Your prescription drug benefit also provides mail order service for your prescription needs. Mail order service is available through American Diversified Services (ADP) in Sacramento or through DPS in Pennsylvania. The mail order option is ideal for those on maintenance drugs. When using the mail order option, there is no out-of-pocket cost to the member.

Partial list of DPS participating pharmacies

The Diversified Pharmaceutical Services Network of participating pharmacies is extensive. A partial listing is shown below. A complete listing was included in the packet sent to you earlier and is available from the trust fund office or fringe benefit center.

<table>
<thead>
<tr>
<th>Pharmacy Name</th>
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<tbody>
<tr>
<td>Albertson’s Food &amp; Drug</td>
</tr>
<tr>
<td>Bi-Mart Pharmacies</td>
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<tr>
<td>Bill’s Drugs</td>
</tr>
<tr>
<td>Costco Pharmacies</td>
</tr>
<tr>
<td>Drug Center</td>
</tr>
<tr>
<td>Drug Mart</td>
</tr>
<tr>
<td>Fry’s Food &amp; Drug</td>
</tr>
<tr>
<td>Fred Meyer Inc.</td>
</tr>
<tr>
<td>Long’s</td>
</tr>
<tr>
<td>Kmart</td>
</tr>
<tr>
<td>Medicine Shoppes</td>
</tr>
<tr>
<td>Lucky’s</td>
</tr>
<tr>
<td>Pak &amp; Save</td>
</tr>
<tr>
<td>Owl Drug Stores</td>
</tr>
<tr>
<td>Raley’s Stores</td>
</tr>
<tr>
<td>Payless Drug Stores</td>
</tr>
<tr>
<td>Skaggs Alpha-Beta</td>
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<tr>
<td>Safeway</td>
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<tr>
<td>Thrifty</td>
</tr>
<tr>
<td>Thrifty Jr.</td>
</tr>
<tr>
<td>Von’s</td>
</tr>
<tr>
<td>Walmart (most, not all)</td>
</tr>
<tr>
<td>Walgreen Drugs</td>
</tr>
</tbody>
</table>

continued next page
A tribute to addiction recovery leader
Harold Hughes

The National Institute on Alcohol Abuse and Alcoholism (NIAAA) mourns the death of Harold Everett Hughes, former Iowa governor and U.S. senator. He was the force behind the passage of the landmark legislation the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970, which established NIAAA.

A recovering alcoholic with more than 40 years of sobriety, Hughes, who died on October 25, 1996 at his retirement home in Glendale, Ariz., was a highly visible and much loved and respected voice in the alcoholism and drug abuse fields for close to half a century.

Born in Ida Grove, Iowa, into a poor farming family, Hughes returned from service in World War II “a drinking but functioning alcoholic.” A truck driver at the time, he continued to drink, trying to quit but succumbing to relapse time and again. After contemplating suicide in 1952, he experienced, in his own words, a “deep spiritual experience” that led to his eventual recovery from alcoholism.

He went on to win three terms as governor of Iowa, followed by election to the U.S. Senate, where he served from 1969 to 1974. After retiring from the Senate, Hughes continued to work on behalf of alcoholics and other addicted persons, founding four Harold Hughes Recovery Centers for alcoholism treatment, among his other accomplishments.

Noted for his eloquent and forceful oratorical style, Hughes lectured nationally on alcohol and other drug abuse issues, particularly on the need to develop a lay constituency for problems of addiction, and eventually founded the Society of Americans for Recovery.

Today’s alcohol research programs, which provide hope for people at risk for and affected by alcohol-related problems, were born of Hughes’ vision for the future.

New labor support group

A new labor support group has been formed for Operating Engineers and other labor 12-step programs. The meeting is structured with an Alcoholics Anonymous format. Ernie G. is the founding secretary. All recovering individuals are invited to attend.

The group is meeting on Monday evenings at 7 p.m. at the Sacramento District office, 4044 North Freeway Blvd. Contact the ARP at 1-800-562-3277 if you need additional information.

Dept. of Transportation driver alert

Updated ARP driver training schedule

Addiction Recovery Program (800) 562-3277
Hawaii Members Call: (808) 842-4624

Your pension

Some members have been asking the question: How do I calculate my pension each year? The answer to this question has been the theme of Business Manager Don Doser’s presentation at the current round of quarterly district meetings.

You simply take the total hours worked for the year and multiply by the hours pension contribution rate ($3.75 construction rate). Next, you multiply that total by the current benefit factor rate of 3 percent. This amount is the amount you earn towards your monthly pension for the year.

Example:

1650 (hours worked) x 3.75 (contribution rate) = $6,187.50
$6,187.50 x 3% = $185.63 per month at age 62

For assumption purposes, if everything stayed the same for 10 years straight, the benefit earned for the 10-year period would amount to $1,856.30 per month at age 62.

