

ENGINEERS NEWS



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OPERATING ENGINEERS LOCAL UNION NO. 3

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FEBRUARY 1987

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

Repairing the Damage

IMPORTANT ELECTION COMMITTEE NOTICE

See page 22 for important information regarding the election of the Election Committee members who will be conducting the election of Officers and Executive Board Members combined with the election of Delegates and Alternate Delegates to the 35th IUOE Convention.

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**Going underground**

Near Elko, Nev., Newmont Gold Co. begins underground mining after 33 years of open-pit mining.
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**At last, a bridge to Ford Island**

Local 3 contractor is constructing a \$68.5 million causeway in Hawaii **p. 12-13**

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ENGINEERSNEWS**WUPA**

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FOR THE
good & welfareby **Don Doser****Business****Manager**

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.

Wilson proves again why we need unions

For those foolish enough to question the need for unions in this day and age, I say, just 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 works, for example, 12 hours Monday, four hours Tuesday, six hours Wednesday, 10 hours Thursday and eight hours 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 (\$4,160 a year) in overtime compensation under the new rule.

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 killing 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 398, 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 rulemaking 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. "If 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 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.

Highway 70 between Oroville and U.S. 395 suffered immense storm-related damage. Only one lane was available for drivers on this stretch due to washouts.

Surveying the Damage

Local 3 officers visit members involved in storm repair work

By Steve Moler
Assistant Editor

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.

On January 23, Bennett and Business Rep. Andy Mullen accompanied *Engineers News* in surveying the repair work along U.S. 50. Doug



Veerkamp, a non-union contractor from Placerville was repairing damaged drainage structures along the first section above Pollock Pines, while Granite Construction of Watsonville 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 enable 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 (20,000 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 acting 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 \$550,000 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 Loader operator Richie Barela on Hwy. 50.
- 3 Granite's Clark Wagon on a Cat EL300B excavator on Hwy. 50 repairs.
- 4 Local 3 President Jerry Bennett, middle, with Foreman Glenn Miller, left, and loader operator Harold Bergren on Hwy. 50.
- 5 Tullis' paving crew along Hwy. 70.
- 6 Business Manager Don Doser, right, greets Tullis Inc. foreman Chuck Heller on Hwy. 70.
- 7 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



Sutter Bypass Levee
breaks on Jan. 4

During the New Year's floods, Dutra Construction of San Rafael 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 earth works. 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:

AFTER



"We'll get it done. We'll get you the people you need no matter what it takes."

And the Marysville District delivered as promised. Bonilla and 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?

"I'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 Sites A and B and another \$1 million job at 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 jobsites for prevailing wage and other labor law compliance.

Shortly after the monitoring began, the Corps of Engineers terminated Dave Willson 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



- 1 Jaeger Construction teams up with Dutra Construction to close the Sutter Bypass Levee. Loader: Joe Zua Zua. Near excavator: Robert Vaughn. Far excavator: Dennis Hively. Dutra's tug is at right.
- 2 Dozer operator Wally Douke of Teichert doing levee stabilization at Old River Rd. and Road 127 near West Sacramento.
- 3 McPherson Crane & Rigging's new 190-ton all-terrain crane "The Duke" at the Star Bend Levee break.
- 4 At the Star Bend Levee break near Arboga are, from left, Dutra's Mike Anderson, Dave Slack and Eddie Pascuzzo, with Bus. Rep. Dan Mostats second from left.
- 5 At the Star Bend Levee break are, from left: Mike Anderson (Dutra), Clyde Smith Jr. (Dutra), Tom Graham (McPherson), Samson Seidel (Dutra), Ted Rife III (Dutra), Dan Mostats (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 foreman Les Duffy, left, and Dist. 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

Dutra Construction and Jaeger Construction plugged a 500-foot-long breach in levee. Work completed Jan. 31.

PARADISE CUT SITE #1 South of Manteca near Mossdale

Teichert Construction: \$446,000 contract for emergency levee repairs.

PARADISE CUT SITE #2 South of Manteca near Mossdale

Ford Construction, Ltd., Calif.: \$452,350 for levee closure.

GIBSON, GEORGIANA SLOUGH Sacramento River Delta near Isleton

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

SAN JOAQUIN RIVER Between Mossdale and Manila Rd.

Teichert Construction: \$890,000 contract to repair seepage berm on east side of the river.

TWITCHELL ISLAND West of Lodi off Hwy. 12

Dutra Construction: \$239,340 contract for berm stabilization.

AMDROS ISLAND West of Stockton on Middle River

Ford Construction: \$562,800 for levee repairs.

FIREBAUGH Madera County off of Hwy. 33

Teichert Construction: \$535,800 for levee repair.

REPAIR SITE F Lower San Joaquin River in San Joaquin County

Dave Willson Construction: \$1 million for levee repairs. Contract taken from Willson 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 RMTTC 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."

RMTTC'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 RMTTC, from left: Jack Kraft, Roger Chavarin, John New, Skip Corrie, Jack Zwicky, Jim Hill

Middle photo: HDR and Maintenance staff, standing from left: Apprentice Al Perez, Gary Herren, Steve Durnay, Steve Gaylord, Dave DeWilde

Bottom photo: HDR trainees with Caterpillar Electronic Program, from left: Steve Hutchins, Chuck Mollison, 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 McCauley (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 Meler
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 begun 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



Above: Drillers at Carlin East.

Left: An operator takes muck out of the Carlin East mine.



continued from previous 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.

To give you an idea of how fast Newmont's underground operation is progressing, in three years the company has gone from an underground staff of six to more than 228. For 1996, the underground operation employed about 11 percent of Carlin's total staff, and it will produce about 17 percent of the total gold ounces. Moreover, the underground cash operating cost per ounce is expected to equal that of the open pit.

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.



Crusher operator Mike Kerr, right, with Local 3 Financial Secretary Darell Steele, left, and Business Rep. Siemon Ostrander.



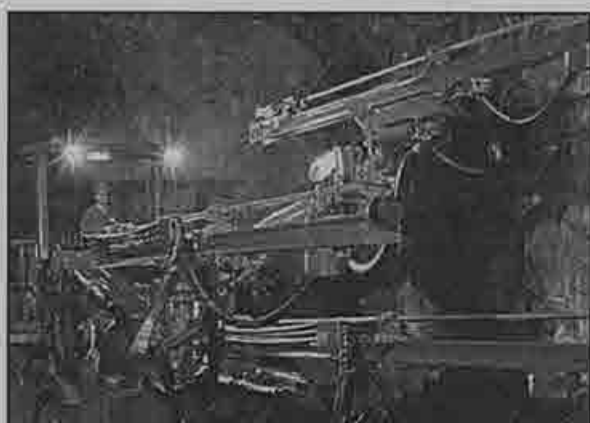
Right: The Local 3 contingent that toured the Carlin operation were from left: Bus. Rep. Siemon Ostrander, Local 3 member Paul McKenzie (negotiating committee), Financial Sec. Darell Steele, Rec.-Corres. Sec. Rob Wise, Assistant Editor Steve Moler, Business Rep. Dan Venters, President Jerry Bennett and Vice President Pat O'Connell.



