

ENGINEERS *news*

VOL. 57, #2 ♦ OPERATING ENGINEERS LOCAL UNION No 3 ♦ ALAMEDA, CA ♦ FEBRUARY 1999

perfect **partners**

Two venerable Central Valley Cat distributors, Tenco Tractor and Holt Bros., merge to form one mighty dealership



HOLT TENCO

HOLT BROTHERS OF CALIFORNIA

FOR THE good & welfare



by
DON DOSER

business
manager

Nov. election victory already bearing fruit

If Local 3 members want to see first-hand the fruits of their political labor, if they want to know if all the hard work they put into the November election is paying off, they need only look in the direction of Sacramento.

An extraordinary turn of events is taking place in the state Capitol. Gone are the politics and policies of hate and divisiveness under former governors George Deukmejian and Pete Wilson, replaced instead by an atmosphere of compassion, compromise and cooperation. I feel as if I just woke up from a 16-year night terror to discover that in real life there is indeed hope and a bright future for working people, all made possible by the diligent campaigning of union members during the 1998 political season.

In just the first month of the new state legislative session and Gov. Gray Davis' administration, more has been accomplished and pledged in favor of working people than the entire 16 years under Deukmejian and Wilson.

Fixing the prevailing wage mess

In the first week of the new legislative session, two key pro-labor legislators, Senate President Pro Tem John Burton and Assembly Speaker Antonio Villaraigosa, co-authored a bill, SB 16, that essentially fixes the prevailing wage mess Wilson created when he attempted to change the way the prevailing rate is calculated from the modal method to a weighted average. This administrative change, which the building trades challenged in court, threatened to lower construction wages on public works projects by as much as 20 percent. Wilson's move, you might recall, prompted the massive 1996 Valentine's Day rally in Sacramento.

SB 16, which Davis has vowed to sign into law, will require the modal method to be used in determining the prevailing rate. The bill also places into statute the so-called "double asterisk" provision, which requires any pay raises negotiated during the life of a project to be reflected in the prevailing rate. SB 16 also ensures that future governors hostile to working people cannot weaken prevailing wage statutes simply by changing state regulations.

While pro-labor majorities in both houses of the state Legislature work to repair the damage caused by Deukmejian and Wilson, Davis has jumped off to a fast start in turning campaign promises into programs and policies that benefit working families.

Raises for state workers

In submitting his budget for the next fiscal year, Davis has paved the way for our State Bargaining Unit 12 members

and all state workers to get their first pay raise in five years. The new governor has also taken all of Wilson's hostile proposals off the negotiating table and instead agreed to roll over the terms of the existing Unit 12 agreement until a new, more favorable contract can be negotiated and ratified, perhaps as early as this spring or summer.

Davis is also working vigorously on getting new appointments and confirmations to the Industrial Welfare Commission so that daily overtime can be restored as soon as possible. Additional Davis appointments to state bodies such as the California Apprenticeship Council will go a long way in restoring decency to the workplace in California.

Looking ahead to 2000

All of this progress in California, however, won't have as much positive impact if we don't remain politically active and succeed in the 2000 election, when the nation will elect a new president, an entire House of Representatives, half of the Senate and, of course, statewide and local candidates.

Labor's political foes claim union members can't mobilize and get out the vote unless there's a hot-button issue like Prop. 226 to spark interest. Well, they're wrong. The labor movement is going to maintain its political momentum. We're going to continue to get union members registered to vote in large numbers, keep them informed and motivated, and consistently get labor friendly candidates elected to office regardless of the campaign season's wedge issue.

We don't have much choice. If we don't remain politically active, we're going to confront serious problems down the road. If we don't get a labor-friendly Congress and president elected in 2000, unions are going to be looking down the barrel of a possible national right-to-work bill and repeal of the federal prevailing wage law, the Davis-Bacon Act. All the accomplishments attained in November could be negated in a single election if we don't stay involved.

Calif. political clout

California is very likely going to gain three to four new congressional seats following the redrawing of district boundaries after the 2000 census. If those three to four new seats go labor's way, that's enough of a margin to completely shift the balance of power in Washington in favor of working people. Our future looks great, but it can turn bleak if we don't succeed in November of 2000.

We must carry the extraordinary turn of events in Sacramento all the way through the 2000 election and beyond.

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Prevailing wages set to return to modal method – for good

Labor-friendly legislators have wasted no time in trying to reverse years of damage done by anti-union leaders in California. Senate President Pro Tem John Burton and Assembly Speaker Antonio Villaraigosa have co-authored Senate Bill 16, which will address once and for all the issue of how prevailing wages are determined.

In 1958, the Department of Industrial Relations (DIR) adopted the modal method for establishing the prevailing rate. Although this method was regulatory and never made into law, its continued use over the years set a precedent that many thought was untouchable. However, in his 1995 budget message, Governor Pete Wilson announced that he was directing the DIR to review the regulation and change it to a weighted-average method. This change would have slashed prevailing wage rates by up to 20 percent.

The State Building and Construction Trades Council filed a lawsuit to prevent the weighted-average method from taking effect. Meanwhile, pro-labor lawmakers prevented Wilson from taking the first step by denying funding to the DIR to conduct the initial wage surveys.

The new legislation will make the modal method part of legal statute, so in the future only the Legislature will be able to modify or change the way prevailing rates are determined. The bill will also require that if the prevailing rate has been established by a collective bargaining agreement, the rate will increase in accordance with any pre-negotiated wage increases in that agreement.

The new bill will also add provisions to the labor code that workers on a prevailing wage job will be entitled to travel and subsistence payments if they are not already entitled to them under a collective bargaining agreement.

Governor Gray Davis, in keeping with his campaign promise, has pledged to sign the bill after it makes the rounds through the Legislature.



In last month's Engineers News, the Babe Ruth league article contained a photo that incorrectly identified Jay Bosley as the roller operator. The correct operator in the photo was longtime member Rich Corrola. We apologize for this error.



Local 3 launches new Organizing Incentive Program

Business Manager Don Doser announces that Local 3 has established an Organizing Incentive Program designed to help the union enhance its already ambitious organizing agenda. Union members who help the union organize may be eligible to win prizes, such as organizing T-shirts and union dues credits.

"Local 3 has always needed a simple, fair reward system for members who help organize," Doser said. "Now we have it."

Here's how the incentive program works:

- You must be a Local 3 member, but not on the union's payroll.
- You must initiate an organizing drive by either calling Local 3's toll-free organizing hotline at 1-800-ORG-NIZE, or through personal contact with an agent or organizer. You must be "logged in."

• If your contact results in enough signed authorization cards to file a National Labor Relations Board election petition, you get a special black "ORGANIZING" T-shirt.

• If your contact results in an election win and a signed contract, you get one week's dues credit for each new Local 3 member of that bargaining unit.

• Doser will present T-shirts and dues credits at quarterly district meetings.

We already have our first winner. It's Tim Schmidt, a five-year member in Elko, Nev. Tim won a T-shirt for getting authorization cards at K-T Services.

You too can be a winner like Tim Schmidt by getting involved in helping your union organize. We need your help in making Local 3 stronger and better for the entire membership.

Bylaws Change Notice

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

protecting our future

Social Security is at risk, but the proposed remedy may hasten its demise

by
Jennifer Gallagher,
Associate Editor

One of our nation's most successful social programs, Social Security, is in danger. But the danger may not be as obvious as you think. Many have claimed that Social Security funds will be exhausted in 30 years, leaving today's working people with no future benefits. However, the real danger lies in tampering with a system that has provided today's older Americans with a way of staying above the poverty line.

The problem of how to fix Social Security is one of Congress' top priorities, despite the current circus-like atmosphere surrounding the impeachment trial of President Clinton. In fact, many observers believe that Social Security is one of the only issues the 106th Congress will face. Both Democrats and Republicans agree that something needs to be done, but exactly what is the question eluding both sides and is a source of discord in an already troubled Washington D.C.

Social insurance

What many people may not know is that Social Security is more than just a retirement program. It is a social insurance plan with benefits guaranteed to last a lifetime, including cost-of-living increases that most private pension plans don't account for.

The program also provides benefits to workers who become disabled. In most cases, Social Security will provide up to two-thirds of the disabled worker's salary, even if the injury is sustained at a young age. Social Security also provides survivors' benefits to the families of deceased workers — an incredible benefit considering 20 percent of workers die before

Why should union members care about Social Security?

- Social Security provides more than just retirement funds. It provides disability benefits and survivors' benefits even for people under the retirement age.
- Although Local 3's pension is top-notch, not every union member is so lucky. The average pension isn't enough to live off of. Social Security provides the necessary money so that every American will have enough to fund their retirement.
- Most pension plans don't allow for cost-of-living increases. Social Security makes sure that retirees can face the future knowing that increased prices won't send them to the poor house.
- Social Security benefits are guaranteed for life. Other retirement funds, such as a 401(k) or an IRA can run out, leaving you or your spouse with nothing.

reaching retirement age.

So if Social Security is such a great program, why do so many people want to tamper with it?

The fact is that minor changes are necessary if Social Security is going to work in the future. The Social Security trust funds currently have enough money, with the continuation of current payroll taxes, to remain solvent until 2032. In other words, there will be enough money to continue paying 100 percent of benefits to all current and soon-to-be recipients until that year. Even then, Social Security won't disappear, as many conservatives from both parties would have you believe. But if it remains in its current form, it will no longer be able to pay full benefits to everyone, so some renovations of the system are needed in order to ensure that the program will be there for future generations.

How exactly to address this problem is the mystery that lawmakers are hoping to unravel this year.