Enrollment forms

If you recently received a form from the trust fund office requesting confirmation of dependent eligibility, other health care insurance or prepaid medical plan, and have not yet completed and returned it, please do so as soon as possible. This information is necessary to update the claims computer system. Failure to respond may delay the processing of your claims.

Calling all chefs

In last month’s column, we asked members to send in their healthy recipes as part of our New Year’s resolution to eat healthier foods and decrease the consumption of fast foods. We are pleased to print our first recipe.

VEGETABLE BEEF STEW

1 pound lean beef, cut into 1/2-inch pieces
1 tablespoon vegetable oil
2 (14 1/2-ounce) cans low-sodium, fat-free beef broth
4 carrots, sliced
4 medium onions, cut into fourths
2 pounds red potatoes, peeled and chopped
2 (16-ounce) cans low-sodium whole tomatoes, undrained and chopped
1 (17-ounce) can whole kernel corn, drained
1 (16-ounce) can peas, drained
1 (10-ounce) package frozen lima beans
1 (6-ounce) can no-salt added tomato paste
1 tablespoon sugar
3 garlic cloves, crushed
2 tablespoons dried Italian seasoning
1 teaspoon salt
1 teaspoon pepper

Saute beef in oil in a large Dutch oven until browned. Combine beef, broth and remaining ingredients in Dutch oven; bring to a boil. Cover, reduce heat, and simmer, stirring occasionally, 1 hour. Yield: 16 cups.

Calories: 289 (18% from fat); Protein 17.9G (sat 1.56G); Carb 43.2G; Fiber 6G; Chol 20mg; sodium 788mg
Heavy and Light Construction certification test starts March 1

The Northern California Surveyors Joint Apprenticeship Committee announces this month that the test for the Heavy and Light Construction certification will be available beginning March 1. However, we won't be holding a Heavy and Light Construction test preparation class. Keep in mind you must call the NCSJAC for an appointment to attend the regular apprenticeship class where the test will be given.

Also, the topographic testing is over as of March 1, and any certified chiefs who did not take the test will lose their topographic and hydrographic certification. The topo test will be given again in 1999, at which time a certified chief will have to retest. At that time, those who lost their certification in 1996 can reapply and be recertified by passing the test.

The NCSJAC wishes to thank Hans Haselbach for his classes on GPS. Hans not only gave our classes a chance to use GPS hands-on, but also had hidden treasures in various field locations that were recoverable by the GPS operators if they came up with the right readings. Thanks again, Hans. Your classes have been a great training opportunity.

The time will be upon us soon to compete in our hands-on competition. The date is May 10. The location will be announced soon, but at the present time it looks like we will hold the event in the Pleasanton area.

The staff of the NCSJAC would like to thank the members of the committees that make our existence possible. Current JAC members are Mark Reschar (Chairman) of Meridian Technical Services, Local 3 Business Manager Don Doser (Co-Chairman), Ken Moore of Wilsey & Ham Engineering, Local 3 President Jerry Bennett, Ralph Hoyt of Hoyt, Miller & Angstadt, Local 3 Vice President Pat O'Connell, John Humber of Sandis, Humber & Jones, Local 3 Recording Correspondence Secretary Rob Wise, Mike Barbee of Carlson, Barbee, Gibson, Local 3 Technical Engineers Division Director Paul Schissler, Phillip Savio of Mark Thomas Engineering and Local 3 member Ken Anderson.

Current trustees members are: Mark Reschar (chairman), Don Doser (co-Chairman), Ken Moore, Jerry Bennett, Billy Martin of Martin, Kangas & Faulk, Pat O'Connell, John Humber, Rob Wise, Mike Barbee, Local 3 Treasurer Max Spurgeon, Phillip Savio and Paul Schissler.

Surveyors look ahead to new contract as current one winds down

Ratification meetings have been completed in various areas throughout Northern California. The new wage and fringe rates are listed in the chart on page 17. This is the last year of your current four-year agreement.

In less than a year we will be sitting down with the employers to negotiate a new collective bargaining agreement. Some key areas are: GPS work, travel time, apprentice and journey-level training, and how your employer can be more competitive with non-union employers. Many employers are looking into the new one-person GPS unit.

The Technical Engineers Division would like to encourage you to send in your comments and suggestions for the new contract. Your forthcoming negotiations are being planned now.

Organizing

Organizing is an extremely important part of a business agent's job. Every time we successfully organize a new firm several important things happen. The union:

- Expands employment opportunities for its members.
- Increases its membership.
- Expands its political clout.
- Strengthens its collective bargaining power.
- Improves wage and fringe benefits, which in turn helps stabilize the work in your industry.

At the semi-annual meeting are, standing left to right: Jim Cullison, Art McArdle, Pat O'Connell, John Humber, Ralph Hoyt, Carl Parbee, Mike Barbee, Local 3 Recording Secretary Rob Wise, and Local 3 Technical Engineers Director Paul Schissler.