JCI 250M LHD 3-year loader



Tamrock scio-electric hydraulic longhole D



Tamrock 2-boom electric hydraulic facejumper



DUX TL-30 30-ton haul truck

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 \$28 per month for each employee who has completed six to 10 years of accredited service. For 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
- Lenticular lenses and frames: \$96

Hearing aid coverage was increased from \$500 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.

Weekly indemnity increased from \$225 to \$250 as of Oct. 1, 1996, from \$250 to \$275 effective Oct. 1, 1997 and from \$275 to \$300 on Oct. 1, 1998.

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.



Some members of the negotiating committee are from left: Ostrander, Bennett, Venters and McKenzie, and Newmont's management team.

Local 3's negotiating committee

- Jerry Bennett, Local 3 President
- Siemon Ostrander, Local 3 business rep.
- Daniel Venters, Local 3 business rep.
- Paul 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

At last, a bridge to Pearl

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 out on the jobsites 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 Kaalele 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, Operator Engineers 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.



Harbor's Ford Island



PHOTOS

- 1 The causeway was designed so it wouldn't compete visually with the *USS Arizona* Memorial, which lies on the other side of the bridge.
- 2 The causeway, looking toward Honolulu, reaches the halfway point in construction.
- 3 At the Ford Island connection to the bridge are from left: Hawaii District Rep. Adriane Keohokalole, grader operator Sparky Sevigny, apprentice Jay Sabate, Business Manager Don Doser, roller operator Eugene Gilas, Project Manager Howard Luyt, grader operator Jimmy Price, Business Rep. Colin Kaalele, foreman Gee Ibana, Jonathan Rojo, Gerry Andrade and Vice President Pat O'Connell.
- 4 On the loader is Gerry Andrade and Jimmy Price on the grader.
- 5 One of Manson's two derrick barges at work at mid-span.
- 6 Crane operator Noah Nakoa, left, shakes hands with Local 3 Business Manager Don Doser as Vice President Pat O'Connell, right, and oiler Buddy Kaialau look on.
- 7 Motorgrader operator Jimmy Price.
- 8 On a 25-ton Link Belt is operator Archie Cox.



Organizing victory

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: Hurb 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.

NEWS FROM THE safety dept.



by **Brian Bishop**
Safety Director

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

40 HOUR COURSES

Fairfield District

2540 N. Watney Way
(707) 429-5008
March 17-21

Santa Rosa District

6225 State Farm Dr., #100
(707) 585-2487
March 31-April 4

Alameda Headquarters

1620 S. Loop Rd.
(510) 748-7400
Ext. 3356
April 7-11

EIGHT HOUR REFRESHERS

Fairfield District

2540 N. Watney Way
(707) 429-5008
Sat., March 29

Santa Rosa District

6225 State Farm Dr., #100
(707) 546-2487
Fri., March 14, Sat., March 15

Oakland District

1620 S. Loop Rd., Alameda
(510) 748-7446
Sat., Feb. 22; Wed., March 5; Fri., March 7

Stockton District

1916 N. Broadway
(209) 943-2332
Tues., March 4; Sat., April 1

Eureka District

2806 Broadway
(707) 443-7328
Fri., Feb. 14

Fresno District

Cedar Lanes
3131 N. Cedar
(209) 252-8903
Wed., Feb. 19

Redding District

20308 Engineers Lane
(916) 222-6093
Sat., April 12

San Jose District

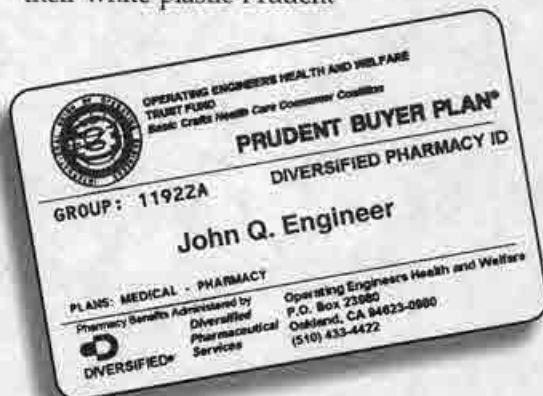
908 Bern Court
(408) 295-8788
Sat., March 8

NEWS FROM fringe benefits

by **Charlie Warren**
Fringe Benefits
Director

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 Plus) 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.

Diversified Pharmaceuticals Services (DPS)

requires you to use your ID card when purchasing prescription drugs. Under the DPS plan, the members go to a participating pharmacy (see listing at right), presents their ID card and pay either \$5 (generic) or \$10 (brand name) per prescription. There is no need to file a claim and wait for reimbursement. Refer to your recent mailing or contact the trust fund or fringe benefits for the details on this prescription benefit plan. Under the old prescription drug plan, when members needed to buy prescriptions, they would pay for the prescription, have the pharmacy complete the claim form, submit it to the trust fund and then wait for reimbursement.

If you purchase prescriptions from a non-participating pharmacy or without your ID card, you must file a claim with DPS for reimbursement. Forms are available through the trust fund or fringe benefits. Reimbursement will be based on what DPS would have paid a participating pharmacy. This means your cost will probably be higher than the normal \$5 or \$10. In many cases, the difference can be substantial.

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.

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

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 the fringe benefit center.

Albertson's Food & Drug
Bill's Drugs
Drug Center
Food Barn
Fry's Food & Drug
Long's
Medicine Shoppes
Pak & Save
Raley's Stores
Skaggs Alpha-Beta
Thrifty Jr.
Walmart (most, not all)

Bi-Mart Pharmacies
Costco Pharmacies
Drug Mart
Fred Meyer Inc.
Kmart
Lucky's
Owl Drug Stores
Payless Drug Stores
Safeway
Thrifty
Von's
Walgreen Drugs

continued next page

NEWS FROM THE addiction recovery program



by Bud Ketchum
Director

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 23, 1996 at his retirement home in Glendale, Ariz., was a highly visible and much loved and respected force 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 1968 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

Local 3 Headquarters,
Alameda
Wednesdays, Feb. 5, 12, 19, 26
6-8 p.m.
Driver level only

Eureka District 40
Saturday, Feb. 15
Drivers: 7-9 a.m.
Supervisors: 10 a.m. - 1 p.m.
Drivers: 2-4 p.m.

Santa Rosa District 10
Wed., Feb. 12
Drivers: 7-9 a.m.
Supervisors: 10 a.m. - 1 p.m.
Drivers: 2-4 p.m. and 6-8 p.m.

San Jose District 90
Wed., Feb. 26
Drivers: 7-9 a.m.
Supervisors: 10 a.m. - 1 p.m.
Drivers: 2-4 p.m. and 6-8 p.m.

Addiction Recovery Program (800) 562-3277

Hawaii Members Call: **(808) 842-4624**

continued from previous page

In addition to the major chain stores, there are over 18,000 independent pharmacies participating in the plan.

Pre-retirement meetings

We're just finishing up this year's round of pre-retirement meetings. Thanks to all of you who were able to join us. If you missed the meeting and need information concerning your pension, you can always call the Fringe Benefit Service Center or the Trust Fund Service Center. Staff will be happy to answer any questions you may have.

Retiree Association meetings will be starting up in March. Check the schedule for the meeting in your area.

Retiree picnic coming May 31

The Retiree Association Picnic has been scheduled for May 31 at the Rancho Murieta Training Center. On behalf of Local 3, the officers invite you and your spouse to be our guests at this annual event. Come on up on Friday, May 30, at noon and stay until noon on Sunday, June 1. There will be plenty of parking for your self-contained campers, motorhomes and trailers. Come on out and have a great time.

