COLOSSAL PROJECT

The largest highway project in Hawaii history is winding down to a December finish

See story page 10

IMPORTANT ELECTION COMMITTEE NOTICE
See page 18 for important information regarding the election of the Election Committee members who will be conducting the election of Officers and Executive Board Members combined with the election of Delegates and Alternate Delegates to the 35th IUOE Convention.
Winning against the odds
Local 3 overcomes pitfalls of organizing to win election in Salt Lake City. p. 4-5

Santa Clara's Measure A & B put on hold
Delay could affect major South Bay Highway projects. p. 6-7

Light at the end of the tunnel
Focus on the largest highway construction project in Hawaii history. p. 10-11

Union News ................................ 3
Addiction Recovery Program .......... 9
Fringe Benefits .......................... 9
Teaching Techs .......................... 12
Tech Engineers .......................... 12
Credit Union ............................ 13
District News ............................. 14-15
Meetings & Announcements .......... 17-18
SwapShop ................................ 19
Scholarship Contest Rules ........... 20

Marine World calls for union action

Someone once said “unions must stick together or they will fall apart.” I believe that is true.

The Operating Engineers Local 3 has a well earned reputation for taking up the sword in defense of working men and women in every walk of life – many of whom would not win their fights without the support of their fellow unions.

When the California Labor Federation came to Local 3 for help in the 1996 elections, we were there with professional staff, rank-and-file members, printing presses and telephone banks.

When the AFL-CIO came to us last month to help the strawberry pickers in their efforts to organize, we printed thousands of handbills at our cost.

This month, the Service Employees have asked for similar help to organize Eden Valley Community Hospital. We’ll be there to help them.

We will be there for the campaign to save overtime.

Why do we lend a hand to help others? Because when another union wins a fight for working men and women, we all win.

This attitude of support extends to many areas. This month I met with the Northern California Council of Laborers to work out some problems over jurisdiction and explore the possibility of undertaking some joint organizing campaigns. It was a productive meeting. Next month we will follow up with a meeting among all of our District Representatives and the Business Managers of their locals to further this program along.

And now the Office and Professional Employees International Union (OPEIU), which represents over 370 employees at Marine World (as well as our own clerical staff) has asked for help.

Faced with falling revenues, Marine World was taken over by the City of Vallejo last October. Vallejo, in turn, sent out a request to various companies to manage the park. The contract went to Premier Parks, which operates nine other seasonal parks – all non-union.

Premier Parks immediately issued termination notices to all employees, and told them that if they want their old jobs back, they can reapply. They have given no indication they will honor the existing collective bargaining agreement.

Local 3 has hosted a number of picnics at Marine World for our members and their families. We have one scheduled for April 27. In view of the treatment that the union employees are receiving, and because of the uncertainty over whether Premier Parks will negotiate with the union, we are canceling our contract with Marine World for the April 27 picnic.

This is unfortunate for all concerned. We have held picnics at Marine World because it was the only union park in the Bay Area. These picnics have been highly successful, providing a lot of enjoyment for our members and hundreds of thousands of dollars in revenue to Marine World.

But we cannot sit idly by and do nothing while those employees who have worked with us and served us at our picnics are being treated like second-class citizens.

If Premier Parks fails to negotiate in good faith with the employees of Marine World, we will be looking at other ways to support the workers, besides canceling our picnic.

I apologize to all our members who were looking forward to bringing their families to our event. But I'm sure you agree with me, we cannot in good conscience hold an event at Marine World when the fate of their union employees remains in question.
Marine World picnic canceled

Labor dispute prompts scrubbing of April 27 Family Day

Failure of the new owners of Marine World Africa-USA to honor its employees' union contract has prompted Business Manager Don Doser to cancel Local 3's April 27 Family Day at the Vallejo animal theme park.

Because of declining attendance in recent years, the owners of the park, Marine World Foundation and Demetrios Inc., failed to raise enough money to make short-term debt payments. As a result, the City of Vallejo, which underwrote construction of the park in the mid-1980s through bond sales, took ownership of Marine World last October.