Privatization

Republicans and Wall Street executives have been promoting the idea of privatizing Social Security, at least partially, for years. Under a privatized system, employees would have something similar to individual retirement accounts that they could invest. Supporters of this idea claim this would allow modest-income workers the chance to earn hefty retirement benefits — so long as they play the market right. But this leaves retirement funds at the mercy of a market that is unlikely to remain as prosperous as it has over the last several years.

(cont. on page 5)

AFTER SOCIAL SECURITY IS PRIVATIZED...



(cont. from page 4)

Privatization will not only leave many Americans without guaranteed income after retirement, but will deny disability benefits to workers who become disabled and survivors benefits to those who lose a family member prior to reaching retirement age. The people that would most benefit from privatization are the idea's proponents – banks, Wall Street firms and insurance companies. They will garner considerable profits from a private-account system with high administrative fees and separate insurance policies.

Privatizing Social Security might also do harm to businesses that offer pension plans that are integrated with Social Security benefits. For employers that offer offset plans, where Social Security benefits are subtracted from the total benefit provided by the company, costs could skyrocket with a reduction in Social Security benefits. Companies that offer excess pension plans, where the pension is on top of the anticipated Social Security benefit, would not see a dramatic rise in costs. But the covered employees would see a catastrophic drop in benefits that could send many to the poor house.

Fortunately for Local 3 members, the Local 3 pension plan stands on its own and is not integrated with Social Security benefits. But most workers in America, union or not, will be affected by major changes in Social Security.

Scare tactics

Proponents of privatization argue that the only other way for Social Security to continue is to raise the retirement age, cut benefits, increase the payroll tax and possibly eliminate the cost-of-living increases. These scare tactics may be effective in getting people to listen but, in fact, privatization only ensures that some or all of these outcomes will occur.

By introducing a system of individual accounts, the government would have two retirement systems to fund and administer. With payroll taxes going to new individual accounts, the existing Social Security system would have to find ways to make the payments to current beneficiaries. This would result in higher retirement ages, reduced benefits or higher taxes – exactly what privatization advocates want you to believe will happen if we don't switch to a private-account system.

For many Americans, playing the stock market is a viable option – one that they may consider advantageous. But for the majority of people, Social Security is not something to gamble with. Two-thirds of today's recipients rely on Social Security benefits for more than 50 percent of their income. Half of that number rely on it for 90 percent of their income.

The best way to fix Social Security may elude the nation for now, but one thing is clear – privatization will only prove to destroy a system that has never failed working Americans.

Down sides to privatization

- *Raising the retirement age* – All privatization proposals call for raising the retirement age with some raising it as high as age 72. This would be particularly hard for workers with physically demanding jobs, who already have a higher injury rate and may not be able to work that long.

- *Guaranteed benefits would be cut* –

One plan even calls for a 48 percent reduction in guaranteed benefits for average wage earners. Another plan would reduce the maximum guaranteed benefit to only \$410 per month.

- *Elimination of the cost-of-living adjustments* –

Social Security allows for cost-of-living increases – ensuring that recipients will always have enough money to buy groceries no matter how much prices rise in the future. Privatization will reduce the amount of cost-of-living increases – if it allows for them at all.

- *Two Social Security systems* –

If a private-account system is adopted, the government will then have to administer two systems, as the current system will still have to pay out benefits to today's retirees. But since new payroll taxes would go into private accounts, benefits from the current system could be reduced.

- *Benefits depend on stock market* –

The current system is guaranteed to pay out a certain amount in benefits. Benefits under a private-account system will be dependent upon each individual's ability to invest wisely or upon the stock market trends.

Membership approves resolution to further amend union bylaws

The membership overwhelmingly approved at the January 16 semi-annual meeting a second resolution to further amend the union's bylaws. The decision, if approved by the members in a mail referendum this spring, will considerably enhance Local 3's effectiveness and efficiency.

"I think this a great opportunity to make Local 3 a much stronger and better union," said Business Manager Don Doser. "If the members approve the resolution in the spring referendum, Local 3 will no doubt have a jump start on the new millennium."

The proposed bylaws changes will make it easier for Local 3 to conduct union business, streamline administrative functions, improve benefits, give members more work opportunities, and provide for the union's long-term financial security.

The changes are badly needed. Except for the sections dealing with union dues and initiation fees, Local 3's bylaws have remained unchanged since they were first written 38 years ago. Previous rank-and-file election committees first began suggesting several years ago that the bylaws be updated and revised. These committees continually ran into obsolete procedures while carrying out their duties overseeing union elections.

Shortly after becoming business manager in July 1996, Don Doser, along with the other officers, took a hard look at the bylaws to see what revisions needed to be made in order to meet membership needs as Local 3 approached the new millennium.

The officers, in conjunction with the rank-and-file Bylaws Committee, decided last year to overhaul the bylaws in two stages. During a round of special-called and district meetings last July and August, the members approved by close to a 90-percent margin changes to Articles V and VI, the two sections of the bylaws dealing primarily with dues and initiation fees. Now, as the union celebrates its 60th anniversary, the membership has an opportunity to further modernized and improve the remaining sections of the union bylaws.

The next step involves presenting the bylaws changes to the membership at a round of special-called and district meetings starting February 16 and ending March 31. Please see page 16-18 for the meeting schedule and official notice. A slide show summarizing the changes will be presented at these meetings, and union officers and staff will be on hand to provide additional information and answer questions. The full text of the bylaws resolution will be published in the April *Engineers News*.

After the round of meetings, a packet containing an official ballot, voting instructions, and the text of the proposed changes will be mailed to all Local 3 members in good standing on April 19. Returned ballots will be counted on May 11 by the union's certified public accounting firm, Thomas Havey LLP, under the supervision of the rank-and-file bylaws committee. The election results will be published in the June *Engineers News*.



Local 3 officers and rank-and-file Bylaws Committee members shown here worked to put together the resolution passed at the January 16 semi-annual meeting.

The officers and committee members are, top row from left: Gil Anderson (Oakland), Darell Steele (Financial Secretary), Tom Hester (Redding), Jack Short (Fairfield), David Daneluz (San Francisco), Bob Blagg (Stockton), Rob Wise (Recording-Corresponding Secretary); middle row from left: James Caumiant (Nevada), Earnest Sutton (Sacramento), Don Incardona (San Jose), Bob Daniels (Fresno), Randy Morgan (Marysville); bottom row from left: Max Spurgeon (Treasurer), Richard Lacar (Hawaii), Abe Sousa (Eureka), Jerry Bennett (President), John Welsh (Utah), and Business Manager Don Doser.

Highlights of the proposed bylaws changes

The following are the highlights of the bylaws resolution approved at the January 16 semi-annual meeting:

- **No waiting month for unemployed dues** - Members will no longer have to wait until the second month of unemployment before receiving unemployed dues. "Local 3 isn't like the unemployment office," Business Manager Don Doser said. "It's only fair that out-of-work members get immediate help from their union."
- **Honorary membership improvements** - Honorary members will be allowed to work during labor shortages without losing their Gold Cards as long as they work for a signatory employer with retiree work provisions, employ-

ment complies with provisions of the retiree work addendum, and the member pays full applicable dues during the employment period.

- **Semi-annual meetings made more convenient** - Semi-annual meetings, which are currently required to be held in San Francisco, will be held at more convenient times and at locations more accessible to the majority of members. The semi-annuals can be held at any location falling within Local 3's jurisdiction as determined by the Executive Board.
- **Staying on the cutting edge of technology** - With computers becoming a mainstay in the U.S. workplace, Local 3 wants to ensure the union has the latest technological tools

to accomplish its mission. One of the union's special funds has been revised to give Local 3 the financial resources to accomplish this goal.

- **More improvements to special funds** - Over the years, some of the other special funds have become obsolete or redundant and therefore costly to administer. As a result, some funds have been modified. These changes are primarily administrative and enhance service or benefits to the members. The changes also strengthen the union's collective bargaining, increase efficiency, lower administrative costs, and allow the union to earn higher interest on the funds.

You don't have to sue for fair fees

Bank Rate Monitor reports that bank lawyers are turning up in courtrooms often these days as consumers fight bank transaction fees through class-action lawsuits. Local 3 members can say no to bank fees without having to go to court, since membership in the union makes you and your immediate family eligible for credit union membership as well. You can establish membership by completing an application, available by calling any of the branches listed below, and depositing as little as \$5 into a regular savings account.

As a credit union member, you will typically pay lower fees for transactions than you would pay at a bank. In some cases, the credit union charges no fee for services that many banks charge for. And lower fees are only part of the story.

Member service representatives at any of the credit union's 19 branches can tell you about the many convenient features of a credit union checking account. After you learn about these features, you will probably wonder why you should continue paying for a checking account at a bank.

If you are in the market for a consumer or real estate loan, you'll also want to check with the credit union first - its loan rates are usually lower than those of the large, profit-hungry institutions.

Comments from members

Since it's Valentine's month, we'd like to share with you some of the valentines the credit union has received from members about its services. Retired Local 3 member Manuel Vincent of Brentwood has been a credit union member for more than two decades. He described himself as "tickled pink" with the savings he got at the credit union's most recent nearly new vehicle sales event. "I saved myself a lot of money on both the car and truck I bought at the sale," Vincent said.

Member Kathy Hoffecker of Stockton has decided to see her employer about having her paycheck automatically deposited at the credit union. "Going into the branch is like going into the bank used to be," explained Hoffecker. "They know your name and it's like a community." Kathy is encouraging her grandfather to join the credit union, too.

Member Steve Guerzon of Fremont says, "I would recommend the credit union's auto broker service to anyone. I got exactly what I wanted, down to the color and the racks I specified."