Some say union workers make too much money. What these people don't apparently understand is that from your wages come the tax dollars that pay for schools, colleges, highways, public works projects, medical care, social security for retirees, disability for working women on maternity leave, and much more. A portion of the wages union members earn go back into the system that benefits all of us. Never be ashamed of the wages you earned. You can be proud of your personal contribution and your efforts to the nation, your state and your community.

continued next page
Joining the credit union can bring you immediate benefits

Vickie Worden cried on Christmas morning. She could not help getting a little emotional when her husband Eric surprised her with a new automobile. Because he planned to surprise Vickie, Eric did not want his car purchase to involve any guesswork or unpleasant surprises. That's where the credit union helped.

After Eric had decided on a car, he called Ron Poff, branch supervisor at the credit union's Rohnert Park office. Ron gave Eric the Blue Book value of the car he wanted to buy. That information helped Eric get the car for a fair price.

Eric found it helpful that with his first phone call to the credit union he learned what the interest and payments would be. He also liked handling the transaction almost entirely over the phone, particularly since his concrete pumping business keeps him so busy. Eric made just one trip to the credit union branch to pick up the check. This was not only convenient for Eric, but it reduced the risk of Vickie being tipped off to the surprise. "Everything happened like clockwork," Eric said. "The credit union car loan was the easiest loan I have ever gotten."

Compare interest rates

When you car shop, make sure you compare the interest rate of the dealership with the rate offered by your credit union. That's what Local 3 member Russell Deike and his wife Paula did. The Deikes purchased their car on a weekend and obtained financing through the dealership. But when Paula called the credit union's Sacramento Arco Arena branch to compare rates, she discovered the credit union's rates were lower than what the dealer had claimed was the best rate. The Deikes then decided to refinance the loan with the credit union, a process that Paula found very easy, thanks to the help she got from her branch.

Also, by going through the credit union the Deikes were able to take advantage of the one-half percent interest discount for automatic payment on 1991 or newer models. The Deikes were glad they had not taken the dealer's word that its financing was the lowest. By refinancing through the credit union the Deikes substantially lowered their monthly payments.

Another way the credit union can save you money on your vehicle purchase is with our credit union's Vehicle Information Pricing (VIP) service. With a phone call to the credit union at 1-800-877-4444 you can learn what the dealer's invoice is on the new car you want to purchase. You can also find out the cost of the exact mix of options you want. And you can learn the Blue Book value of your trade-in. When you call to get this information before you shop, you put yourself in the best position to get the truck or car you want at a fair price.

Credit Union Direct Lending system

Credit union members in the Bay Area, Sonoma County, Sacramento andStockton areas can obtain their credit union auto loans at dealerships linked to the Credit Union Direct Lending (CUDL) system. If you find the car that you want on a weekend or even in the evening when the credit union is closed, you do not have to wait to obtain your credit union loan. CUDL is available seven days a week, 7 a.m. to midnight, including holidays.

"Being able to get my credit union loan right at the dealership made my car buying experience many times easier than the last time I purchased a car," said credit union member Michahone Ashworth of Newark, Calif., who recently made a purchase at a dealership connected to the CUDL network. To learn where CUDL dealers are located in your area, call Credit Union Direct Lending toll-free at 1-888-CU-DIRECT (1-888-283-4732).

Whether you plan to car shop soon or simply want to take advantage of higher returns on savings and lower interest on loans, joining the credit union can bring you immediate benefits. You can establish your membership with a minimum deposit of $5 into a regular savings account. For more information, call 1-800-877-4444 during business hours.

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Continued from previous page

Schedule A
Wage/Fringe Rate
Effective March 1, 1997

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<tr>
<th>Classifications</th>
<th>Wage Rate</th>
<th>Fringe Benefits</th>
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<td></td>
<td>Total Fringe</td>
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<td></td>
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<td>Rate</td>
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<tr>
<td>Licensed Land Surveyor (+2000) 4025</td>
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<td>15.33</td>
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<td>Certified Party Chief (5) 1215</td>
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<td>Chief of Party 1301</td>
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<td>Instrument Person 3716</td>
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<td>Probationary Apprentice 9900</td>
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<td>17.28</td>
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<td>1st Period Apprentice 9911</td>
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<tr>
<td>2nd Period Apprentice 9921</td>
<td>$26.94</td>
<td>17.28</td>
</tr>
</tbody>
</table>

TOTAL: $12.15

**REDUCE TAX TIME STRESS**

**Tax loans are now available!**

Borrow up to $3,000 at 9.5% APR—Take up to 12 months to repay.

1-800-877-4444

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SCHISSLER'S SURVEYOR'S STUMPER

Shown here is a sketch of a tilted plane curb return. Elevation 100 is the intersection of the two top of curb grade lines. Using the information provided, compute the elevation of beginning (Point 1) and ending (Point 5) of the curve. Then divide the delta angle into 4 equal parts and compute elevations for each intermediate point (Points 2, 3 & 4).
Redding buried in flood repair work

REDDING - With all the flooding that occurred in our district, our dispatches have gone up substantially.