The city then hired Premier Parks, which owns nine other seasonal parks (all non-union) to manage Marine World. Premier immediately issued 60-day layoff notices to 370 employees and told them if they wanted their jobs back they could reapply. These employees, including animal trainers, have been represented by the Office & Professional Employees Union since the early 1990s.

Premier finally met with the union on February 22, but offered nothing. In fact, the company has not agreed to recognize the union as the bargaining agent. Another meeting is scheduled for March 20, at which time Premier is supposed to inform the union which employees have jobs and whether the union will be recognized.

"Because of the way Premier has treated its employees and the uncertainty concerning whether Premier will recognize the union, Local 3 was left with no choice but to cancel its contract for the April 27 Family Day picnic," Doser said.

"Marine World has received hundreds of thousands of dollars in revenue from past Local 3 picnics," Doser added. "The refusal of the new owners to recognize the union employees is a huge mistake. Maybe they'll get the message that working families won't support a park that treats its employees this way."

The Office & Professional Employees Union has asked the Vallejo City Council to force Premier to honor the existing collective bargaining agreement, which expires in November. The city is responsible for a $63 million debt obligation, and if it cannot be paid, the city may have to raise taxes or possibly even file for bankruptcy.

Dozens of union supporters are going to attend the city council's March 25 meeting, when it is expected to vote on a resolution calling for an April 15 public forum. To increase public awareness of Marine World's problems, the union is also sponsoring a rally March 29 in front of Marine World.

Join the strawberry workers' march

Thousands of union members to meet in Watsonville April 13 in support of strawberry workers' organizing campaign

More than 20,000 strawberry workers in California are struggling for justice and dignity in the workplace. They are organizing for decent working conditions like clean drinking water and restrooms, for a living wage, job security, health insurance and an end to abuse in the fields.

To win these basic rights, which their employers have denied them, strawberry workers have begun an industry-wide organizing campaign with the United Farm Workers of America. To help focus public attention on the struggle, the UFW has called for a Strawberry Workers March for Fairness on Sunday, April 13 in Watsonville, the heart of strawberry country.

The spirit and excitement that unionists felt at the Valentine's Day prevailing wage rally in Sacramento and in the Labor '96 election campaign will be experienced again. Local 3 members are encouraged to attend this historic event. Wear your Local 3 hats, T-shirts and jackets to the march. This event is not about strawberry workers alone; it's about working people coming together to take a stand for fairness and dignity in the workplace.

The UFW and AFL-CIO have committed extensive organizing resources to the campaign and the April 13 march. Because of extremely limited parking in Watsonville, the best way to get to the march is by bus. Local unions, central labor councils and community groups will charter hundreds of buses for the trip to Watsonville. Below is a list of telephone numbers to call for bus reservations:

San Francisco - (415) 440-4809
Alameda-Contra Costa counties - (510) 632-4242
San Mateo County - (415) 577-8848
Santa Clara County - (408) 266-3875
Monterey-San Cruz counties - (408) 761-2638
Fresno County - (209) 497-1519
Stockton-Modesto areas - 1-800-243-2079 ext. 25204

Local 3 Research Director Bob Boileau wins SF Labor Council vice presidency

Local 3 Research Director Bob Boileau was recently elected vice president of the San Francisco Labor Council. He won the seat, previously held by Stan Smith, with 54 percent of the 53,000 votes cast.

"I want to thank those who helped me achieve this position," Boileau said. "I couldn't have done it alone. Working together we can extend our influence back to our roots in the neighborhoods through programs like Labor-Neighbor. Our aim must be that the whole labor movement gets stronger.

Boileau's career in the labor movement spans 25 years. He began in the early 1970s as an organizer for AFSCME Local 1684 in Humboldt County, then worked nine years as a business agent and director of training for the California School Employees Association before becoming a Local 3 Public Employee Division business agent in San Francisco. He was promoted to research director in early 1990.

He was elected to the San Francisco Labor Council Executive Committee in 1990 and was a founding member in 1993 of the Labor-Neighbor program. Boileau and his wife of 20 years have two children ages 9 and 5."
Winning against the odds
Local 3 overcomes pitfalls of organizing to win election at TranSpec busing company in Salt Lake City

By Steve Moler
Assistant Editor

Launching the campaign
The campaign began shortly after the Salt Lake City School District decided in fall 1996 to contract out its school busing operation to TranSpec. Based in Henley, Minn., TranSpec manages 18 other bus operations throughout the Midwest.