For more information about joining, call 1-800-877-4444 or visit any of the branches listed to the right:

OE Credit Union Branches:

Internet Branch
www.oefcu.org

CALIFORNIA

Alameda
1620 South Loop Road
Alameda, CA 94502
(510) 748-7440

Auburn
1915 Grass Valley Hwy., Suite 400
Auburn, CA 95603
(530) 889-2969

Dublin
6300 Village Parkway
Dublin, CA 94568
(925) 829-4400

****Move planned for late February to**
7300 Amador Plaza Road
Dublin, CA 94568
(925) 560-9660**

Fairfield
2540 N. Watney Way
Fairfield, CA 94533
(707) 425-4489

Fresno
1959 North Gateway,
Suite 101
Fresno, CA 93727
(559) 251-2262

Marysville
1010 "T" Street
Marysville, CA 95901
(530) 742-5285

Modesto
538 McHenry Ave.
Modesto, CA 95354
(209) 525-8460

Redding
20308 Engineers Lane
Redding, CA 96002
(530) 222-5184

Sacramento
9812 Old Winery Place, Suite 5
Sacramento, CA 95827
(916) 369-6752

Sacramento (Arco Arena)
4044 N. Freeway Blvd.,
Suite 150
Sacramento, CA 95834
(916) 565-6190

San Bruno
711 Kains Ave.
San Bruno, CA 94066
(650) 875-1182

San Jose
798 N. First Street
San Jose, CA 95112
(408) 995-5095

Sonoma County
6225 State Farm Dr.,
Suite 102
Rohnert Park, CA 94928
(707) 585-1552

Stockton
1916 N. Broadway
Stockton, CA 95205
(209) 943-2455

West Stockton
4550 North Pershing Ave.,
Suite A
Stockton, CA 95207
(209) 472-0708

HAWAII

Honolulu
1111 Dillingham Blvd.,
Suite E1B
Honolulu, HI 96817
(808) 841-6396

NEVADA

Reno
1290 Corporate Blvd.
Reno, NV 89502
(775) 856-2727

Elko
1720 Mountain City
Highway
Elko, NV 89801
(775) 753-8585

UTAH

West Valley City
2196 West 3500 South,
Suite C-8
West Valley City, UT 84119
(801) 954-8001

NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer



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asking **Take up to 12 months to repay.**
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Offer ends 4/15/99
*Annual Percentage Rate

NEWS FROM organizing dept.

MEET THE NEWEST ORGANIZING TEAM MEMBER

Many Local 3 members in the East Bay know Joe Tarin from his eight years as a business agent in the Oakland District. Joe is now the newest member of Local 3's Organizing Department. His territory covers the San Francisco, Oakland, Fairfield and Santa Rosa districts.

"I'm very happy to be involved in organizing," he told Engineers News. "I know that this is what we have to do to keep our union strong."

Tarin replaces organizer Reid Davis, who was reassigned to the Utah District office in Salt Lake City. "Reid did a good job, and I intend to do the same," Tarin said.

Tarin's history as an Operating Engineer goes back to the time when he would stand behind his dad operating an old Northwest shovel. Tarin's father is retired from Local 953 in Albuquerque, N.M.

Tarin joined the Navy in 1966 and later became a member of the Seabees. He

operated heavy equipment during the Vietnam War, sometimes under fire. In 1972, he joined Local 3 and during his career in the field worked for a variety of contractors, primarily for Haskins & McCosker. In 1989, he became a dispatcher for the Oakland District office, then a business agent, and now an organizer.

"As Tarin starts his new assignment, he had this to say: 'There are no scabs, just unrepresented workers. Help us give these people a hand up.'"

Organizing Outreach Schedule

Local 3's Organizing Outreach '99 continues this month with classes to help Local 3 organize unrepresented workers. Members can take the 1 1/2-hour training class to develop special

organizing skills. Classes focus on how to talk to non-union workers about the advantages of being union, then how to call Local 3 at 1-877-ORG-NIZE so the union can follow up.

Sign up at your district office.

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

Organizing Outreach '99 Schedule

Date	District	Time
Feb. 2	Eureka	8 a.m.
Feb. 3	Redding	9 a.m.
Feb. 4	Marysville	9 a.m.
Feb. 16	Sacramento	8 a.m.
Feb. 17	Stockton	8 a.m.
Feb. 18	San Francisco	10 a.m.
Feb. 19	San Jose	8 a.m.
Feb. 24	Fairfield	8 a.m.
Mar. 5	Oakland	8 a.m.
Mar. 10	Utah	8 a.m.
Mar. 31	Santa Rosa	8 a.m.

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



Graduates of the January 5 Organizing Outreach '99 class in Elko, Nevada.

1ST ORGANIZING VICTORY OF '99!

Employees at Sparks, Nev. automotive warehouse vote for Local 3 representation

Local 3 started off the New Year with a decisive organizing election victory at Dayco, an automotive distribution warehouse in Sparks, Nev.

The organizing effort began when Norm Hudson, a union activist and former employee at Kmart's Sparks Distribution Center, took an early retirement after Local 3 lost a close election at the facility in August 1997.

Hudson went to work at Dayco, and after observing the workplace conditions there, felt union representation could improve the workers' lives at the warehouse. He contacted Local 3's Reno District office. By November 15 of last year, Local 3 had a large majority of authorization cards signed. A National Labor Relations Board election petition was filed three days later.

Dayco, with 88 stores and 18,200 employees nationwide, ran a tough, honest campaign. The key component of Local 3's campaign was the formation of a four-person organizing committee, which met weekly. Dayco employee John Farnsworth chaired the committee.

When the NLRB election was held on January 7 and the votes counted, 75 percent of the unit voted in favor of Local 3 representation. As the vote was announced, the entire warehouse erupted in cheers.

When Business Manager Don Doser heard the good news, he said, "A victory like this is what our union is about - helping all working people."

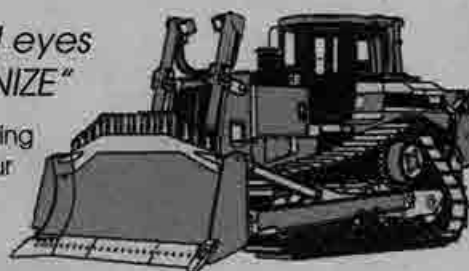
Help your union organize...

and help other workers achieve a better life

Business Manager Don Doser says:

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

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



DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members:
(Compiled from the December 1998 database)

William Adams	Albany, CA	11-19-98
George Augusta	Santa Rosa, CA	12-06-98
Richard Beebe	Rohnert Park, CA	11-22-98
Ralph Bell	Fallon, NV	12-04-98
Roland Brown	Crescent City, CA	12-06-98
Joseph Calar	Kaneohe, HI	11-23-98
Frank Callahan	El Granada, CA	11-29-98
Darrel Crouch	Paradise, CA	11-28-98
Clarence Darrow	Eureka, CA	12-06-98
Harold Drader	Oakdale, CA	11-15-98
Clarence Elkin	Carson City, NV	03-18-98
Robert Foster	Beaverton, OR	11-26-98
C. Girvan	Hays, KS	12-02-98
David Harvest	Kaneohe, HI	11-30-98
Thomas Heredia	San Jose, CA	12-07-98
L. Kirk	Fernley, NV	11-18-98
George Knight	Paradise, CA	12-23-98
Loresto Lagrange	Tracy, CA	12-03-98
Harold MacDonald	Blaine, WA	12-02-98
Perry McCollom	Poteau, OK	11-18-98
Paul Mehlhaff	Galt, CA	11-23-98
Rosendo Pacpaco	Honolulu, HI	12-04-98
John Paiva	Honolulu, HI	12-08-98
Eugene Roberts	Vallejo, CA	12-12-98
Ray Ruport	Woodland, CA	10-18-98
Delbert Searcy	Visalia, CA	11-14-98
Ralph Sloniker	Los Osos, CA	12-09-98
Edwin Sutton	Prescott Vly, AZ	11-15-98

DECEASED DEPENDENTS

Marie Allen, wife of Phillip Allen	12-07-98
Marie Bennett, wife of Fred Bennett	12-08-98
Alice Bourbeau, wife of Daryl Bourbeau	11-16-98
Harriet Bushman, wife of Mike Bushman	11-15-98
Diane Cardoza, wife of Anthony Cardoza	12-07-98
Edna Cooney, wife of J. Cooney (deceased)	12-03-98
Edna Degn, wife of Raymond Degn	12-22-98
Joyce Fredrickson, wife of John Fredrickson	12-14-98
Cora Hale, wife of Sam Hale	11-14-98
Mildred Incillio, wife of Milliano Incillio	11-30-98
Joanna Jorgensen, wife of C.C. Jorgensen (dec.)	11-10-98
Margaret Lutzow, wife of H.E. Lutzow	12-02-98
Anna Miller, wife of Walter Miller	11-06-98
Ronald Ortega, step-son of Thomas Jordan	12-16-98
Reva Poole, wife of Duane Poole	11-22-98
Jewell Ragsdale, wife of R.H. Ragsdale (dec.)	12-13-98
Marvel Withers, wife of William Withers	12-02-98
Gertrude Woods, wife of Robert Woods	12-30-98

HAZMAT TRAINING SCHEDULE

FIRST QUARTER OF 1999 • ALL CLASSES WILL BEGIN AT 7:00 A.M.