In addition to the camaraderie and great food, this year's picnic will feature a horseshoe tournament sponsored by the Local 3 Federal Credit Union. The tournament is scheduled to start at 10 a.m. Make plans to be there. Also, Bill Smith Photography will on hand to take portraits of you and your family if you're interested. The company has arranged special package rates ranging from \$10 to \$20.

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 the hours by the 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
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 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

NEWS FROM teaching techs



by Art McArdle
Administrator

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 to 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 Brian, Kangas & Faulk, Pat O'Connell, John Humber, Rob Wise, Mike Barbee, Local 3 Treasurer Max Spurgeon, Phillip Savio and Paul Schissler.

We appreciate all of these individuals who so generously give their time and experience to help make the NCSJAC training program the best the industry can offer.



Meet the JAC committee

Some of the members of the Northern California Surveyors Joint Apprenticeship Committee and staff are, back row from left: Local 3 President Jerry Bennett, Local 3 Recording-Correspondence Secretary Rob Wise, retired Chairman Stan Kangas of Brian, Kangas & Faulk, current Chairman Mark Reschar of Meridian Technical Services, and Local 3 Technical Engineers Division Director Paul Schissler. Front row from left: NCSJAC Administrative Assistant Joanne Thornton, John Humber of Sandis, Humber & Jones, Mike Barbee of Carlson, Barbee & Gibson, NCSJAC Administrator Art McArdle, John Sweeney of Accredited Third Party Administrators, and Phillip Savio of Mark Thomas Engineering.

NEWS FROM THE tech engineers



by Paul Schissler
Director of
Tech Engineers

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, Ken Schissler, Steve Mason, Ken Anderson, Enrique Aguilar, Jay Wright, Joe Tarin. Kneeling are Floyd Harley and son (future surveyor Benjamin Harley), and Dean Poggi.

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

NEWS FROM THE credit union



by Rob Wise
Credit Union
Treasurer

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 and Stockton 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 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 Michalene 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.

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

Ends 4/15/97

continued from previous page

Schedule A Wage/Fringe Rate Effective March 1, 1997

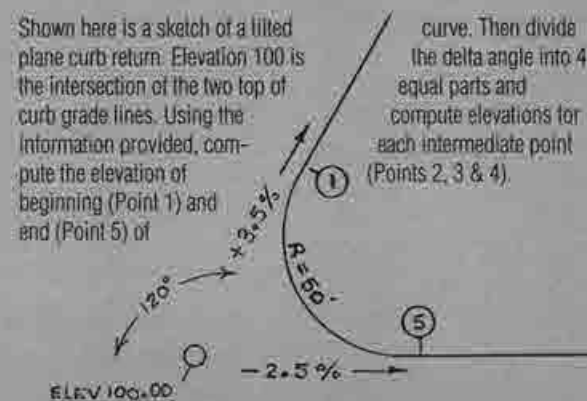
Classifications	Wage Rate	Total Pkg.
Licensed Land Surveyor (+2000) 4025	\$27.53	\$39.68
Licensed Land Surveyor (-2000) 4021	26.94	39.09
Certified Party Chief (5) 1161	27.53	39.68
(3-4) 1151	27.24	39.39
(1-2) 1131	26.94	39.09
Chief of Party 1301	26.49	38.64
Instrument-Person 3761	23.94	36.09
Rodman/Chainman 6311	21.60	33.75
Probationary Apprentice 9900	8.64	14.11
1st Period Apprentice 9911	10.80	17.97
2nd Period Apprentice 9921	12.96	20.13

3rd Period Apprentice 9931	15.33	22.50
4th Period Apprentice 9941	17.28	24.45

Fringe Benefits Effective March 1, 1997

Fringe Package	Journeyman Rate	Apprentice Rate
Health and Welfare	\$ 4.30	\$ 4.30
Pensioned Health and Welfare	.72	.13
Pension	3.75	.55
Annuity Fund	.35	.00
Affirmative Action	.53	1.39
Vacation/Holiday	2.50	.80
TOTAL	\$ 12.15	\$ 7.17

SCHISSLER'S SURVEYOR'S STUMPER



NEWS FROM THE
districts

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

from **redding**

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 Sweetbrier. Loaders from Caltrans and J.F. Shea worked in mud 4 feet deep. I-5 was shut down for two days; even 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 L.A. 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 Wiebelhaus 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 79,000 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 Bob 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. Wilbur Chase, and Joe Oxendine of the International.

We greatly appreciate the operators who walked the informational picket line we set up at the distribution center. We thank Mark Cossette, Ken White, Ron Dewitt, Carl Stone, Tom Lee, J.D. Cox, John Buick, Doug Mieson, Wayne Morcom, 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 having fun "horsing around" at his home on the range. Willy, remember when all else fails, "Diesel Fitter." We will miss working with you.

*District Rep. Monty Montgomery,
and Business Rep. Wilbur Chase*

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.

from **utah**

The Salt Lake City School District and its board decided

last spring to contract out the district's bus 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 unscrupulous 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 Stavros



Bus driver James Bolen of Tran Spec, the company that operates and maintains school buses for the Salt Lake City School District.

NEWS FROM THE districts

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.

from santa rosa

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 is truly the "good old boy" for its 35,000 members.

If you have an acquaintance or a friend whom you think is a qualified craftsman,

talk with them about the benefits of being union. As always, we have an open door policy. We will be glad to sit down and talk to all non-signatory crafts people or their employers the same as we talk to all the union members.

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 KZST Entertainment Guides and Sonoma Express cards for \$20 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. There will be district elections for Grievance Committee members and Geographical Market Area Committee members, reports from your officers and representatives, the work picture for 1997, and more.

- 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 chil-

dren. 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.

District Rep. Gary Wagon, Business Reps. Jim Killeen and Greg Gunheim

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 Soiland Construction, an underground firm in Novato.

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 Parlor 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 "Dolly" Langhoff of Petaluma 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, 94952.

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.

from stockton

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, two non-union contractors with no experience doing levee work, Remedial Constructors Inc. and David Willson Construction, have been awarded some work that they obviously underbid.

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.

Tom Aja, Business Rep.

CATCH THE BIG ONE!

Join us for a fun-filled day of rock cod bottom fishing



When: Sunday, March 16. Fishing vessel *Jaws* leaves Puerto Bodega at 6:30 a.m., returns between 3-5 p.m. Dress appropriately.

Where: Cordell Banks.

Cost: \$40 per person. \$7.50 for rod and reel available on boat. Individuals responsible for their own lunch and drinks.

Space is limited. First come, first served.

Tickets: Send \$40 per person to:

Greg Gunheim
Operating Engineers Local 3
6225 State Farm Dr., Ste. 100
Rohnert Park, CA 94928
(707) 585-2487

(Include your name and phone number)

meetings & announcements

District and Retiree Picnics

Oakland District

Sunday, May 18

Location and ticket info to follow.

Info: (510) 748-7446

Retiree Picnic

Saturday, May 31

Rancho Murieta Training Center

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.

Unlimited beer and soft drinks.