As soon as the company took over, the drivers, who had previously been represented by the Utah School Employees Association, lost their grievance procedure, had their wages cut and health insurance and pension benefits either reduced or eliminated.

When this happened, Utah District Business Rep. George Stavros, under the direction of District Rep. Kay Lishman, began meeting with the drivers to discuss a possible union organizing campaign. Stavros explained how Local 3 could help the drivers solve some of their most pressing problems, including improving wages and fringe benefits, reinstating grievance and arbitration procedures, and implementing better safety rules to protect drivers from having to operate unsafe buses and equipment. By early October, Local 3 had obtained enough authorization cards to file for a National Labor Relations Board election.

Next, the union formed an organizing team consisting of additional staff from the Utah District office.

Local 3
Business Manager
Don Doser has often said, "Organizing can be the most difficult and frustrating job in the union, but it can also be the most rewarding." Doser's statement could not have been more aptly demonstrated than during a recent organizing effort in Salt Lake City, where last month a unit of 63 school bus drivers employed by TranSpec Contract Busing Inc. voted overwhelmingly for Local 3 representation.

When Doser speaks of the difficulties and frustrations of organizing, he's mainly referring to the enormous obstacles unions face when trying to recruit new members. The current system of federal labor laws, primarily the National Labor Relations Act, is stacked so heavily against unions you can understand why union membership in the U.S. has dropped from 36 percent of the workforce in the 1950s to about 15 percent today.

Exploiting loopholes
Over the past two decades, employers have increasingly exploited loopholes in federal labor law to thwart union organizing efforts. They try to delay elections through endless objections and appeals, restrict access to employees, threaten to close their

LA
BUS
DRIVERS

businesses, and even hire consultants to advise management how to bust the union. But more than ever before employers are resorting to outright intimidation and coercion.

In a May 1994 report by President Clinton's Commission on the Future of Worker-Management Relations, an average of 429 workers a year between 1956 and 1960 were illegally discharged for participating in union campaigns. But by the mid-1990s, the number had increased sixfold, to 2,855 a year. Unlawful dismissals now occur in 25 percent of all union drives compared with 5 percent 40 years ago.

And those figures greatly underestimate the problem. They reflect only those employees who filed charges with the NLRB and were eventually offered their old jobs back. In countless other cases, fired workers never bring charges, or they accept monetary settlements rather than reinstatement.

Employers can make organizing very difficult for unions because of weaknesses in the law. Doser points to TranSpec as a classic example of what Local 3 and other unions confront daily in their quest to expand membership.
and organizers Jim Scott and Director of Organizing Bob Miller. The team also received support from the union’s Legal Department based at the Alameda headquarters.

**Teamsters intervene**

But in some organizing campaigns, labor becomes its own worst enemy. The Teamster gutted wind of Local 3’s organizing campaign and managed to obtain a few authorization cards of its own. Despite Local 3’s strong objections, the Teamsters filed for the election as an “intervener.” This meant the drivers, if the NLRB approved, would have three not two choices: vote for Local 3, the Teamsters or neither union.

The frustrations mounted during the October 24 NLRB hearing to determine the appropriate bargaining unit. TranSpec threw its first major roadblock in front of the organizing drive. The company argued that since the bus drivers served the Salt Lake School District they were public employees, and therefore, the NLRB had no jurisdiction over the election.

This legal maneuver served two possible purposes. It could have killed the organizing drive altogether or at the very least, delayed the election and slowed Local 3’s momentum. It took the NLRB the better part of a month to rule against TranSpec and set the election for December 8.

TranSpec, meanwhile, hired a union-busting firm from California to advise management how to counter Local 3’s organizing campaign. The company began by sending out anti-Local 3 literature. Even after TranSpec cut some drivers’ hourly wages by as much as $3, one of management’s first letters to the employees contained this astonishing sentence, “Unions are the last thing we need now as we struggle to provide security and prosperity for everyone at TranSpec.”