40-hour hazmat training

Rancho Murieta Training Center February 22-26
7388 Murieta Drive
Rancho Murieta, CA
(510) 748-7400 ext. 3358
Housing is available; however, reservations must be made 10 days prior to course date

Eight-hour refresher

Fairfield Thursday, February 18
2540 N. Watney Way
(707) 429-5008

Santa Rosa Friday, February 19
6225 State Farm Dr., Ste. 100 Saturday, February 20
Rohnert Park, CA
(707) 585-2487

Reno Saturday, March 27
1290 Corporate Blvd.
(702) 857-4440

Oakland Friday, January 8
1620 S. Loop Road Saturday, January 9
Alameda, CA Thursday, January 14
(510) 748-7446 Friday, January 15
Friday, March 12
Saturday, March 13

Stockton Friday, January 29
1916 N. Broadway Saturday, January 30
(209) 943-2332

Eureka Friday, February 12
2806 Broadway
(707) 443-7328

Fresno Thursday, March 4
Cedar Lanes
3131 N. Cedar
(209) 252-8903

Marysville Wednesday, February 10
Sutter-Yuba Board of Realtors
1558 Starr Drive, Yuba City
(530) 743-7321

Redding Thursday, February 11
20308 Engineers Lane
(530) 222-6093

Sacramento Friday, March 5
4044 N. Freeway Blvd., Ste. 200 Saturday, March 6
(916) 565-6170

San Jose Friday, February 5
IBEW Hall Saturday, February 6
908 Bern Court
(408) 295-8788

Prerequisites for refresher course

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

Tuition

40-Hour Course

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

Sponsored Students

Operating Engineers\$250.00
Non-members\$300.00

Eight-Hour Refresher

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

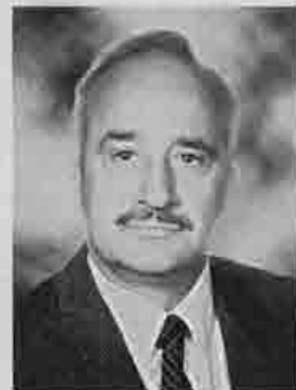
The tuition includes all classroom materials.

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

Registration

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

NEWS
FROM THE
**safety
dept.**



by
BRIAN BISHOP

**safety
director**



perfect partners

First of a two-part series

Two venerable Central Valley Cat distributors, Tenco Tractor and Holt Bros., merge to form one mighty dealership

January 1 is a milestone for just about everyone. The day ushers in the New Year, and in the case of next January 1, a new millennium. But for two prominent Northern California Caterpillar dealerships this past January 1 meant something else. It was the day Tenco Tractor Inc. of Sacramento and Holt Bros. of Stockton officially merged.

The new company will be called Holt of California primarily for historic reasons. It was Benjamin Holt and three other brothers who came out west between 1864 and 1883 to establish a wagon wheel company and later a tractor manufacturing company, which later developed the track system that came to be known as Caterpillar Inc.

Both companies, in fact, are steeped in history. Tenco Tractor, founded by Daniel Beatie, began as Marysville Tractor & Equipment Company in 1931. Daniel Beatie's son, Ken, took over the business in 1955. Ken's son, Gordon, took over the business in 1976.

The merger of Tenco and Holt Bros. brings the total number of employees of the new company to 400 people, about 275 of whom are mechanics and parts personnel represented by Local 3. Holt of California will now have nine locations: Eureka, Redding, Williams, Yuba City, Pleasant Grove, West Sacramento, Stockton, Manteca and Los Banos. The company's new territory will span 17 counties, from Shasta in the north to Merced in the south.

The merger, according to Holt executives, is a good match for several reasons. First, there were many similarities between Tenco and Holt Bros. Both are longtime, family-owned businesses that distribute and service agriculture, construction and aggregate mining equipment in the Central Valley. Second, the principal owners of Tenco and Holt Brothers, Gordon Beatie, Ron Monroe and Vic Wykoff, have known each other for years

and share common business objectives. Because of their similarities, neither company has many duplicate functions. As a result, no layoffs or shop closings are anticipated.

In fact, Beatie told the *Sacramento Business Journal* that he expects the merger to "allow us to grow faster with the strength of both companies together." Holt of California, he said, will provide clients with better overall customer service.

The merger comes at a time when the



heavy equipment industry continues to experience intense competition and rapid technological advancements. Caterpillar, which is expected to grow from an \$18 billion company to \$30 billion over the next decade, is developing increasingly more sophisticated products requiring better trained mechanics and service personnel.

With hydraulic systems approaching the sophistication of aircraft systems and most diagnostics now performed almost exclusively using computers, mechanics have to be more highly trained, especially in advanced electronics. No group is better prepared to meet these challenges than Local 3 mechanics and parts personnel. Bringing both Tenco's and Holt's skilled workforces together under one entity will keep Holt of California competitive for generations to come.



NEXT MONTH:
A profile of some of Holt's shops in the Marysville and Sacramento areas.

1. Journeyman mechanic Larry Burton, right, and apprentice John Serpa.

2. Mechanic and Negotiating Committee member John Christian.

3. Job Stewards Chuck O'Dowd, left, and Wendell Wallace.

4. Welder Gama Hernandez.

5. Mechanic Pat McIntire orders parts directly from his work station.

6. Mechanic's in Holt's Truck Division shop in Stockton are from left: Simón Ruiz, Don Silva, Dave Moser, Robert Youngblood, Irv Eldridge, Wyne Imong, Gary Patton, Svend Hellested and Joe Lima.

7. Mechanic George Maciel.

8. Day shift personnel pose for this photo at Holt of California's shop in Stockton.



HOLT
TENCO
OF CALIFORNIA

NEWS FROM fringe benefits

by
CHARLIE WARREN

fringe
benefits

Important information about California vacation and holiday pay plan

In accordance with the provisions of various collective bargaining agreements, the following is an outline of procedures for the pay-out of vacation money.

Contributions for hours worked are due from employers on or before the 15th of the month following the month in which the hours were worked. Contributions are delinquent if not received by the 25th. For example, vacation contributions earned for March are due by April 15 and are delinquent if not received by April 25. If your employer does not make the proper and timely payment to the Trust Fund office, that particular vacation money will not be available for you to withdraw from the Trust Fund or transfer to your credit union account until the delinquency is cleared.

Each month employer reports and contributions are filed with the bank for deposit to the transit account. Upon receipt, computer-generated reports are prepared and used to verify the accuracy of the employer contributions and to allocate the proper amount for each participant. Contributions are then transferred from the transit account to the Operating Engineers Local 3 Vacation and Holiday Pay Plan. Based on the arrangements made by each participant, the money posted to the individual accounts is then transferred to the credit union or held for semi-annual pay-out.

Vacation hours reported late, but with the proper contribution, will be processed with the reports regularly scheduled for the month the contribution is received.

Vacation contributions made correctly by the employer are available one month and 15 days after the filing deadline. To continue with our previous example, if the contribution for March vacation is made by the April 25 filing deadline, funds will be posted to individual accounts or transferred to the credit union on June 10.

Only when employer contributions for each month are paid will vacation money be available for withdrawal or deposit to your credit union account.

Vacation hours reported without the contribution will not be available for withdrawal until it is received from the employer. The collective bargaining agreements also limit the number of allowable emergency withdrawals to two per year, one in each accumulation period. Accumulation periods are March through August and September through February.

No exceptions can or will be made to these rules.

Semi-annual vacation transfers

Some collective bargaining agreements only allow vacation pay to be transferred to the credit union twice a year. The fund manager will transfer vacation pay that was timely reported for hours worked March through August on November 15, and vacation pay for hours worked September through February on May 15. Money will be available for withdrawal at the credit union on November 30 and May 31, respectively.

For members who prefer to have their vacation pay issued directly to them instead of the credit union, they can file a Semi-Annual Payment Request card with the trust fund office. The cards are available at any district office of the Fringe Benefit Service Center. The trust fund office must receive the completed request card no later than April 30 or October 31, depending on the accumulation period. Checks will be issued on May 15 and November 15.

Accounts for members on monthly transfer or a time payment option are not affected by this transfer. If you have any questions, please contact the Trust Fund at 1-800-251-5014 or the Fringe Benefits Center at (510) 748-7450.

Retiree Association and pre-retirement meeting schedules

Retiree Association meetings have been scheduled for February and March. This is an open invitation to all retirees and their spouses to join us at the meeting in your area. Your input at these meetings is vital. We look forward to seeing you there.

Also, operators age 50 or older but not yet retired are urged to attend any of the upcoming pre-retirement meetings. Spouses are welcome, too. Come on out and discover how the retirement plans can work for you.

Schedules for both Retiree Association and pre-retirement meetings can be found on this page.

Government imposes new opiate levels

In September of 1997, the U.S. Department of Health and Human Services announced that it would institute new opiate testing levels. Over a year later, in December 1998, the new levels were finally implemented. The delay was caused by the inability of the test kits' manufacturers to provide enough opiate reagents in time for the laboratories to test them out using confirmatory test procedures. Here are the new cut-off levels:

	<u>Initial</u>	<u>Confirmatory</u>
Cocaine	300 ng/ml	150 ng/ml
Phencyclidine	25 ng/ml	25 ng/ml
Opiates	2000 ng/ml	2000 ng/ml
Amphetamines	1000 ng/ml	500 ng/ml
Cannabinoids	100 ng/ml	15 ng/ml

Now this may be of no consequence to most of our members, but some may notice gleefully that the new cut-off levels for opiate metabolites in the initial test have been increased to 2000 ng/ml from 300 ng/ml. Don't get your hopes up! This does not mean that the federal government will let you use higher doses of heroin. The higher cutoff levels were needed because the majority of positive opiate tests were being verified as negative by medical review officers. If workers have a documented medical explanation for having evidence of drugs like codeine in their system, the test must be verified as negative since the federal drug

testing program only applies to illegal drugs.

In addition to the higher cutoff levels, there is now an added requirement that all specimens that test positive for morphine using the 2000 ng/ml cutoff for confirmatory tests be tested for 6-acetylmorphine, a metabolite that is specific to heroin. This makes it possible for a laboratory to differentiate prescription medication from illegal heroin without having to rely on an examination by a medical review officer.