We have Hard Rock Construction working on Hwy. 299 and at a washout on Hwy. 3. In some places, at the 4,000 foot level, the water during the flood rose 12 feet over the road. The water pushed 12-foot culverts out of the roadbeds and moved rocks the size of cars and, in some places, the size of houses.

J.F. Shea was called on New Year's Eve to work on Interstate 5 at numerous locations. The interstate was completely covered with mud and water at Sweetbriar. Loaders from Caltrans and J.F. Shea worked in mud 4 feet deep. I-5 was shut down for two days; detours were washed out. Hwy. 299 east and west of Redding was closed. Hwy. 44 was closed on numerous occasions. At one time you could travel only south from Redding, and at times that was even impossible.

The railroad was shut down for five to six days, something that has never happened during the 50 years I have lived in this area. When the railroad washed out in the Sacramento Canyon in about 10 locations, Southern Pacific contracted with J.F. Shea to help with the repairs. In some places the railroad tracks dangling unsupported in the air. Some places were so inaccessible the rock had to be hauled with loaders for a quarter mile to excavators to make pads for the railroad tracks.

The company started hauling rip-rap by truck from two different locations on New Year's Eve, and by the second day crews were hauling from three different locations. Trucks even hauled rock from Southern California. Can you imagine they put LA, rock in our rivers. There were over 150 trucks hauling out of the pits 24 hours a day, including Hard Rock hauling to a Hwy. 299 site near Weaverville.

On about January 8, Stimpel Wiebehalus was awarded the big slide on Hwy. 96 below Happy Camp. It will be working there for about a month with 10 to 15 operators 24 hours a day.

Ron Hale Construction is very busy working long hours all over the district paving roads from the flood damage. MCM, working on the Lake Redding Bridge, had to take the deck off of the work bridge because of high water resulting from the release of 27,000 cubic feet per second of water from Shasta Dam. The work bridge will be put back in place when the water recedes and stays at a low flow.

District 70 had at National Labor Relations Board election January 22 for a group of mechanics and maintenance workers at Wal-Mart's Red Bluff Distribution Center. Local 3 convinced the NLRB to carve out a 45-member mechanic and maintenance unit within the 850-employee facility. But the Wal-Mart employees voted not to go union at this time. We appreciated the efforts of our new organizing team. A special thanks to Organizing Director Rob Miller, organizers Jay Bosley and Larry Daniels, organizing attorney Mark Kyle, and house counsel Larry Miller. A job well done goes out to the organizing efforts of Redding District Rep. Monty Montgomery, Business Rep. Willbur Chase, and Joe Ondine of the International.

We greatly appreciate the operators who worked the informational picket line we set up at the distribution center. We thank Mark Cozzette, Ken White, Ron Hewett, Carl Stone, Tom Lee, J.D. Cox, John Buck, Doug Mieson, Wayne Morcan, Dennis McCarthy and Terry Hill for showing their support.

We have a new dispatcher in the Redding District office, Al Wilson, a 24-year member. He has lived in the Redding area for 49 years.

We would like to conclude this report by saying good-bye to Dispatcher Bill "Willy" Horan, who is now retired and has been fun "horsing around" at his home on the range. Willy, remember when all else fails, "Diesel Fitter." We will miss working with you.


Local 3 signs bus drivers from Tran Spec

SALT LAKE CITY - The union's new organizing strategy paid dividends this month when 59 drivers from Tran Spec voted 3 to 1 for Local 3 representation.

The Salt Lake City School District and its board decided last spring to contract out the district's busling operation to a private company. Until then the bus drivers had been represented by the Utah School Employees Association. The union contract between the school district and the association provided the bus drivers with decent wages, health insurance, a pension through the state retirement system, sick leave, funeral leave, and other good working conditions hard fought and won over many years of collective bargaining.

But when Tran Spec took over, it drastically cut drivers' wages, eliminated health and retirement benefits and sick leave. The move to contract out appeared to be a scheme to save money.

When this happened, Local 3 stepped in with an organizing effort and offered protection to these employees from this unsupersitious employer. Our organizing team held several meetings with the employees and discussed the advantages of Local 3 representation. We obtained enough signed authorization cards to file for an National Labor Relations Board election. But the Teamsters got wind of our effort and tried to intervene by getting some cards signed of its own.

As part of Tran Spec's strategy to delay the election, the company claimed the NLRB didn't have jurisdiction over a public employer. During an NLRB hearing Local 3 rebutted the company's position. Several weeks later the NLRB ordered the election for December 6. The Operating Engineers received 24 votes, the Teamsters four votes, Tran Spec 25 votes. Five ballots were challenged.

Local 3's legal department worked to resolve these matters, and it paid off. The Teamsters withdrew, and the NLRB ordered another election for February 7. On that day, the drivers voted 41-15 for Local 3 representation. We welcome Tran Spec to the Local 3 family.