**Unlevel playing field**

Another area of organizing where unions are at a clear disadvantage involves access to employees. While Local 3 was only legally allowed to talk to TranSpec employees off company property and after regular work hours, management had the luxury of holding mandatory on-site meetings whenever it wanted. The Local 3 organizing team countered by mailing letters and flyers to employees’ homes, arranging meetings at the union hall and making house calls. On election day, 24 drivers voted for Local 3, four favored the Teamsters, 25 voted for neither union, and five ballots were challenged.

The election not only failed to produce a clear winner, but TranSpec may have committed at least two unfair labor practices. First, the company’s policy manual states that employees are not eligible for the company’s 401K retirement plan if they are union members. Second, during the campaign, a TranSpec supervisor allegedly told at least one driver that if the union won the election, the company would cancel its contract with the school district and shut down the busing operation. Both of these tactics may be illegal under the NLRA.

**A second election**

Since there was no clear majority, the NLRB recommended – and TranSpec and Local 3 agreed – to rerun the election. This way, TranSpec could avoid having the unfair labor practices charges investigated and heard, and Local 3, after convincing the Teamsters to withdraw, could start anew with a vigorous one-on-one campaign with management. The rerun election was set for February 7.

By now, six drivers who previously supported Local 3 had left the company and were replaced by new hires. “This change in personnel really concerned us because it had the potential of swaying the election in TranSpec’s favor,” Stavros said. To keep this from happening, the organizing team visited the six new drivers at their homes.

In the days leading up to the second election, TranSpec resorted to the same kinds of intimidation that so many other companies in union organizing drives employ. The company demoted its driver training instructor, then transferred the demoted driver and her husband to another division outside the bargaining unit so both would be ineligible to vote in the election. Both tactics – the demotion and transfers – may have violated the federal law.

**It’s a landslide**

Despite all of the obstacles, the drivers voted 41-15 in favor of Local 3 representation. The most frustrating job in the union had suddenly become the most rewarding.

“I was honestly surprised at how convincingly we won,” Stavros said. “We expected to win, but not by that much. We were persistent. We used every legal tool available to us. We hand billed, we talked to the drivers during their lunch hour; we made house calls, and we even held a pre-election walk-in lunch at the union hall three days before the election. When we don’t have a level playing field, that’s what you have to do to win.”

**It’s not over until the contract’s signed**

Many companies that lose elections continue their union-busting ways by refusing to agree to a contract, a tactic that’s legal under the NLRA. The law only requires a company to bargain in “good faith,” a process that can drag on for months, even years without a settlement being reached.

Two cases in the early 1990s demonstrate this problem. More than a year and a half after workers at Pony Express Courier Corp. in Chicago voted to be represented by the Teamsters, they still didn’t have a contract. The company told the Chicago Tribune it was merely using its rights under the law to protect its interests. In another example, a small hospital in Lakeport, Calif., stalled contract negotiations with the Service Employees International Union for months by filing a long series of frivolous objections to the election.

**In the end, cooperation**

To TranSpec’s credit, however, none of this is happening. The company appears to be genuinely interested in negotiating a fair contract. Both sides, in fact, have met three times since the election to begin laying the groundwork for contract talks. Meanwhile, Local 3 has begun working with its new members in putting together a contract proposal.

Management and the union appear to be finding some middle ground where the interests and needs of both the employer and employees can be met. After a grueling six-month campaign, Local 3 and its new members are finally reaping the rewards of successful organizing.
Santa Clara County's Measure A and B put on hold

Lawsuit against half-cent transportation sales tax could delay major South Bay highway projects

Editor's note: The November election may be ancient history in today's fast-paced society, but its impact is just now being felt. This month, Engineers News begins a three-part series on how three ballot measures, approved by voters November 5, will affect Local 3 members: the statewide tax reform initiative Prop. 218, San Mateo County's Measure T (Devil's Slide Tunnel solution), and, in this issue, an examination of Santa Clara County's half-cent transportation sales tax initiatives Measure A and B.

An incredible irony is being played in Santa Clara County. Silicon Valley, where some of the world's greatest technological advances are being made by some of the nation's most profitable companies, is mired in low-tech traffic congestion. "The Bay Area economy is great; too bad we can't get to our jobs," reads the headline on the San Jose Mercury News's January 3 editorial page.