Using adulterants

Some common remarks made on custody and control forms have to do with adulterated test samples. Please remember that adulterants do show up, often in the form of high or low pH levels or high nitrite levels. Sometimes the forms even state things like "Specimen Substituted. Not consistent with normal human urine." Some desperate soul had actually substituted horse urine for his own. Imagine the collection process!

Is it worth it? Remember, any adulteration of a sample is equivalent to refusing to test. Refusing to test is the same as a positive test.

Give us a call. We can help you.

Visit us at our Web site at www.oe3.org.

NEWS FROM THE addiction recovery program



by
UWE GUNNERSTEN

director



IN OE
1-800-267-5277

IN OE
1-800-242-4024

SURVEYORS CONCLUDE BANNER YEAR

The Northern California Surveyors Joint Apprenticeship Committee experienced some substantial changes this past year. Early in the year, we were all saddened by the death of Arthur J. McArdle. Art was well respected in the apprenticeship community and cared very deeply for the NCSJAC training program. He is fondly remembered by all of us who worked so closely with him. Of course, his passing necessitated some staff changes, and I was asked to serve as the new administrator.

Another change was that Ralph Hoyt retired from active duty as executive secretary of the Bay Counties Civil Engineers and Land Surveyors Association. Ralph had been closely involved with the NCSJAC for over 30 years as a co-counselor consultant. Since he has extensive knowledge of both JAC history and current activities relating to apprenticeship, he was asked to stay on as a temporary consultant to assist me in my new capacity.

My assistant, Joanie Thornton, began to work five days a week at my request in order to help in the transition period. Together Ralph, Joanie and I reviewed numerous documents pertaining to the JAC and trust. These documents were updated and prepared for JAC and trust approval and are now filed in a manner that will satisfy any auditor.

This was a difficult period for all of us. Thanks to the help of the JAC, our trustees, Local 3 officers and staff, and the Bay Counties new Executive Secretary Eric Angstadt, we have been able to keep our program running smoothly throughout the transition.

Banner year

Last year was one of the busiest years the JAC has seen since its inception. In a normal year, the NCSJAC will sign on between 10 to 15 new first-period apprentices. During 1998, we took in 46 new apprentices – a dramat-

ic increase – and I am pleased to say that most of them are still employed even though it is now winter.

Weekly classes continue in San Jose, Alameda, Martinez, Santa Rosa and Sacramento. Attendance at our Martinez class has been so high it now takes two instructors. Our correspondence class continues to grow, which is clear indication that work in the outlying areas is increasing. Saturday hands-on programs have been well attended by our students and journey upgrades throughout the 46 counties. We have 11 instructors on our payroll, and all of them have graduated from our program. 1998 was certainly a year for growth.

One of the highlights of the year was our Hands-on Competition, held at an empty lot next to the Alameda headquarters. Instructor Mike Foulk of Psomas & Associates was instrumental in putting together the field problem and made the day a real success. Once again, Bay Counties generously donated prize money and Local 3 added jackets, T-shirts and hats to the prize package. A great day was had by all.

Last year, much of our attention was spent on updating our curriculum and getting laptop computers for our classrooms – two goals that have been nearly accomplished. We now have 16 new laptop computers that have been distributed throughout our classroom facilities.

These computers will benefit our students by introducing them to math and autocad programs.

Our first- through eighth-period curriculum has been completely restructured with lesson plans, chapter tests and final exams in the making. Two new textbooks will be used in conjunction with supplemental material written by our instructors. The material will cover many diversified topics such as high rise, tunnel, highway, boundary, heavy construc-

tion, hydrographic, G.P.S., railroad and photogrammetry surveys, plus subdivision construction staking. We hope to ignite the interest of our apprentices and journey upgrades with these new tools.

We have taken a strong stance regarding classroom attendance. Students with excessive absences were pulled off of the job to make up missed classes. This strong position has worked – absenteeism is currently at an all time low because students don't want to miss work. It seems easier to attend class once a week for three hours than to lose a full day of pay trying to make up a missed class.

Funding for our classes through our local education agency, the Hayward Unified School District, has been nearly exhausted due to poor legislation over the past several years. This funding is similar to public school funding, and in order for our program to receive the necessary money, we must be affiliated with an education agency.

However, we do have other options for affiliation, one of which is the community college system. Through a community college agreement, we can receive full funding and also offer our apprentices an Associates of the

Arts (AA) degree if they wish to pursue the general education portion on their own. We are exploring our options and will be meeting with representatives from San Mateo Junior College and Foothill Junior College to discuss affiliation. We hope this will increase our funding and offer our students further educational incentives.

In 1999 we will continue to focus on proper education, recruiting, outreach and retention. We look forward to continuing the success of the NCSJAC.



NEWS
FROM

teaching
techs



by
PAUL SCHISLER

administrator,
northern california
surveyors joint
apprenticeship
committee



NEWS FROM THE districts

FROM Sacramento

New year looks to be a repeat of 1998

SACRAMENTO - In retrospect with the holidays behind us, 1998 has proved to be a very successful season, even with the late start. Many members worked more than 1,500 hours last year, which meant considerable overtime.

It's predicted that the economy will remain strong and the contractors are bracing for an even more demanding season in 1999. Teichert Construction anticipates a 10 percent increase in volume over 1998, which was a banner year. The company's rock, sand and gravel operation has continued with minimal disruption.

Almost everything in the foothills has shut down. Ladd Construction is still clearing in Foresthill, keeping a few members working. And in the Roseville area, Teichert and Granite are still working on the Twelve Bridges project and others.

Tahoe had a strong year in 1998. The new year is also looking good with talks beginning for a few projects.

Yolo County still has work going on. Teichert, Syar, Collet and Solano quarries worked long hours all last summer, and all the operators know this coming summer will be more of the same.

Teichert's Northpoint and Northburrough projects are near

completion with the last of the paving to be done in February. The Natomas area will continue to build out after years of legal battles for permits.

We would like to thank all the members, families and friends who helped with the phone banking and precinct walking in the November election. It sure paid off.

On a sad note, the Sacramento office and staff regret the passing of member Frank Reece on Nov. 14, 1998. A member since 1957, Frank was a colorful figure who touched the lives of many. He is remembered as being an ornery DW 20 skinner.

As his career progressed, Frank came to operate the finish blade. District Rep. John Bonilla recalls working with Frank in the early 1970s and remembers him as being quite a character.

We extend our sincere condolences to Frank Reece's family and friends.

District Rep. John Bonilla and Business Reps. Jay Bosley, Scooter Gentry, Jim Horan, Ricky Johnson Sr. and Frank Rodriguez

Despite Measure C defeat, transit authority looks to future

ROHNERT PARK - Sonoma County Measure C, the 1/2 cent sales tax initiative that was defeated by a small margin in the November election, would have raised almost \$950 million for transportation improvement throughout the county. Since the defeat, the Sonoma County Transportation Authority (SCTA) is discussing how to recover from the failure. There is a possibility of putting the measure back on the ballot for a special election as soon as June 1999.

Director Mike Cale felt the measure failed because the voting public didn't understand it well enough. He suggests a more specific sales tax measure and has asked his fellow directors to go back to their respective city councils with the proposal of a 1/4 cent binding tax. The measure would need a two-thirds majority to pass. The special election would cost about \$350,000, and Cale recommended that all affected cities split the cost of the election so the county won't carry the entire burden.

Sonoma County Supervisor Tim Smith expressed his disappointment over the failure of Measure C. He hopes individual cities will remain flexible about the possibility of a specific tax, and believes that any new tax measure campaign will need to be a grassroots effort, keeping the needs and desires of county residents at the forefront.

Our district members were very helpful during the Measure C campaign, and we will again be asking for all the support we can get on any new transportation measures. If you want to be involved, please attend any of the following town hall meetings to be conducted by the Citizens Advisory Committee of the SCTA.

SANTA ROSA - Wednesday, Feb. 10, 5:30 - 7 p.m.

PERMIT & RESOURCE MANAGEMENT DEPT.
HEARING ROOM
2550 Ventura Ave.

WINDSOR - Wednesday, Feb. 10, 7:30 - 9 p.m.

TOWN HALL MEETING ROOM
9291 Old Redwood Highway, Room 400

SONOMA - Thursday, Feb. 11, 5:30 - 7 p.m.

Sonoma Community Center
276 E. Napa Street

PETALUMA - Thursday, Feb. 11, 7:30 - 9 p.m.

PETALUMA COMMUNITY CENTER
320 South McDowell

SEBASTOPOL - Wednesday, Feb. 17, 7:30 - 9 p.m.

SEBASTOPOL CITY HALL
7120 Bodega Avenue

Work picture

The work picture in Sonoma, Lake and Mendocino counties is looking better each day. 1999 should be a great year. We look forward to working with the new Davis administration.

North Bay Construction has \$30 million still on the books from 1998.

We are currently negotiating contracts with Weeks Drilling and Pump, Peterson Drilling, Andersen Drilling, Bartley Pump, Peterson Tractor and Baxman Gravel Company.

Welcome new office-mates

The Rohnert Park District would like to welcome Crane Special Rep. Russ Burns and Technical Engineers Business Rep. Gerry Orme who will both be working out of our office.

District Rep. Gary Wagon, Business Reps. Greg Gunheim and Jim Killean, Special Rep. Russ Burns and Tech Engineers Rep. Gerry Orme

NEWS FROM THE districts

FROM Rohnert park

Raceway getting on track

MARYSVILLE - As we look back at 1998, the amount of work we had was inspirational. We hope 1999 will be just as prosperous.

For those of you wondering about the Yuba County Motorplex, construction has begun on Plumas-Arboga Road. Baldwin Contracting Company initiated roadwork during the middle of October, but has temporarily halted construction on the road due to weather conditions. We do anticipate work to resume soon.