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

RETIREE ASSOC. MEETINGS

OAKLAND-Mu Chapter

Tues. March 11 at 10:00 AM
Oakland Zoo, Snow Bldg
9777 Golf Links Rd.
Oakland, CA

CONCORD-Mu Chapter

Wed. March 12 at 10:00 AM
Mt. Diablo Womens' Club
1700 Farm Bureau Rd.
Concord, CA

WATSONVILLE-Iota Chapter

Thurs. March 13 at 10:00 AM
VFW Post 1716
1960 Freedom Blvd.
Watsonville, CA

SAN JOSE-Kappa Chapter

Thurs. March 13 at 2:00 PM
Italian Gardens
1500 Almaden Rd.
San Jose, CA

UKIAH

Thurs. March 20 at 10:00 AM
Discovery Inn
1340 N. State Street
Ukiah, CA

SANTA ROSA-Chi Chapter

Thurs. March 20 at 2:00 PM
Operating Engineers Bldg.
6225 State Farm Dr.
Rohnert Park, CA

AUBURN-Epsilon Chapter

Thurs. April 3 at 10:00 AM
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

SACRAMENTO-Zeta Chapter

Thurs. April 3 at 2:00 PM
Operating Engineers Bldg.
4044 N. Freeway
Sacramento, CA

EUREKA-Alpha Chapter

Tues. April 8 at 2:00 PM
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING-Beta Chapter

Wed. April 9 at 2:00 PM
Moose Lodge
320 Lake Blvd.
Redding, CA

MARYSVILLE-Gamma Chapter

Thurs. April 10 at 2:00 PM
Sutter-Yuba Assoc. of Realtors Bldg.
1558 Start Dr.
Yuba City, CA

CERES

Thurs. April 17 at 10:00 AM
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON-Eta Chapter

Thurs. April 17, 1997 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

FAIRFIELD-Chi-Gamma Chapter

Tues. April 22 at 2:00 PM
Operating Engineers Bldg.
2540 N. Watney
Fairfield, CA

FRESNO-Theta Chapter

Thurs. April 24 at 2:00 PM
Laborers Hall
5431 E. Hedges
Fresno, CA

SALT LAKE CITY - Pi Chapter

Wed. April 30 at 2:00 PM
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

RENO-Xi Chapter

Thurs. May 1 at 2:00 PM
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

IGNACIO-Chi Beta Chapter

Wed. May 7 at 2:00 PM
Alvarado Inn
250 Entrada
Novato, CA

S. F.-SAN MATEO-Kappa Nu Chapter

Thurs. May 8 at 10:00 AM
IAM Air Transport Employees
1511 Rollins Road
Burlingame, CA

1997 COMET Class Schedules

COMET I Class Schedule

(All classes begin at 8:00 a.m.)

Reno.....February 24, 1997
Salt Lake.....March 19, 1997
Hawaii (Kona).....March 12, 1997
Eureka.....April 2, 1997
Redding.....March 29, 1997
San Jose.....March 1, 1997

COMET II Class Schedule

(All Day 1 classes begin at 12:00 noon and all Day 2 classes begin at 8:00 a.m., unless notated otherwise.)

	Day 1	Day 2
Fairfield.....	3/3/97	3/4/97
Reno.....	2/25/97	2/26/97
Salt Lake.....	3/20/97	3/21/97
Hawaii (Hilo).....	3/10/97	3/11/97
Eureka.....	4/3/97	4/4/97
Marysville.....	2/19/97	2/20/97
Redding.....	4/7/97	4/8/97
San Jose.....	3/7/97(8am)	3/8/97

personal notes

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 (1/21); Thomas Forman (1/21); James T. Gitile (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 Rens and their new baby girl, Amanda Roxanne, 1/6; David and Amy Sass, on the birth of their son, Cody Michael, 12/29; and Ron and Jeanette Montgomery and their new baby girl, Courtney Nicole, 1/17, who weighed 5 lbs., 11 oz., and was 18" long.

meetings & announcements

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 # 1091182	John Florey # 0753667	E.J. Sughrue # 1087738
Guido Budelli # 0899748	Darrell Goeden # 0985609	Paul D. Todd # 1091320
Ronald Cox # 1091190	Theo Nakoa # 1067503	Arthur H. Topken # 1070973
Richard Denis # 0702750	Dudrowe Nelson* # 1087573	Bill W. Wright # 1076616

*Effective January 1, 1997

DEPARTED MEMBERS

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

Daniel Anahu Honolulu, HI 01/22/97	Cecil Kinslow Florence, OR 12/15/97
D. Andrews West Point, CA 12/22/96	Ray Kramer Live Oak, CA 12/07/96
George Ballardo Pittsburg, CA 11/19/96	Walter Landrobe Upper Lake, CA 01/08/97
James Banks Stockton, CA 12/27/96	Lennart Larsson Cupertino, CA 12/09/96
A. Barker Hayward, CA 12/02/96	Rafael Luat Honolulu, HI 01/07/97
Jack Bateman Sacramento, CA 01/10/97	Alexander Lyman Pearl City, HI 01/01/97
Thomas Burdine Redding, CA 12/16/96	Robert Madsen Oakhurst, CA 12/23/97
L. Burns W. Valley City, UT 01/01/97	Frank McDermott Napa, CA 12/29/96
Marvin Case Garden Vly, CA 01/08/97	Jack McGuire Boise, ID 11/05/96
Henry Church Fresno, CA 12/26/96	Frank Mozzetti Manteca, CA 01/22/97
Sherman Cloyd Minden, NV 01/10/97	Juan Nevarez Las Cruces, NM 01/01/97
John Cooley Ontario, OR 12/18/96	Lee Owens Sonora, CA 12/12/96
John Correia Morgan Hill, CA 11/28/96	Terry Pace Manteca, CA 12/12/96
Michael Cutts Carlin, NV 10/11/96	Kenneth Price Manteca, CA 12/13/96
Thomas Daniels Danville, CA 12/18/96	Nickola Ratkovich Redwood City, CA 12/21/96
Jess Delgadillo Hollister, CA 11/23/96	Scott Haskell Napa, CA 12/24/96
Donald Dudolt Kahului, HI 12/11/97	Melvin Shelton Lakehead, CA 12/26/96
Perry Edwards Winton, CA 11/24/96	Jack Snow Weleetka, OK 11/18/96
Donald Flink Elko, NV 11/23/96	Joseph Speck Concord, CA 01/13/97
Ernest Flint Shasta, CA 01/15/97	Lloyd Spencer Concord, CA 12/23/96
David Foote Union City, CA 12/26/96	John Stevens Sparks, NV 12/06/96
Ronald Garcia Livermore, CA 11/23/96	Harold Swanson El Sobrante, CA 01/07/97
James Gitile Santa Rosa, CA 01/16/97	Raymond Talbott McDonough, GA 11/28/96
George Gollinger Kearns, UT 12/13/97	Joe Toscanini Livermore, CA 11/21/96
Eber Grisso Olivehurst, CA 12/01/96	Harry Trainor Sr. Sparks, NV 10/29/96
William Hackbarth Waipahu, HI 12/01/96	Frank Veronda Healdsburg, CA 01/15/97
Paul Hamby Clovis, CA 12/22/97	Windred Walker Carson City, NV 01/01/97
Ray Hamilton Pollock Pines, CA 10/23/96	William Walrath American Cyn, CA 01/15/97
Alva Hanner Sacramento, CA 01/25/97	Edward Walters Portsmouth, VA 11/05/96
David Hayward St. Helena, CA 12/01/96	Leslie Warren Reno, NV 11/27/96
Buddy Henry Cave Creek, AZ 12/25/97	Welby Warren Mapleton, UT 12/29/96
Henry Hishinuma Wahiawa, HI 12/26/97	William Waters Clovis, CA 11/24/96
A. Wiley Huntington Kanab, UT 01/03/97	Mike Wells Cave Junction, OR 01/06/97
Wilfred James Cameron Park, CA 01/20/97	John Welsh Orem, UT 12/02/96
Albert Jaramillo Atascadero, CA 11/24/96	Norman Willey Penn Valley, CA 01/16/97
Delbert Johnson Hurricane, UT 12/28/96	Will Wood Kenwood, CA 12/02/96
Arthur Kaufman San Francisco, CA 12/06/97	John Woodville Santa Rosa, CA 11/11/96
Francis Kemper Sacramento, CA 01/04/97	Verd Worthen Panguitch, UT 01/09/97