Business Rep. George Starros
Another good work season on the horizon

ROHNERT PARK — District 10 is again looking forward to another good year. With a Democratic president and Democratically controlled state Assembly, the Caltrans wish list on projected work looks optimistic. We hope to have a year equal to 1996. As many of you know, we were down to 15 percent or less on the out-of-work list by June 1 of last summer, and we should see the same again this year.

The entire staff has been talking with non-union employers. Some are listening, others are not. Non-union employers are growing wealthy by paying substandard wages and fringe benefits. At the same time, they are taking twice as long to complete projects. They tell their employees what good old boys they are and how they're taking care of them, and that the employees are better off being non-union.

Operating Engineers know that their fair wages and benefits, including retirement, are safe in the hands of the union's trust funds regardless of who we choose to work for. Our benefits don't change like the non-union employers' medical or retirement plans do — if they even have one. Our union districts are safe in the hands of the union's trust.

Even though it's the rainy season, there's plenty of union activities either planned or currently underway. The Rohnert Park District office is still selling K2ST Entertainment Guides and Sonoma Express cards for $2.95 each. Come by the office or call (707) 585-2487. Also, Dispatcher George Steffensen will give gradesetting classes in March. Please call the office to have your name placed on the class list if you are interested.

Mark your calendar for the following upcoming events:
• District 10’s regular quarterly district meeting will take place on March 20 at 7 p.m. in the Rohnert Park District office.

• The sixth annual district barbecue and picnic at the Windsor Water Works will be on Sunday, June 29, from 10 a.m. to 5 p.m., the same hours the park is open. Food will be served from 11 a.m. to 2 p.m. Tickets will be $13 for adults, $9 for retiree, $2 for children. The menu will include a choice of tri-tip or chicken, salad, beans and dinner rolls plus unlimited beer and soft drinks. Waterslide tickets are extra. There will also be a raffle and door prizes.

In remembrance of Jack Witsch

Stony Point Rock Quarry partner passes away

John “Jack” Witsch, a partner in the Stony Point Rock Quarry in Petaluma and the former Healdsburg Sand and Gravel operation, died January 21 at his Petaluma home at age 74. Jack was also a former partner in Sausalito Construction, an underground firm in Nevada.

Jack was born in Mill Valley. He attended schools in Sausalito and went to Tamalpais High School, where he was an “All-American Athlete” in 1940. He later served in the Merchant Marines for four years.

Jack retired in 1975. He was a retired member of Local 3, a member of Sea Point Parish of the Native Sons of the Golden West, and the Petaluma Elks Lodge 901. He is survived by his son, Roger Witsch of San Rafael, daughter Jackie Dickson of Napa, sister Virginia Steffensen of Novato, and four granddaughters.

Memorial donations can be made to the Petaluma Boys & Girls Club, 203 Maria Drive, Petaluma, 94954, or to Hospice of Petaluma, 415 A Street, Petaluma, 94954.

Union contractors show their worth during levee repairs

STOCKTON — At press time, the Stockton District is in the midst of a dry spell, a welcomed relief from the heavy rains that drenched our region in early January. The floods exposed the lack of maintenance of our levee system throughout the San Joaquin Valley and the delta area.

During the storms, the California Department of Water Resources opened a command post at the San Joaquin County Fairgrounds in Stockton. From there the state coordinated its flood response for San Joaquin, Stanislaus and Merced counties.

In San Joaquin County alone nearly $3.5 million in levee repair projects were awarded. Teichert, Ford and Granite have been the most successful low bidders. However, there are also non-union contractors, with no experience doing levee work, Remedial Constructors Inc. and David Willson Construction, have been awarded some work that they obviously underestimated.

Under the direction of District Rep. Dave Young, Dennis Carpenter of the Foundation for Fair Contracting and I started monitoring these non-union jobsites for prevailing wage and other labor law compliance.

Shortly after our monitoring began, the U.S. Army Corps of Engineers terminated Willson Construction’s $1 million contract at Repair Site F for failure to perform. The corps then gave the contract to the next lowest bidder, Teichert Construction, which had equipment and Operating Engineers on the job within an hour of getting the contract.
District and Retiree Picnics

Oakland District
Sunday, May 18
Location and ticket info to follow.
Info: (510) 748-7446

Retiree Picnic
Saturday, May 31
San Jose District office
Rib roast, salad, beans, rolls, unlimited beer and soft drinks.
Horseshoe tourney, music, souvenir photos, and much more.
As usual, plenty of RV parking.
Info: (510) 748-7450

Rohnert Park District
Sunday, June 29
Windsor Water Works
10 a.m. - 5 p.m. (hours park is open)
Food served
11 a.m. - 2 p.m.
Tickets: Adults $13, retirees $9, children $2
Menu: Tri-tip or chicken, salad, beans, dinner rolls, hot dogs for the children.
Water slide tickets are extra.
Door prize, raffle.
Event sells out, so get tickets early.
Info: (707) 585-2487

Gradesetting class
Where: San Jose District office
Instructor: Milt Peterson
When: March 6, 7 p.m.
Info: (408) 295-8788