If you haven't been following the Motorplex's development, Frank Arciero and Forsythe Racing, the two principal share holders in the project, and Yuba County have come together to develop a \$60 million race track and amphitheater on 980 acres between Forty-Mile Road and Plumas-Arboga. The Mid-Valley California Building and Construction Trades Council signed Frank Arciero to a project labor agreement that assures a 100 percent union project.

In other news, local area Caltrans members are anxiously awaiting the moment when Governor Gray Davis keeps his campaign promise of granting a wage increase to state employees. Our Unit 12 members have gone too long without one.

Vintage Paving out of Winters was awarded a \$730,000 paving improvement project by the state which will cover sev-

eral counties, including Butte, Colusa, El Dorado and Placer.

We are currently in negotiations with Peterson Tractor. Employees at the Chico and Redding stores unanimously rejected the most recent offer from Peterson.

Baldwin Contracting in Chico was the low bidder on an overlay project north of Hwy. 20 on I-5. The project was bid at just over \$7.8 million.

Our efforts to support the development of the Calpine Sutter Power Plant continue. The project is now under review by the California Energy Commission and is expected to go before the Board of Supervisors for approval in late February or early March. Although the project stands to benefit the entire community, there is still opposition. Their argument is that the power plant will cause an aesthetic eyesore to the area. However, the proposed site of the plant is an existing power plant currently supplying energy to PG&E. The new plant will actually fit within the confines of the existing property and will have a minimal impact on the community.

Business Reps. Dan Mostats and Sean O'Donoghue

FROM
Marysville

NEWS
FROM THE
districts

San Jose District Grade Checking and Setting classes

• will begin Feb. 11, 1999 •

Classes start at 7 a.m.

at the San Jose District office, located at
760 Emory Street
in San Jose.

Call the office at

(408) 295-8788 to sign up. Space is limited,
so call early
to reserve your spot.

1999 looks to be booming year

RENO - Northern Nevada is looking at another very busy year. Two big jobs coming up to bid are the Carson City bypass and the extension of U.S. 395 from the Mt. Rose Highway to Washoe Valley. There are some retrofit jobs coming up on area bridges and the Regional Transportation Commission will advertise over \$30 million in street repairs in Washoe County. This will be the commission's biggest year ever.

The first jobs to bid in 1999 will be an \$8 million overlay in Mineral County, a new \$4.8 million interchange at U.S. 395 and North McCarran Blvd. to Sun Valley, a \$1.7 million overlay of

4th St. to B St. and a \$6.7 million overlay and concrete box in Humboldt County.

Weather permitting, all of our contractors have jobs to finish in the spring. Subdivision and commercial site work is going strong this winter.

We would like to welcome Bigge Crane to our district. The Northern California crane company recently signed an agreement in Nevada and has been working on various jobs in the Reno/Sparks area, including the

highway patrol building.

We are very excited about our Market Recovery Program. As you know this will help our contractors get more of the market share and help organize non-union contractors. Most importantly, market recovery will improve wages in our private work agreements. Northern Nevada members are to be commended for standing up and voting for the program.

The District 11 staff wishes our members and their families a very healthy and prosperous 1999.

Classes offered in Reno District:

All classes listed are held at the Reno Hall. Call (775) 857-4440 for more information or to sign up. Also call the Reno office for classes available in the Elko area.

First Aid/CPR 8-hour class
February 20 • 8 a.m. - 4:30 p.m.

Natural Gas Safety Training
Mandatory if you work around utilities
March 5 & 6

MSHA 8-hour annual class
March 13 • 8 a.m. - 4:30 p.m.

Gradesetting 24-hour course
March 18, 20, 25 & 27

Business Rep. Charles Billings

FROM

reno

NEWS
FROM THE
districts

OFFICIAL NOTICE

BYLAWS RESOLUTIONS - MAIL REFERENDUM VOTE

Attention of all Members of Operating Engineers Local Union No. 3, is directed to Article XIV, Section 2(a) and 2(b), of the Local Union Bylaws, as printed on pages 68 and 69, as listed below:

ARTICLE XIV

Section 2

(a) All resolutions to amend the Bylaws, and all motions under New Business to come before a Semi-Annual Meeting, shall be presented to the Local Union Executive Board at its regular meeting preceding the Semi-Annual Meeting; shall be sent by registered mail, return receipt requested, addressed to the Local Union Executive Board; shall be received not later than December 1st or June 1st, as the case may be; shall be considered at its regular meeting preceding the Semi-Annual Meeting; the Local Union Executive Board shall report thereon to the Members at the Semi-Annual Meeting; the motions or resolutions submitted to the Local Union Executive Board shall be placed on the agenda of such meetings; and such agenda, including a copy of all such resolutions and motions, shall be printed or duplicated and made available to each Member at the start of the meeting.

(b) Resolutions to amend the Bylaws, other than Articles V and VI and any part thereof, if adopted by the Semi-Annual Meeting, shall be read at the Special or District Meetings following the Semi-Annual Meeting, and, within thirty (30) days after the last such meeting, submitted to a referendum vote of the Membership, said referendum vote to be conducted by a firm of nationally known certified public accountants as chosen and directed by the Local Union Executive Board (see opposite page for meeting times and dates).

In addition to the Article quoted above, the following procedures were adopted by the Bylaws Committee on October 20, 1998 for conducting a mail referendum vote on proposed Bylaws Resolutions.

- (1) A mail referendum vote of the Membership of this Local Union shall be conducted during the period of April 19, 1999 through May 11, 1999, under the supervision of the Bylaws 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.
- (2) The mail referendum vote shall be conducted by a committee known as the Bylaws Committee, composed of one (1) Member from each District and the six (6) Constitutional Officers of Local 3. The District Member was nominated and elected by secret ballot at the January, February, and March 1998 quarterly District Meetings by vote of those Members present.
- (3) The Bylaws Committee shall be responsible for the conduct of the mail referendum vote, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, and giving official notice of Bylaws Resolutions as printed in the *Engineers News* not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Bylaws Committee shall cause a sample ballot to be published in the March and April edition of the *Engineers News* preceding the mail referendum vote, and to be promptly posted in the District Job Placement Centers.

The Bylaws Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

- (4) The certified public accountants shall mail the ballots and return envelopes to the eligible voters on Monday, April 19, 1999, and shall open the post office box for the first and last time on May 11, 1999 at 10:00 a.m.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Bylaws Committee.

The Bylaws Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Bylaws Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

- (5) The certificate of the certified public accountant shall be published in the June edition of the *Engineers News* following the mail referendum vote.

(6) Every Member who is not suspended for nonpayment of dues as of April 16, 1999 shall have the right to vote. No Member whose dues shall have been withheld by his or her Employer for payment to the Local Union pursuant to his or her voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his or her Employer to the Local Union.

meetings
AND
announcements

HONORARY MEMBERS

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

Gary W. Armstrong	1137665
Victor Baker	1152601
Fred A. Barber	1152603
Donald Bierman	144795
Boyd R. Braithwaite	1121751
David W. Callison	1142918
Jack Ching	0977704
Carney Claunch	0879535
William N. Cola	1011133
Wain Davis	1094428
Raymond Elderts	1152828
Eddie Gourley	1152869
Richard Grove	1954754
Keith Hardy	0439951
Robert L. Harrison	1152679
Floyd C. Head	0845523
Kenneth Hellwinkel	0976104
Jacques Hough	1143103
Fred Mayfield	1152721
David Muratore	1144822
Edward J. Nelson	142817
Billy Osborne	1152898
Donald Parker	1133485
William T. Ralston	1152758
Don H. Riggs	0900556
Morris Roxberg	0572732
Jess R. Saylor	1124558
L. Abe Sousa	0854186
Freddie Taylor	0900803
Dewey Ware	1107354
Horace R. Webb	0645886
Jack D. Williams	1152803

DISTRICT AND SPECIAL-CALLED MEETINGS

Per Article XIV, Section 2(b), Resolutions to amend the Bylaws shall be read at the meetings listed below.

FEBRUARY 1999

- 16th District 20: Oakland, CA**
Oakland Zoo-Snow Bldg.
9777 Golf Links Road.
Special called mtg. 10:00 a.m.
District 20: San Leandro, CA
Sheet Metal Training Center
1720 Marina Blvd.
Regular Dist. mtg. 7:00 p.m.
- 18th District 90: Freedom, CA**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Special called mtg. 10:00 a.m.
Special called mtg. 7:00 p.m.
- 23rd District 30: Modesto, CA**
Tuolumne River Lodge
2429 River Road
Special called mtg. 10:00 a.m.
District 30: Stockton, CA
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 24th District 01: San Mateo, CA**
Villa Hotel
4000 S. El Camino Real
Special called mtg. 10:00 a.m.
District 01: Novato, CA
Alvarado Inn
250 Entrada
Special called mtg. 2:00 p.m.
District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road
Regular Dist. mtg. 7:00 p.m.
- 25th District 20: Concord, CA**
Concord Centre
5298 Clayton Road
Special called mtg. 10:00 a.m.
District 20: Martinez, CA
Plumbers 159
1304 Roman Way
Special called mtg. 7:00 p.m.