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" Journeyperson
4. Must be a member in good standing
5. Cannot be an owner operator

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

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

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

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

FEBRUARY 1997

- 6th District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way, Fairfield, CA 94533
- 12th District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple, Salt Lake City, UT 84116
- 13th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd., Reno, NV 89502
- 20th District 50: Fresno, CA**
Laborer's Hall
5431 E. Hedges, Fresno, CA
- 27th District 01: San Francisco, CA**
Seafarers International Auditorium
350 Fremont St., S.F., CA

MARCH 1997

- 3rd District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue, HI
- 4th District 17: Honolulu, HI**
Washington Intermediate School Cafeteria
1633 S. King St., Honolulu, HI
- 5th District 17: Maui, HI**
Waikapu Community Center
22 Waiko Pl., Wailuku, HI
- 6th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula St., Hilo, HI
- 7th District 17: Kona, HI**
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI
- 11th District 20: Oakland, CA**
Teamsters Hall Local 70
70 Hegenberger Rd., Oakland, CA
- 13th District 90: San Jose, CA**
Italian Gardens
1500 Almaden Rd., San Jose, CA
- 20th District 10: Rohnert Park, CA**
6225 State Farm Drive
Rohnert Park, CA 94928

APRIL 1997

- 3rd District 80: Rancho Cordova, CA**
Machinist's Hall
2749 Sunrise Blvd., Rancho Cordova, CA
- 8th District 40: Eureka, CA**
Engineers Building
2806 Broadway, Eureka, CA 95501
- 9th District 70: Redding, CA**
Engineers Building
20308 Engineers Ln., Redding, CA 96002
- 10th District 60: Marysville, CA**
Veterans Memorial Center
1703 Elm St., 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**
Laborer's Hall
5431 East Hedges, Fresno, CA
- 30th District 12: Orem, UT**
Steelworkers Hall
1847 S. Columbia Ln., Orem, UT

meetings & announcements

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 ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. 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 nominator 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:

- (e) 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, Kauai High School Cafeteria, Lihue
	4th/Tues.....	District 17, Honolulu, Washington Int. School Cafeteria, 1633 So. King Street
	5th/Wed.....	District 17, Maui, Waikapu Community Center, 22 Waiko Place, Wailuku
	6th/Thurs.....	District 17, Hilo, Hilo ILWU Hall, 100 W. Lanikaula Street
	7th/Fri.....	District 17, Kona, Holualoa Imin Comm. Ctr., 76-5877 Mamalahoa, Holualoa
	11th/Tues.....	District 20, Oakland, Teamsters Local 70, 70 Hegenberger Road
April 1997	13th/Thurs.....	District 90, San Jose, Italian Gardens, 1500 Almaden Road
	20th/Thurs.....	District 10, Rohnert Park, Engineers Bldg., 6225 State Farm Drive
	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 Engineers Lane
	10th/Thurs.....	District 60, Marysville, Veterans Memorial Center, 1703 Elm Street
May 1997	17th/Thurs.....	District 30, Stockton, Engineers Building, 1916 North Broadway
	22nd/Tues.....	District 04, Fairfield, Holiday Inn, 1350 Holiday Lane
	24th/Thurs.....	District 50, Fresno, Laborer's Hall, 5431 East Hedges
	30th/Wed.....	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

Tues. February 18
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

S.F. - SAN MATEO

Wed. February 12, 1997
Electricians Hall
302 8th Ave.
San Mateo, CA

MARIN

Tues. February 11, 1997
Alvarado Inn
250 Entrada
Novato, CA

RENO

Wed. February 19, 1997
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

ALL PRE-RETIREE MENT MEETINGS CONVENE AT 7 PM

STOCKTON

Wed. February 25, 1997
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

1997 GRIEVANCE COMMITTEE ELECTION

Recording-Corres. 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 1997.

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

ELECTION OF EXECUTIVE BOARD MEMBER DISTRICT 50 (FRESNO)

Recording-Corres. 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.

swap shop

FREE WANT-ADS FOR MEMBERS

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

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

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

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

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

FOR SALE: 2" antique GOUL pump, horizontal, works. Carbide acetylene gas generator complete. Old 1-yd motor driven concrete buggy. (209) 984-5343. #693648

FOR SALE: 1972 executive motorhome. 28-ft, 2nd owner. Totally rebuilt int, twin beds, back bath/shower, 2 new AC w/heat strips, new Norco ref, 6.5 Onan gen, micro, built-in dog crate for lg dog or storage. Runs strong - 80K mi. All serv records. \$10,000. (707) 644-7327. #1058711

FOR SALE: Camera and gear. 1979 Canon AE-1, 50mm lens, Vivitar flash unit, camera bag. \$100. (510) 754-2379. #0240250

FOR SALE: 1995 37-ft Holiday Rambler Alumalite Custom 5th wheel. Twin slide-outs, fully loaded. \$16,000 + TOP. Also: '94 Ford F250 XLT 3/4 ton extra cab. 4WD, powerstroke diesel, 5-sp, PL, PW, CC, tilt wheel, capt lumbar seats, grill guard, full diamond deck running boards, 114-gal aux fuel tank. 32K mi, all maint records. Serious inquiries only. (907) 488-4315. #2123333

FOR SALE: NACO Gold Membership. \$500 + transfer fee. (707) 539-3740. #0745787

FOR SALE: 2,400 sq ft lot in security gated 5-star adult community. Incl 8x10' storage shed. Suitable for RV or park model home. Near main complex, pools, tennis, shuffleboard in park. Extra wide surfaced roads. In Yuma, AZ. \$17,950. (408) 356-9278 or (520) 344-9242. #1136297

FOR SALE: 1991 mobilehome. 14' x 68', 3-bd/2-ba, in nice park w/clubhouse, pool, playground. \$28,000. (916) 749-9413. #1965502

FOR SALE: Log splitter. New 11hp Briggs & Stratton elec start motor. New 2-stage pump. \$1,000. Frank (510) 828-9672. #1532402

FOR SALE: 1979 Dodge Diplomat. Excel cond, leather int, good paint, tires, runs well, 10 mi. \$3,500. (916) 455-6234. #1144847

FOR SALE: 1991 Lincoln Continental. Executive Series, V6, 48K mi, new tires. \$9,500. (209) 734-8022. #1832653