1997 COMET Class Schedules

<table>
<thead>
<tr>
<th>COMET I Class Schedule</th>
<th>COMET II Class Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>(All classes begin at 8:00 a.m.)</td>
<td>(All Day 1 classes begin at 12:00 noon and all Day 2 classes begin at 8:00 a.m., unless noted otherwise.)</td>
</tr>
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</table>

Day 1 Day 2

Fresno: 3/6/97 3/6/97
Reno: 2/6/97 2/6/97
Salt Lake: 3/6/97 3/6/97
Hawaii (Kona): 3/10/97 3/11/97
Eureka: 4/9/97 4/9/97
Marysville: 2/19/97 2/20/97
Redding: 4/7/97 4/8/97
San Jose: 3/7/97 3/8/97

From the Rohnert Park/Santa Rosa Office:
Our sincere condolences to the family and friends of the following departed: Ann Tattler, wife of deceased member James Tattler (12/19); Elwin Millerick (1/3); Frank Veronda (1/15); John J. "Jack" Witsch (12/31); Thomas Forman (1/3); James T. Gittle (1/15); Gunnar G. Gunheim, father of Bus. Rep. Greg Gunheim (12/30).

Congratulations to the following: Sergio and Madolores Estrella, on the birth of their daughter, Alondra, 10/31; Steve and Judy Mackey, on the birth of their daughter, Emily Elizabeth, 12/31, who weighed 7 lbs., 15 oz.; Jay and Tammie Ress and their new baby girl, Amanda Roxann, 1/5; David and Amy Sass, on the birth of their son, Cody Michael, 12/29; and Ron and Jeannette Montgomery and their new baby girl, Courtney Nicole, 1/17, who weighed 5 lbs., 11 oz., and was 18" long.
HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of January 1997, and have been determined to be eligible for Honorary Membership effective April 1, 1997. They were presented at the January 4, 1997 Executive Board Meeting.

- Donald Branch
- Guido Budelli
- Ronald Cox
- Richard Denis
- John Florey
- E.J. Sughrue
- Paul D. Todd
- Theo Naka
- Arthur T. Topkose
- Bill W. Wright

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the December '96 & January '97 database):

- Daniel Amsbary
- O. Andrews
- Robert Alexander
- George Balard
- John Banks
- A. Barker
- Jack Bateman
- Thomas Burkle
- L. Burns
- Dave Case
- Harry Church
- Marvin Case
- George Ballardo
- L. Burns
- John Cooley
- James Banks
- William Hackbarth
- Eber Grisso
- Ronald Garcia
- Ernest Flint
- Janis Flint
- John Cooley
- Jerry Cooley
- W. James
- Wilfred James
- Henry Hishinuma
- Thomas Daniels
- Thomas Daniels
- Thomas Delgadillo
- John Correia
- Wilfred Johnson
- Arthur Kaufman
- Francis Kemper
- James Knowles
- Frank talker
- Joe Toscanini
- John Woodville
- John Welsh
- E.J. Sughrue
- Arthur H. Topken
- Bill W. Wright

NOTICE

Election of Geographical Market Area Addendum Committee Members

Business Manager Don Doser has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1997 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" Journeyman
4. Must be a member in good standing
5. Cannot be an owner operator

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

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

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

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

FEBRUARY 1997

6th District 04: Fairfield, CA
- Engineers Building
  2540 N. Whitney Way, Fairfield, CA 94533

12th District 12: Salt Lake City, UT
- Engineers Building
  158-5W. Temple, Salt Lake City, UT 84116

13th District 11: Reno, NV
- Engineers Building
  1290 Corporate Blvd., Reno, NV 89522

20th District 50: Fresno, CA
- Labor's Hall
  4545 E. Hughes, Fresno, CA 93726

27th District 01: San Francisco, CA
- Seafarers International Auditorium
  320 Freimont St., S.F., CA

MARCH 1997

3rd District 17: Kauai, HI
- Kauai High School Cafeteria
  Lihue, HI

4th District 11: Honolulu, HI
- Westminster Intermediate School Cafeteria
  1533 S. King St., Honolulu, HI

5th District 17: Maui, HI
- Waipahu Community Center
  22 Weir St., Waipahu, HI

6th District 17: Hilo, HI
- Hilo I.U.W. Hall
  100 W. Laniolu St., Hilo, HI

7th District 17: Kona, HI
- Hokuala Inn Community Center
  76-5077 Mahalani, Kona, HI

11th District 29: Oakland, CA
- Teamsters Hall Local 70
  70 Hegenberger Rd., Oakland, CA

13th District 02: San Jose, CA
- Italian Gardens
  1050 Almaden Blvd., San Jose, CA

20th District 10: Rancho Park, CA
- 6225 Saticoy St.
  Rancho Park, CA 90292

APRIL 1997

3rd District 02: Rancho Cordova, CA
- Mackinlay Hall
  2748 Sunny Blvd., Rancho Cordova, CA