MARCH 1999

- 1st District 17: Lihue, Kauai, HI**
ILWU Hall
4154 Hardy Avenue
Special called mtg. 2:00 p.m.
District 17: Lihue, Kauai, HI
Kauai High School Cafeteria
Regular Dist. mtg. 7:00 p.m.
- 2nd District 17: Honolulu, HI**
Jikoen Temple
1731 N. School Street
Special called mtg. 2:00 p.m.
District 17: Honolulu, HI
Washington Inter. School Cafeteria
1633 So. King Street
Regular Dist. mtg. 7:00 p.m.
- 2nd District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 3rd District 17: Wailuku Maui, HI**
ILWU Hall
896 Lower Main Street
Special called mtg. 10:00 a.m.
Regular Dist. mtg. 7:00 p.m.
- 4th District 17: Hilo, HI**
Hilo Hawaiian Hotel
71 Banyan Drive
Special called mtg. 10:00 a.m.
District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula Street
Regular Dist. mtg. 7:00 p.m.
- 5th District 17: Kailua-Kona, HI**
King Kamehameha Hotel
75-5660 Palani Road
Special called mtg. 11:00 a.m.
District 17: Holualoa, HI
Holualoa Imin Comm. Center
76-5877 Mamalahoa
Regular Dist. mtg. 7:00 p.m.
- 8th District 40: Eureka, CA**
Engineers Building
2806 Broadway
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 9th District 70: Anderson, CA**
Frontier Senior Center
2081 Frontier Trail
Special called mtg. 2:00 p.m.
District 70: Redding, CA
Engineers Building
20308 Engineers Lane
Regular Dist. mtg. 7:00 p.m.

MARCH 1999

- 10th District 60: Marysville, CA**
Friday Night Club Live
(Packard Library)
301-4th Street
Special called mtg. 2:00 p.m.
District 60: Oroville, CA
Cannery Workers
3557 Oro Dam Blvd.
Regular Dist. mtg. 7:00 p.m.
- 16th District 90: San Jose, CA**
Italian Gardens
1500 Almaden Road
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 18th District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 24th District 80: Auburn, CA**
Auburn Recreation Center
123 Recreation Drive
Special called mtg. 10:00 a.m.
District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 25th District 10: Ukiah, CA**
Discovery Inn
1340 N. State Street
Special called mtg. 10:00 a.m.
District 10: Rohnert Park, CA
Engineers Building
6225 State Farm Drive
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 29th District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 30th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd.
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.
- 31st District 70: Elko, NV**
Engineers Building
1094 Lamolle Highway
Special called mtg. 9:00 a.m.
Special called mtg. 8:00 p.m.

meetings AND announcements

See p.9
for
Departed
Members
List



RETIREE MEETINGS

FEBRUARY 1999

- 16th District 20: Oakland, CA**
Oakland Zoo-Snow Bldg.
9777 Golf Links Road.
10:00 a.m.
- 18th District 90: Watsonville, CA**
VFW Post 1716
1960 Freedom Blvd.
10:00 a.m.
- 23rd District 30: Modesto, CA**
Tuolumne River Lodge
2429 River Road
10:00 a.m.
- 24th District 01: San Mateo, CA**
Villa Hotel
4000 S. El Camino Real
10:00 a.m.
District 01: Novato, CA
Alvarado Inn
250 Entrada
2:00 p.m.
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Concord Centre
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MARCH 1999

- 1st District 17: Lihue, Kauai, HI**
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2540 N. Watney Way
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10:00 a.m.
- 4th District 17: Hilo, HI**
Hilo Hawaiian Hotel
71 Banyan Drive
10:00 a.m.
- 5th District 17: Kailua-Kona, HI**
King Kamehameha Hotel
75-5660 Palani Road
11:00 a.m.

- 8th District 40: Eureka, CA**
Engineers Building
2806 Broadway
2:00 p.m.
- 9th District 70: Anderson, CA**
Frontier Senior Center
2081 Frontier Trail
2:00 p.m.
- 10th District 60: Marysville, CA**
Friday Night Club Live
(Packard Library)
301-4th Street
2:00 p.m.
- 16th District 90: San Jose, CA**
Italian Gardens
1500 Almaden Road
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- 18th District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
2:00 p.m.
- 24th District 80: Auburn, CA**
Auburn Recreation Center
123 Recreation Drive
10:00 a.m.
District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Ste. 200
2:00 p.m.
- 25th District 10: Ukiah, CA**
Discovery Inn
1340 N. State Street
10:00 a.m.
- District 10: Rohnert Park, CA**
Engineers Building
6225 State Farm Drive
2:00 p.m.
- 29th District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple
2:00 p.m.
- 30th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd.
2:00 p.m.

PRE-RETIREMENT MEETINGS

all meetings convene at 7:00 p.m.

SALT LAKE CITY

Wed. February 10, 1999
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

RENO

Thurs. Feb. 11, 1999
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

SACRAMENTO

Tues. April 6, 1999
Operating Engineers Bldg.
4044 N. Freeway Blvd.
Sacramento, CA

AUBURN

Wed. April 7, 1999
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

EUREKA

Tues. April 13, 1999
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING

Wed. April 14, 1999
Operating Engineers Bldg.
20308 Engineers Lane
Redding, CA

MARYSVILLE

Thurs. April 15, 1999
Friday Night Live Club
(Packard Library)
301 4th Street
Marysville, CA

PERSONAL NOTES

San Francisco District

The San Francisco District office sends its condolences to the family and friends of Laura Kurtz, who passed away December 30. Laura is the wife of longtime Local 3 member Lloyd Kurtz.

Utah District

The Salt Lake City office mourns the death of Edna Degn, wife of retired member Ray Degn and mother of active member Roy Degn, on December 22 in Payson, Utah. She was loved and beloved by many. Local 3 can offer no finer accolade and need not say anything else of her. God bless and restore her family on her loss.

FREE WANT ADS FOR MEMBERS

FOR SALE: Lopi wood burning stove insert with fan and temp. control. Great condition. \$200 or best offer. Call (650) 726-4601. #1069077

FOR SALE: Large marquis diamond solitaire ring 1.06 ct. GIA D-E/SI 2.6 prong, 14K gold. Finger size 7. Paid over \$8,000, appraised at same with papers included. Asking \$4,500. Call (702) 754-6133. #2051516

WANTED: Ultra light aircraft. Bent, broken or uncompleted kits. Call Charles at (707) 938-3158. #1166637

FOR SALE: '85 Toyota P.U. SR5 4x4 long bed with Duraliner. New engine, only 35K miles, manual transmission. Like new. \$3,500. Call Laurie at (925) 598-2088 or e-mail barnone@tanner-ins.com. #1904104

FOR SALE: Full size camper shell, excellent cond., 9 yrs old, carpet kit, storage along both sides and cupboard across top front. Makes into queen size bed. Double doors in back. \$300. Call (530) 695-1026. #0491067

FOR SALE: Pure bred Jacob's sheep. White with black spots and horns. \$35 and up or trade. Delivery available. Call Don at (530) 241-4735. #2046963

FOR SALE: 1971 Ford tractor, model 9000. Dual wheel, brakes need work. \$4,250. Call (209) 826-9465. #1043556

FOR SALE: 3-axle beavertail backhoe trailer. \$2,950. Call (209) 826-9465. #1043556

FOR SALE: Winchester 30-30 model 55 take-down rifle with scope. \$500. Also, Colt 22 long, single-action pistol with 9" barrel, complete with ammo belt and holster. \$500. Leave message at (707) 725-5334. #0939694

FOR SALE: Paradise home, 3 BR, 2 BA, 2 car garage, 1,996 sq. ft. on 1 acre, fenced with RV access. Also has separate shop, 32' x 34', with 220V wiring, finished walls, 3/4 BA, hot water heater, electric wall heater. Reduced from \$219,000 to \$212,900. Call Donna at (916) 872-6610. Fax (916) 877-5169. #0338365

FOR SALE: '93 Polaris 350L ATV 4x4. Variable transmission, electric & pull start. Pushbutton 4 wheel drive, 2300 original miles, excellent condition. \$3,000. Call (559) 237-2714. #2146314

FOR SALE: '95 El Dorado, pearl white. Excellent condition. We need car with 4 doors for health reasons. \$20,000 O.B.O. Call (408) 262-3044. #1142830

FOR SALE: '95 Ram 2500 SLT Cummins. Great cond. Well equipped for RV. Regular cab, SS running boards, flush toolbox, 5th wheel & rear hitch. H.D. auto trans. Posi rear end. Claret red, new rubber. \$17,500. Call (408) 262-3044. #1142830

FOR SALE: 24'x40' mobile home in Senior Park in Fortuna, CA. Remodeled, spotless, awnings, C/H, 20 yr. roof, beautiful view of Ferndale Valley and ocean 4 miles away. Nice fenced yard in back. \$22,000. Call (707) 725-3390. #0711825

FOR SALE: 10'x52' mobile home 2 expands in Senior Park in Fortuna, CA. 20 yr. roof, new water heater, 2 bedrooms, 1.5 baths with new sinks, awnings, C/H. Very neat and clean with nice view from side porch. \$7,500. (707) 725-3390. #0711825

FOR SALE: '87 Coachman, 26-ft., chassis mount, fully loaded, twin beds in

rear, queen bed above cab, 2 swivel chairs, separate shower/bathroom, new carpet & microwave, cable ready, heavy-duty tow pkg., 1000 miles on new engine. \$14,500/offer. Call (209) 835-8298. #2137838

FOR SALE: '79 Harley Sportster, custom design & paint, 4975 miles, recently tuned, ready to go. \$4,200/offer. Call (209) 835-8298. #2137838

FOR SALE: '90 Mercury Sable, luxury sedan, leather int., auto console gear shift, 3.8 L V-6, 44k miles, excellent cond., \$4,500.00, (510) 651-2453, #1003206.

FOR SALE: '88 F250 XLT Lariat, 1 owner, exc. cond., 460 engine, 78 k miles, auto trans., tow package, dual gas tanks, carpet lined, lear camper shell, extras, \$8500.00/offer, (209) 823-5501 anytime, will call back, #1842650.

FOR SALE: All Leather Flexsteel Recliner, exc. cond., \$250.00 (209) 745-2574, #1826078.