FOR SALE: 1992 Jeep Wrangler. 6-cyl, 5-sp, extra clean, never used off road. 20-gal tank, new tires, wheels, brakes & shocks, 67K mi, 14-17 mpg, blu w/grey top, removable/washable cloth seats, tilt wheel, Alpine stereo, Boston Acoustic spkrs, garaged. \$12,200. (510) 735-9337. #2014180

FOR SALE: 1985 Ford LN 8000 Bobtail dump truck. 12' dump body w/8 yd capacity, 3208 CAT turbo, 225 hp, 10-sp, new radials, AM/FM cass, good cond. \$19,000 OBO. Also: 1980 Miller trailer. Tilt bed, 12-ton capacity, air brakes, 18' deck/6' tongue. \$4,750. Jim Freethy (510) 855-9433. #1981838

FOR SALE: 1989 Teton. 40-ft, 2 slide outs, storm windows, fully self-cont, 16" wheels, 3-axle. Pulled only 120 mi. Like new in/out, spotless. \$28,000. Also: 1989 Chevrolet Cheyenne custom ext cab. 45K mi, new tires/wheels, trail boss kit, 454, towing pkg, sharp. \$17,000. (916) 532-4304. #0721340

FOR SALE: 1985 Travel Trailer. 20-ft "Boomer", self-cont. \$12,000 OBO. Also 1985 Imperial Holiday Rambler 40-ft, self-cont in Park in Pleasanton, CA. \$20,000 OBO. (510) 417-1168. #1597767

FOR SALE: Campground membership at Bass Lake Rec Resort in Bass Lake, CA. \$750 incl transfer. (408) 758-8670. #0987265

FOR SALE: 1965 Mercury Parklane convertible. New paint and motor, 401 cu in, tires, brakes, lots of new parts. Looks/runs great. White w/blu int. Must see! \$7,500 OBO. (408) 899-3911. #2262497

FOR SALE: Following items: Fujiko Theodolite T2 - \$700, David White Realist auto level - \$400, Laser Alignment LB4 dual grade laser w/alum tripod - \$2,900, Spectra Physics grade eye - \$1,250. (209) 832-8838 lv msg. #0814856

FOR SALE: Civil Defense geiger counters. Recently tested/calibrated by Jordan Nuclear Co. Each has manual/certificate of calibration. Get one you know will work. (801) 654-3270. #1610002

FOR SALE: 1975 2400 Mercedes Benz. Rebuilt diesel eng, approx 500 mi. Good cond. \$3,500. (209) 784-6023 or (209) 781-3281. #0745105

FOR SALE: Denise Austin Dual Action treadmill w/owner's manual. (510) 232-4236. #0322436

FOR SALE: Double lawn crypt with double headstone at Oak Hill Cemetery, San Jose CA. \$5,000. (209) 826-8596. #1332632

FOR SALE: 2-bd/1-ba in Clearlake Oaks. 1 car gar, waterfront, boat dock, fireplace/ins. \$89,500. (510) 758-1007. #1993797

FOR SALE: Home in Brookings, OR. Not a flood area! 4-bd/3-ba, 33 tree-covered acres, 3-car attached gar. 40'x16' two-story insulated shop, 4 roll up doors, 12' hi tool rm, full bath, 6 mi to town/ocean, one mile to river, 16' x 8' greenhouse. (541) 469-3352. \$425,000. #1158894

FOR SALE: 1993 11.5-ft cabover camper. Top of the line, all options. Cost \$15,000 new, will sell for \$8,000 OBO. Also: 20-gal orchard sprayer 12v - \$75. New Ford 1-ton dual wheel \$20. (916) 877-3318. #1130324

FOR SALE: Rural land. 5-acre parcel Silver Springs, NV. Unimproved, near lake. \$7,500 w/terms or \$6,500 cash. Call for more info. (702) 747-3171. #1759119

FOR SALE: Custom lot. Water, power, plans, septic, permits. Ready to build. Off Hwy 108 at Odd Fellows gated community near Long Barn, CA, elev. 4,800-ft. \$30,000. (209) 668-1341. #1344167

FOR SALE: Campground membership at Camperworld Park in Utah. \$1,200 will pay transfer cost. Parks are coast-to-coast and RPJ memberships. (209) 668-1341. #1344167

FOR SALE: 1995 Holiday Rambler Vacationer. 34-ft class A motorhome. Ford 460 eng, transferable warranty, loaded w/options/extras. Must see. \$55,000 OBO. (510) 656-8573. #1001697

FOR SALE: The original "Dutch Rule." 6-ft magnesium rod, slide w/spirit level, carrying case. \$75. Call or write: (916) 477-0312, P.O. Box 3574, Grass Valley, CA 95945. #1945287

FOR SALE: 1986 KW W900 Areodyne. 3406/B 400hp, OPT/TOPP, warranty, rebuilt by Peterson Tractor. 13SPD, AC, PS, SQHP100, RR373, 255W/B, 11/24/5 Bridgestone rubber, 10alum, VIT int, 300 gal fuel tank. Looks good, run great. (408) 847-3505. #1799404

FOR SALE: Two burial plots. East Lawn, Southgate Memorial Park Cemetery, Hwy 99 bet Sacto and Elk Grove. \$1,500 for both. (415) 589-1511. #1369508

FOR SALE: Camera. Leica M-6 w/50mm-summilux, f/104 lens. Complete w/manuals, pkging, etc. in mint condition! \$3,295. (510) 937-5845. #1355466

FOR SALE: Mobilehome in RV Park on the lake. Take over payments. Lo down. Union financing. Write for details: P.O. Box 994, Clearlake, CA 95422. #166487

If you're 50 or over and interested in playing competitive 3-on-3 men's basketball, give us a call. We are putting together a team to participate in senior games around the Bay Area, with a chance to go on to the state, national, and ultimately the 1999 Senior Olympics to be held in Florida! For more info, call Jim Olsen @ Local 3 Headquarters. Office: 510-748-7400 ext 3466; Home: 510-748-1274

FOR SALE: Deeded timeshare Kauai, Aili Kai. 2-bd/2-ba, floating weeks, extra weeks in time bank. Paid up RCI membership thru 1998, or thru 1997. Rental weeks available. (801) 674-1002. #925065

FOR SALE: Two cemetery plots. Sunset Lawn Chapel of the Chimes on Maryville Blvd in Sacramento. Both for \$2,000. (916) 587-9112. #1212622

FOR SALE: 1988 Chevrolet K5 Silverado. Pearl white, custom paint, fully loaded, new tires, excellent condition. \$11,500 OBO. (702) 342-0759. #2216071

FOR SALE: 1972 International. 392 engine automatic, in good condition. (209) 823-6693. #574324

FOR SALE: 1978 K5 Chevy Blazer. 4-sp trans, 4 wheel drive, PS, PB, no engine. \$2,000. (916) 589-3291. #899497

FOR SALE: 7 rollers. 16" x 10-ft sections. For loading or unloading materials \$50 each. Also: 350 diesel eng, Mr. Goodwrench GMC, for parts \$350. Complete hydraulic pump for 1 1/2 ton truck \$250. Four tractor wheel weights for spoke wheels \$25 each. Seasoned almond wood \$100/cord. (209) 634-5767. #1065265