8th District 40: Eureka, CA
- Engineers Building
  2615 Broadway, Eureka, CA 95501

9th District 17: Redding, CA
- Engineers Building
  2608 Engineers Ln., Redding, CA 96002

10th District 06: Marysville, CA
- Veterans Memorial Center
  1703 El Camino Ave., Marysville, CA

17th District 30: Stockton, CA
- Engineers Building
  1916 North Broadway, Stockton, CA 95205

22nd District 04: Fairfield, CA
- Holiday Inn
  1350 Holiday Ln., Fairfield, CA

24th District 50: Fresno, CA
- Labor's Hall
  4545 E. Hughes, Fresno, CA

30th District 12: Eureka, CA
- Steelworkers Hall
  1847 5th Street, Eureka, CA
ELECTION COMMITTEE NOTICE

Robert L. Wise, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3(b), Elections of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct an election in August 1997 of Officers and Executive Board Members and also elect Delegates and Alternates to the 35th I.U.O.E Convention.

ARTICLE XII, SECTION 3, ELECTIONS:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union, is exhausted. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominee of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

ARTICLE XIII, SECTION 1, INTERNATIONAL CONVENTION DELEGATES:

(c) When the International Convention is to occur during the year next following an election of Officers under Article XII of these By-Laws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.

MEETINGS TO ELECT THE ELECTION COMMITTEE:

March 1997

3rd/Mon......District 17, Kauai High School Cafeteria, Lihue
4th/Tues......District 17, Honolulu, Washington Int. School Cafeteria, 1633 So. King Street
5th/Wed......District 17, Maui, WaikaPuna Community Center, 22 Waikolu Place, Wailuku
6th/Thurs.....District 17, Hilo, Hilo I.WU Hall, 100 W. Laniakaua Street
7th/Fri........District 17, Kona, Hukuakua Inm Comm. Ctr., 76-5877 Mamalahoa, Hokuakua
11th/Tues.....District 20, Oakland, Teamsters Local 70, 70 Hegenberger Road
13th/Thurs.....District 90, San Jose, Italian Gardens, 1500 Almaden Road
20th/Thurs.....District 10, Rohnert Park, Engineers Bldg., 6225 State Farm Drive
27th/Thurs.....District 80, San Bernardino, Machinist's Hall, 2251 Desert Street
28th/Thurs.....District 90, San Jose, Italian Gardens, 1500 Almaden Road
29th/Thurs.....District 90, San Jose, Italian Gardens, 1500 Almaden Road
30th/Thurs.....District 10, Rohnert Park, Engineers Bldg., 6225 State Farm Drive

April 1997

3rd/Thurs.....District 80, Sacramento, Machinist's Hall, 2749 Sunrise Blvd., Rancho Cordova
8th/Tues......District 40, Eureka, Engineers Building, 2806 Broadway
9th/Wed......District 70, Redding, Engineers Building, 20308
10th/Thurs.....District 60, Marysville, Veterans Memorial Center, 1703 Elm Street
17th/Thurs.....District 30, Stockton, Engineers Building, 1916 North Broadway
22nd/Tues.....District 40, Fairfield, Holiday Inn, 1330 Holiday Lane
24th/Thurs.....District 30, Fresno, Laborer's Hall, 5431 East Hedges
30th/Thurs.....District 12, Orem, Steelworkers Hall, 1847 South Columbia Lane

May 1997

1st/Thurs.....District 11, Reno, Engineers Building, 1290 Corporate Boulevard
8th/Thurs.....District 01, San Mateo, Electrician's Hall, 302-8th Avenue

OFFICIAL ELECTION NOTICE

PRE-RETIREE MEETINGS

SALT LAKE CITY
Wed, February 12, 1997
Operating Engineers Bldg.
2030 E. 400 South, Salt Lake City, UT

RENO
Wed, February 12, 1997
Operating Engineers Bldg., 1201 Corporate Blvd., Reno, NV

STOCKTON
Wed, February 12, 1997
Operating Engineers Bldg., 1916 N. Broadway, Stockton, CA

1997 GRIEVANCE COMMITTEE ELECTION

Recording-Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 1(d) of the Local Union By-Laws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 1997.

The schedule for these meetings appears on the previous page under “District Meetings.”

ELECTION OF EXECUTIVE BOARD MEMBER DISTRICT 50 (FRESNO)

Recording-Corresponding Secretary Robert L. Wise has announced that on Feb. 20, 1997, at 7:00 pm, at the regular quarterly Dist. 50 (Fresno) Membership Meeting, there will be an election for one (1) Executive Board member to fill an unexpired term. The meeting will be held:

February 20, 1997 • 7:00 p.m.
Laborer’s Hall
5431 East Hedges • Fresno, CA

Attention Local 3 Sisters!

Our next potluck/get-together is
11 AM, Sunday, March 16, 1997
at Beth’s house, 335 Haddon Rd, Oakland.