FOR SALE: Home plus Car, Rual Redding, CA. 3 bdr., 2 bth., den, stucco w/ tile roof, lrg. inground pool, patio, fruit trees. Room for horses with equestrian trails in quiet neighborhood. '65 Classic Ford Mustang Fastback incl., \$150,000.00, (530) 365-0991, #1984908.

FOR SALE: 51 Ford Convertible-restorable also 2 parts cars, \$4000.00, (530) 529-3524 After 4pm., #2212871

FOR SALE: Heavy Duty Mechanics Tools, (2) 3/4" Drive Socket Sets, S&K & Proto, open end wrenches 1 3/8" to 2" proto, numerous other tools, some wrenches that are cut short or bent to be able to use in tight places, (530) 365-0991, #1984908.

FOR SALE: MF 50 E Loader, 1 yd bucket, full hyd., ganon scraper with hyd. rippers, 3850 hours, 80% tires, no leaks, exc. shape, \$11,000.00, misc. hdr tools, retired mechanic, (209) 745-2574, #1826078.

FOR SALE: Hydraulic in ground hoist, 2 post, 1 stationary, 1 sliding 24,000 lb (wagner), \$1250.00, (530) 529-3524 After 4pm., #2212871.

FOR SALE: 1972 Ford 8000 Dump Bobtail Diesel Eng. by cat, air brakes, 1971 Zieman Flat bed trailer 3 axle, w/elect brakes, max legal load, \$9,500.00, Pump 3 inch Bebo 3 phase 220 or 440, low and hi head impeller, \$300.00, (916) 967-1449, #0702515.

WANTED: Old surveying instruments. Transits, levels, compasses, chains and books. (707) 442-7046, #1098460.

FOR SALE: '92-'95 Civic hatchback body kit, 4 piece fiberglass Andys Autosport Bonzai Kit, already fitted, just needs paint, paid \$699.00 will sell for \$400.00, (707) 577-9756, #1948581.

FOR SALE: One very nice sofa, Ivory with gold trim, like new, \$150.00, (510) 523-1358, #0870909.

FOR SALE: Approx. 44 unimproved acres in N. Idaho on ridge top. Fantastic views, power, and telephone close to property. County maintained road, school bus service area. Can be divided into 3 or 4 excellent bldg. sites. Located in heart deer, elk, bear and moose country. \$79,500.00. \$37,000 down with \$42,000.00 on contract. (509) 92-0607, #1035202.

FOR SALE: Land for sale, Silver Springs, NV., near Lake Lahotan, 5

acres, unimproved, near utilities, near 6th & Angel, \$10,000.00, (775) 747-3171, #1759119.

FOR SALE: Old Coca Cola trays, total of 10 from 1929, 32, 35, 36, 37, 38, 39, 41, 42, 50; and a vintage 1950s Mobil gas canvas flag, call Dean (209) 334-1955, leave message, #2260507.

FOR SALE: Desk & chairs, dark oak, 29X41-4 drawers, still looks, smells new, original cost \$600, will sell for \$250 for both, (209) 931-2058, #1022395.

FOR SALE: Horse trailer, vintage wooden 2-horse trailer, good cond., (530) 359-2245, #2197051.

FOR SALE: '75 Jeep Renegade CJ5 4X4, with 304 V8, 3 speed, factory winch, new soft top, low miles, \$5,000, (408) 274-5591, #2105272.

FOR SALE: Alhambra Royal electric water cooler, \$50; Bassett Baby crib with mattress; \$100; Graco stroller; \$25; Graco porta-crib; \$50; Evenflo Joy Ride car seat carrier, new, \$40; (408) 274-5591, #2105272.

FOR SALE: Sony camcorder TRV25 8mm, 3 batteries, charger, case, 3.5-in. screen, brand new in box, \$500, (831) 759-9956, #2145338.

FOR SALE: '96 Ski Centurion Falcon Sport ski boat, pylon, boardrack, stereo, fat sack, always garaged, super clean, \$1,700, (831) 759-9956, #2145338.

FOR SALE: '86 Ford F600 flatbed truck, 8.2 Detroit Diesel engine, 5-speed trans., diamond plate steel bed tool boxes, new tires, low miles, clean \$12,000, (510) 357-7873, #0892645.

FOR SALE: Membership in Camperworld Pleasant Creek Ranch in Utah, Also, affiliated with Coast to Coast and RPI, \$1,000/offer, will trade or sell, no longer have an RV, (702) 456-0527, #0964973.

FOR SALE: '96 29-ft. Layton travel trailer w/ 13-ft. slideout, central AC-heat, microwave, phone jack, AM-FM cassette stereo, awning, 1 owner, like new, \$17,900, (707) 451-7970, #1945298.

FOR SALE: '85 40-ft. Teton 5th-wheel travel trailer, self contained dual ACs, living rm., pop out, needs some TLC, sold as is, Yolo County, consider trade up or down on 25 plus or minus 5th wheel, (435) 781-2620, #1187397.

FOR SALE: Truck, trailer & backhoe: '72 Ford 8000 dump bobtail, Cat diesel eng., air brakes; '71 Zieman flatbed trailer 3 axle w/ electric brakes, max legal load; '70 Case 580 CK diesel backhoe & loader, shuttle trans, \$15,500; pump; 3-in. Bebo, 3 phase 220 or 440, \$300; Model A Ford 2-dr., 4-passenger, good cond., \$7,000, (916) 967-1449, e-mail: edwest@jps.net, #0702515.

FOR SALE: '96 Saturn SLI 4-door sedan, front-wheel drive, auto trans, AC, 93K miles, \$8,500, good commute car, (510) 531-7036 or (925) 443-6313, #2081049.

FOR SALE: 16-ft. Hobie Cat, Harkin rigging, extra racing items, boat trailer, sails, in exec. cond., \$850/offer, (209) 785-3098, #2151595.

FOR SALE: '94 Aljo travel trailer, 22.5 ft., new cond. w/ awning, microwave, air, stereo, sleeps 5-plus, \$7,900, (530) 877-7519, #0868407.

FOR SALE: '78 Transamerica 35-ft. 5th wheel trailer, ATV rear access with

ramp, remodeled and updated, great if building home or rental, \$4,000/offer, (530) 878-1535, #2327523.

FOR SALE: '77 Ford pickup club cab, 460 motor, will trade for window van, '86 fuel inj., 351 Ford or Dodge 360, (209) 668-4689, #0418171.

WANTED: Antique cork top whiskey bottles from S.F., paying up to \$5,000, top prices paid for soda, bitters and other antique bottles, Richard T. Siri, P.O. Box 3818, Santa Rosa, CA 95402, (707) 539-1169, #1025301.

FOR SALE: '93 Polaris 350L ATV 4X4, variable trans., electric & pull start, push button 4-wheel drive, 3,200 original miles, exc. cond., \$3,000, (209) 237-2714, #2146314.

FOR SALE: 6.9 acres in Cottonwood, Calif., area of nice homes and school, \$42,000, (530) 222-2428.

FOR SALE: '78 Chevy El Camino, 350 V8, rebuilt eng., 17,000 miles, AT, EB, base station CB, Gem Top, boat rack, new radiator, trailer hitch, \$3,000, (707) 526-2844, #1020275.

FOR SALE: House in Turlock, 2,000 sq. ft., 3 bd., 2 1/2 bath, living, family and dining rooms, hardwood floors, built-in china cabinet, built-in vac., RV parking, lg. back yard, auto sprinklers, (209) 668-4689, #0418171.

FOR SALE: 40-acre cattle or horse ranch, 25 miles from Fresno and New Valley Childrens Hospital, PG&E, good well, phone lines, house pad and sheds, corrals, beautiful views, lots of wildlife, \$149,500, (559) 255-0526, #918926.

FOR SALE: Stock Ford Bronco wheels, \$200; also, 4 sawtooth alum. wheels for Chevy 1/2-ton Chevy pickup, tires 33 in.x12.5 in., B.F. Goodrich, half-worn, (408) 847-4913, #2026998.

FOR SALE: '85 Southwind M.H., 31-ft., 62k miles, very clean, \$14,000, (530) 824-48-4822, #854097.

FOR SALE: '86 Mazda pickup, set up for towing w/ foling tow bar, \$2,300, \$16,000 takes both, (530) 824-48-4822, #854097.

FOR SALE: '93 Tioga 28-ft. motorhome, non-smoker, no pets, 8k miles, sleeps 6, queen walk around bed, hydraulic jacks, awning, generator, TV, microwave, power entry steps, new tow dolly for small car, loaded, asking \$45,000, Arthur Dochter, 4430 Babich Ave., Sacramento, CA 95822, #1988733.

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

swap shop

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.



Scholarship Contest Rules for 1999

General rules and instructions for Local 3's College Scholarship Awards for the 1998/1999 school year



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

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

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

Who may apply

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1998), or (2) the spring semester (beginning in 1999), in public, private or parochial schools who

are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1999 and March 1, 1999.

Awarding scholarships

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

Scholarship winners will be announced at the July 17, 1999 Semi-Annual meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

All of the following items must be received by March 1, 1999:

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

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

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

NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

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

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

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

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

The schedule of the meetings in which these elections will be held appears at right under "District Meetings."

NOTICE

1999 GRIEVANCE COMMITTEE ELECTION

Recording-Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 1999.

The schedule of the meetings in which these elections will be held appears at right under "District Meetings."

NOTICE

ELECTION OF EXECUTIVE BOARD MEMBER DISTRICT 80 (SACRAMENTO)

Recording-Corresponding Secretary Robert L. Wise announces that on March 24, 1999, at 7:00 p.m., at the regular quarterly District 80 (Sacramento) Membership Meeting, there will be an election for one (1) Executive Board member to fill the unexpired term left vacant by resignation. The meeting will be held as follows:

March 24, 1999
7:00 p.m.

Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834