FOR SALE: 3 city lots. Excellent location in Klamath Falls, OR. Close to lawn, golfing, stores, etc. Power, water, gas, phone at the curb. \$7,000 each. Las (541) 798-1073. #0728471

FOR SALE: 1973 Ford F250. 4x4 w/ Morrisville utility bed. Loaded w/heavy duty mechanics tools. Truck in good cond, needs small amount of body work. Tools estimated at \$12,000+. Retiring, \$7,500 takes all. (702) 752-3773. #0983079

FOR SALE: 1973 motorhome. 19-ft, Dodge chassis. \$3,000. (916) 622-2775. #1136355

FOR SALE: 1987 Cadillac Fleetwood. 97K mi, tinted windows, velour int, cold color, excel cond, mechanically perfect, 5.0 eng. \$6,500 OBO. (510) 828-7024. #1916072

FOR SALE: 1983 Road Ranger. 21-ft, sleeps 6, bunkhouse style, one owner, good condition. \$3,300. (702) 425-6925. #3791815

FOR SALE: Home in Hat Creek, CA. 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 800 sq ft basement, Brand new 24' x 40' shop, 2,000' frontage on Hwy 89. 13.56 acres. Partly fenced and cross fenced, great water, close to fishing/hunting. \$174,950. Also: Baldwin Orga Sonic Organ \$1,000. Hardly used. (916) 335-2168. #1224561

FOR SALE: Duplex in Modesto, CA. 2-bd/1-ba units, one 1,200 sq ft w/double garage, other 1,000 sq ft w/single garage (all w/openers). Walk-in closets, new roof, carpet, paint in/out, dishwashers. Lg unit has new heat pump, small unit has new stove and hood. \$139,000 OBO. (209) 575-2456. #904634

FOR SALE: 1973 Ford F150 4x4. 1/2 ton pickup, 390 cu in 760 Holly 4 BBL carb, headers, 4-sp, Big Foot tires, side bars, needs battery, smog, reg papers. \$800 OBO. (510) 313-8949. #2198098

FOR SALE: Timeshare. Cabo San Lucas Beach & Tennis Club. Studio, sleeps 4, ocean view, walk to town. One flex week. (510) 455-4840. #2229930

FOR SALE: 1973-79 Chevrolet 3-sp standard trans, good cond \$150. Also: 1965 Ford 250 3/4 ton pickup, 4-sp

trans, straight body, good rear end/tires. 352 eng, runs but needs rebuilding. \$750. (707) 557-3256. #2276274

FOR SALE: Mobile home at Calistoga adult park. Jacuzzi, swimming pool, club house. Mobile home has 2-bd/2-bd, new roof, central air/heat, lg family rm, ceiling fans. (510) 235-2229. #0557491

FOR SALE: Campground membership at Camperworld parks in Utah. \$1,200 will pay all cost to transfer. Parks part of Coast to Coast and RPI. (702) 565-1678 eyes. #0964973

FOR SALE: '93 Suzuki DR250. 400 mi, exc cond. \$2,500. (415) 348-5532. #1003161

FOR SALE: 1989 Ford Taurus SHO. Hi-performance 3.0L V6: leather, PS, PDL, PW, AC, AM/FM cass, premium sound, power sunroof, red w/grey interior. 82K mi. \$7,000 OBO. (209) 296-3736. #2102640

FOR SALE: '94 Ford XLT 3/4 ton. 4wd, extra cab, power stroke diesel, 5-sp, PW, PL, brush guard, running boards, phone, custom cab guard, 114 gal fuel tank, tool box, 32K mi, all records. Also: 1995 37-ft Holiday Rambler Alumalite 5th wheel. Twin slides loaded w/extras - dual lar, forced air heat, all options. Will sell separate or together. Will deliver. (907) 488-4315. #2123333

FOR SALE: Ford 8N tractor. Good tires/runs well. \$1,000. (209) 333-2449. #0763947

FOR SALE: Classic 1970 Dodge Challenger. 318 eng, PB, PS, AT, AC, R&H. 98K orig mi, runs well, restored in '95 - new paint, vinyl top, interior, tires, brakes. \$4,995 OBO. Also: 1964 T-Bird. Partially restored, good body, 390 eng, all power. \$2,500 OBO. (916) 782-5026. #0702412

FOR SALE: 1987 Mitsubishi van. Good condition, needs engine. \$1,500 OBO. Call Chad or Karen (801) 561-4716 or (801) 566-6454. #1694599

FOR SALE: 1959 Ford Ranchero. Mileage Maker Six. 3-speed trans, w/overdrive. (415) 348-5532. #1003161

FOR SALE: Home in Sutter, CA. Horses welcome! 4.84 acres, fenced, x-fenced, 100' x 30' pipe corral, small barn/storage sheds. Ditch irrigation, 150 gpm, landscaped, sprinklers, 60-75 gpm well, pond, sale/field, indoor laundry, whole house fan. 4 yrs old, 3-bd/2-ba, 2,100 sq ft. skylight entry. Lg family rm w/stone fl, great rm, office. Lots of storage. \$179,900. (916) 741-1633 or fax (916) 741-0595. #1142903

FOR SALE: 1984 Travel Trailer. 23.5-ft Wilderness by Fleetwood. Sleeps 6, AC, awning, TV ant, tandem axles, 2 brand new batteries, lg propane tanks, fully self-contained, very clean. Must sell \$4,900 will consider any reasonable offer. Call Robert (510) 372-5893. #2084439

FOR SALE: Mobile Air Oxygen Concentrator. Used 2 months. \$2,500 OBO. (702) 342-0759 lv msg. #2216071

FOR SALE: AKC Cocker Spaniel puppies. Champion lines, shots. Buff, black, males, females. (916) 359-2245. #21637988

FOR SALE: '72 Chrysler 9-passenger wagon. 17K mi on rebuilt 440 ci motor. 655 mi on new trans. \$2,000 OBO. Also: '65 Chevy Malibu wagon - complete for parts. \$350 OBO. Write: Russell Scofield, 21 Big Tree Rd., Redwood City, CA 94062. #0736406

FOR SALE: '81 Honda Accord. \$650. Also: Toyota van \$4,800, '87 Nissan Pulsar \$2,200. All in good condition. Make offer. (510) 636-1134. #1419455

FOR SALE: Due to illness. 1988 Alpine fifth wheel. 26-ft, great cond. Awning, lots of extras, easy to pull. \$8,500 price to sell. (707) 463-1869. #758274

FOR SALE: Custom home. 3-bd/2-ba, 1,709 sq-ft on 2.5 acres. 13-ton hay barn, 2 stall w/back room, fenced. Step down livg rm w/cathedral ceiling, floor-to-ceiling fireplace. Lg kitchen w/lots of cabinets, 15 min from Fresno/Madera. Close to 2 lakes and foothills. \$132,000. (209) 645-0317. #1787624

FOR SALE: Misc items. Scraper stabilizer \$150. Walker plate, near new \$750. Rear tractor tire 16/9/24 for 50E M.F., near new \$475. Front tire wheel 16/800/24 for 50E M.F., 4 for \$80. (408) 269-5768 bet 5pm and 8pm. #1133421

FOR SALE: Ford 350 Diesel. 1983, one owner, new eng, tires, 4-sp main trans, elect break con, for 5th wheel or trailer. AC, PB, PS, CB, AM/FM cass. \$4,500 OBO. (510) 443-2309. #821416