DIRECTIONS: From I-580 eastbound, take Park Blvd. exit. Go right on Park for about 1/2 mile. Turn right on Haddon Rd to house top of hill, left.

Bring food or drink to share!
Come and meet new friends, see old ones,
talk about our work, jobs, union, future and your concerns. See you there!

For more info, and to get on our list
for future events, call
Beth (510) 835-2511, Kristi (415) 364-4183,
or Pam (510) 540-6937.
FOR SALE: 2, antique GOLP, pinball, horizontal. Complete. Cabinet is in L-shaped. Great for a basement or game room. $50. (510) 222-7809.

FOR SALE: 1972 executive motorhome. 26 ft, 3rd quarter. Totally refurbed, new beds, bath, hot water heater. 2 new AC units, new sofa, new floors, new tires, new lights, new suspension, new engine. V8, 350 cu in, 200 horse. Tires 15"x8x12, newly retreaded. $7,500. For sale or trade for RV. (510) 546-9370.

FOR SALE: Cessna Citation IV. 15M work horse, power, place, nego, perm. Fully equipped to fly 12,000 miles; ready to fly. (415) 527-9476.

FOR SALE: Country membership at Campanile Park. Full hooked up lot. 55 and older. Excellent opportunity to purchase a country club membership at a greatly reduced price. Make an appointment or call. (510) 374-1400.

FOR SALE: 1995 Holiday Ramblers 34-F. 26,000 miles, no leaks, no rust, fully san, fully self contained, full kitchen, washer/dryer, air cond, heat. $15,000. (510) 372-1400.

FOR SALE: The original "Bassick" 6. 9" magnesium rod, solid wood -neck, lifetime guarantee. $75. Call for details. (415) 476-3320. P.O. Box 220, Guerneville, CA 95446.

FOR SALE: Mobilehome in Fir Park on the lot. 55 and older. Recently remodeled. $25,000. (510) 429-7311.

FOR SALE: 1991 mobilehome. KF-8 3802-6, 2-BR/2-BA on lot 191, 2nd phase, no HOA. $10,000. (510) 393-0852.


FOR SALE: Stage Upholstery. Best color, heater, a/c, good paint, tune out, replacement parts, all new. $5,000. (415) 495-8568. #1064668.


FOR SALE: 1992 Jeep Wrangler. 4-cyl, 5-speed, 23,000 miles, new tires, excellent. $6,000. (510) 448-7189.

FOR SALE: 1995 Ford 4000 DualTech dump truck. 12 ton weight, 8.00 x 20 tires, X-L¢. (510) 566-3921.

FOR SALE: 1995 Ford F450 6000 Gal. tank truck. 22 ft tank body. Fully equipped with all you need to go. 3,000 gallons, 8 ft, 3" alu. trailer. (510) 222-2339.

FOR SALE: 1992 Tractor Trailer. 24-9", rear tires, new tires. $9,000. (510) 739-2128. 24-9 tires.

FOR SALE: 1992 Chevrolet CK Silverado. 35,000 miles, good tires, runs, AC, power steering, rear defrost, new engine, ser. service. (510) 566-5019.

FOR SALE: Two barndominiums, East End, Southpaw Memorial Park Cemetery. Honey badger and Elk Kraus. $11,500 each. (510) 566-5151. #1065252.

FOR SALE: 1991 Ford Bronco. 36,000 miles, runs great, excellent paint, 4" lift, new tires, full, all options. (510) 792-8022.

FOR SALE: 1971 International. 6X6, 350 horse, NO rust. $25,000. (510) 792-8022.

FOR SALE: 1982 Jeep Wrangler. 4-cyl, 5-speed, 135,000 miles, 100% rust free. (510) 566-3921.


Scholarship Contest Rules for 1997

General rules and instructions for Local 3’s College Scholarship Awards 1996/1997 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 male and female applicants. Two scholarships of $2,000 each will be awarded to the runner-up male and female 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 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 1996), or (2) the spring semester (beginning in 1997), 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, 1997 and March 1, 1997.

Awarding scholarships

Upon receipt of the application and required forms, Local 3 will select the scholarship winners. 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 19, 1997 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, 1997:

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

Back by popular demand!
Operating Engineers Local 3 FAMILY DAY
at Marine World Africa-USA

The Operating Engineers Local 3 Family Day at Marine World Africa-USA is back and better than ever! We've got a great deal for you and your family to spend a day with Local 3 members at this incredible park!

Our day includes:
• Exclusive lakeside picnic
• Admission to all shows, exhibits and attractions
• Free parking stub included on ticket
• All-you-can-eat barbecue hot dog lunch
• All-included soft drinks and beverages
• Unlimited soft drinks and beverages
• Games for the kids
• Door prizes and so much more!

Fill out form and return to:
Operating Engineers Local Union No. 3
1620 S. Loop Rd., Alameda, CA 94502
Attn: Marineworld Family Day

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<thead>
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* Ages 4-12, Under 3 admitted free.