FOR SALE: Building lot in Bella Vista, AK. Approx 9,000 sq-ft \$4,000. Also: beautiful 1959 Plymouth Classic, completely orig, 36K mi \$4,500. Log splitter, 8hp, excel cond \$600. Buck wood stove, free standing or insert \$350. Pentax Super VHS video camera/recorder \$450. Consider offers or trades on any of above. Write: James Caumiant, PO Box 18575, Reno, NV 89511. #1196328

FOR SALE: 1 1/2 acre lot at Lake Don Pedro. 1 1/2 mi from golf course. (209) 739-7516. #0766413

FOR SALE: 1+ acre in Rio Rico, AZ. Golfer's delight. min from several golf courses. Septic, water, elec, ready to build. \$20,000 OBO. Terms or trade. (520) 281-7455. #2123344

FOR SALE: 1978 Champion motorhome. 26-ft, 440 Dodge eng, sleeps 6, awning, 6.0 gen. Clean, good cond. 38K mi. \$8,500. (209) 781-6023 or (209) 784-3281. #0745105

FOR SALE: 1976 Lind motorhome. 20-ft, roof air, rebilt 360 Dodge eng, new tires/brakes, awning, stereo/cass, 4.0 gen. \$5,500. #787985

FOR SALE: 1986 Tandem-axle. 20-ft trailer, elec brakes, new tires, 12V winch. \$1,500. Also: 1952 M43 Army ambulance, restored, new tires/batteries, 30K mi, like new. \$3,500. (916) 652-0974. #078985

FOR SALE: Burial plot. Chapel of the Chimes, Hayward, CA. Garden of Honor. Can be upgraded to double plot. \$1,200 OBO. (541) 493-2716. #1226075

FOR SALE: Firearms. S&W .45 cal Mo. 645. New in box, stainless steel, double action, incl leather & 5 clips. Also: Browning hi-power 9 mm. Armoloy finish w/extras. Incl holsters/leather & 3 clips. \$600 ea OBO. (209) 579-5150. #1711020

FOR SALE: '84 25-ft Wilderness trailer. Lg rear bath, twin beds, sofa bed, heat, AC, micro, stereo/cass, lg gas/elec refrig, excel storage, like new. \$7,000 OBO. (510) 455-9113. #1697083

FOR SALE: 1986 Chevy Blazer S10. 4x4, 6-cyl, AT, PS, PW, AC, CC, AM/FM cass, phone. \$3,350 OBO. Also: Weatherguard lg side box. \$20. Weatherguard Rat Pack tool box (drawer in bed) \$250. (510) 754-4960. #1967834

FOR SALE: 1976 Dodge Power Wagon 4x4. 6K mi on rebilt 440 eng/trans, PS, PB, auto, rebilt transfer case, many new parts. Over \$5K invested, selling for \$2,000 OBO. (408) 379-0234. #2139514

FOR SALE: Go-cart. Margay 100cc motor. Needs tires. \$800 OBO. Also: '49 Ford 2 1/2 ton, flat head V8/4-sp \$800 OBO. 1988 750 Kawasaki Vulcan. 1,700 mi. \$3,500. Call Bob after 6 pm. (510) 671-5378. #2157940

FOR SALE: Lounge or bar style bbq hood-mounts thru ceiling. Black in color. \$1,000 OBO. Kurt (510) 724-0512. #1866534

FOR SALE: 1978 Suzuki motorcycle. Runs good, only 8K mi, windshield. Sharp. \$1,795. Also: 1975 Prowler trailer, 24-ft w/AC. \$2,895. (209) 826-9465. #1043556

FOR SALE: Home & business. Double wide mobile-home carport, storage bldg, 3/4 acres w/mobile park. 7 spaces zoned for more; washroom, storage barn, shop. Trade for OR prop, carry paper. \$120,000. Also: 27-ft travel trailer, fully contained, micro, qn bed, AC, sleeps 4/5, many extras. (916) 963-3261. Stonyford, CA. #888800

FOR SALE: Craftsman 2-hp radial arm saw. 10", w/extras \$250. Also: 80,000 BTU portable propane shop heater \$225. Paslode air staple gun w/ 1/2" crown \$200. Heavy duty roller stands \$25 ea. (209) 579-5150. #1711020

FOR SALE: Timeshare in Ft. Lauderdale FL. Paid \$14,000 asking \$9,000. (801) 839-3472. #82229154

FOR SALE: 1991 Chevy Silverado. C1500, white, ext cab, sportside, auto, 89K mi, extras \$11,995. Also: 2 1/2 acres near Lancaster, CA. Good investment prop. in L.A. county \$82,000. (510) 682-3506. #2164217

FOR SALE: 1987 Automate trailer. 24-ft, twin beds, front kit, micro, forced air, lg rear bath, AC, awning, elec jack, tank flush. \$8,700 OBO. (510) 685-2763. #1870367

FOR SALE: Hot water boiler. Nearly new (used one winter), Stant Fin, natural gas fired, with all plumbing and registers \$575. Ideal for home, cabin, shop etc. Very clean heat. (702) 358-6308. #1157772

FOR SALE: Home in Clear Lake CA. Exceptional 3-bd/2-ba on tow lots w/many extras, incl lifetime metal tile roof. Formal dng rm, cent air & tp w/insert, lg cov patio, two blocks from lake. \$128,500. (707) 226-3509. #0814835

FOR SALE: 1972 Pioneer Super Liner 5th wheel. 40-ft w/expanding livng rm, new tires, licensed '97. \$6,000 OBO. Also: 1978 Dodge conversion kit on 1 ton chassis, self cont, licensed til '97. \$5,500 OBO. 1970 Ford Van, camper special, needs assembly. \$600 OBO. 4' x 4 1/2' piston pump, weighs 350 lbs. \$450 OBO. (209) 984-5716. #1054919

FOR SALE: '78 Chevy 3/4 pickup. Auto, new eng, 2 tanks \$1,500. Also: fairly new log splitter \$900. (510) 530-2304. #1130382

FOR SALE: 1980 Miller trailer. Tilt bed, 12-ton capacity, air brakes, 18-ft deck/6-ft tongue. \$4,750. Jim (510) 855-8433. #1981838

FOR SALE: 1980 Ford F700 dump truck. 25K mi on rebilt 370 eng, 5+2 trans, 5-6 cu yd, pintle hitch & 7-way receptical plug, no commercial drivers lic needed. Owned 10 yrs. Very clean. \$8,750. (408) 730-9160. #1235511

WANTED: Will pay cash for Ford, Ferguson or John Deere tractors. Running or not. Also interested in 3-pl implements. I will pick up if price is right. (209) 645-6068. #2123273

WANTED: Pay up to \$5,000 for antique cork top whiskey bottles from San Francisco. Top prices

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 female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants.

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

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

Who may apply

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 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 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 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 with all the fixins'
- Unlimited soft drinks and beer between 11am and 2 pm
- 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

Sunday, April 27, 1997
9:30 am to 4:00 pm

Adults \$17 each
Children \$13 each

Ages 3 & under free

Name _____

Address _____

City/State/Zip _____

Phone _____

Social Security # _____

Tickets

Number

Amount

Adult \$17 ea.

Child* \$13 ea.

Total Enclosed

*Ages 4-12. Under 3 admitted free.