Studies show that traffic congestion in Santa Clara County has increased dramatically over the past several years because of the valley's booming economy. Each county resident now spends an average of 42 hours each year in traffic delays and wastes 45 gallons of gas annually due to congestion. County motorists confirmed their frustrations when traffic congestion overtook crime and the economy as the leading problem on the minds of Santa Clara County residents in 1996, according to a Field Research Corp. study.

The situation has grown so troublesome in recent years that a coalition of businesses, the building trades and other groups placed two transportation improvement initiatives on the November 1996 ballot. One was Measure B, a nine-year half-cent sales tax that would raise $1.1 billion for major highway and mass transit improvements. The other was Measure A, an advisory measure that recommends to the county board of supervisors specific projects to be built with Measure B funds.

During the campaign to pass Measure A and B, Local 3 members from the San Jose District hall walked precincts, conducted phone banks and handed out literature at busy intersections in support of Measure A and B. Their worked paid off. Both measures passed, Measure B with 52 percent and Measure A with 78 percent.

But a small group of residents and the Santa Clara County Taxpayers Association have combined forces to mount a legal challenge against Measure B. Their lawsuit, filed January 6 in Santa Clara County Superior Court, is based on a 1995 California Supreme Court decision in which the court ruled that Santa Clara County's previous Measure A approved in 1992 was invalid. The court said it amounted to a special tax and, therefore, needed a two-thirds vote rather than a simple majority under the landmark 1978 initiative Prop. 13 and later Prop. 62 in 1986.

In the current lawsuit, the legal questions are basically twofold: Is Measure B a general tax that needs only a simple majority approval by voters? Or is it a special tax earmarked for specific
March 1997/Engineers News 7

purposes that needs a two-thirds approval?

Proponents say it's clearly a general tax because Measure A is an advisory measure that merely recommends to the county supervisors which projects voters want to see built. The supervisors are under no legal obligation to spend the $1.1 billion on specific projects. "Advisory measures haven't been legally binding in California for the past 75 years," said Leslie Coleman of the Santa Clara County Manufacturers Group. Opponents say Measures A is a gimmick that, although advisory, will result in tax dollars being spent on specific transportation projects.

The lawsuit will go before a superior court judge April 11. The county wants the suit dismissed, while foes want the measures invalidated. The judge has 90 days to decide whether the suit has merit.

The good news is that attorneys for the state Board of Equalization believe the measures are legal and will begin collecting the half-cent sales tax April 1. The bad news is the highway and transit projects can't proceed until the suit is settled. The county had hoped to begin construction on the half-finished Hwy. 87/Hwy. 87 interchange this summer and start widening in summer 1998 one of the Bay Area's worst bottlenecks - I-880 between the Montague Expressway and U.S. 101. But to the dismay of Silicon Valley commuters, these projects, and many others, could remain on hold for months.

Measure A and B projects on hold
Highways and streets ($459 million)
- $34.5 million to widen to three lanes on I-880 from First Street to the Montague Expressway. This stretch of freeway is one of the worst bottlenecks in the Bay Area.
- $45 million to widen to eight lanes Hwy. 17 from Camden Ave. to Hamilton Ave. and widen to six lanes from Lark Ave. to Hwy. 85.
- $53.1 million to rebuild Hwy. 85/U.S. 101 interchange.

- $52.6 million to add carpool lane on Hwy. 87 from Hwy. 85 to Julian Ave.
- $85 million to extend Tasman line 3.3 miles to Alum Rock Ave., with stations at Alum Rock, Berryessa, Mabury, McKee and Alum Rock.

Mass transit ($589 million)
- $176 million to extend Tasman light rail line 5 miles east to Hostetter Rd., with stations at I-880, Great Mall, Montague, Cropley and Hostetter.
- $135 million to extend Vasona light rail line from San Jose Arena to Campbell, with stations at Race, Fruitdale, Bascom and Cambell Ave.
- $85 million to extend Tasman line 3.3 miles to Alum Rock Ave., with stations at Hostetter, Berryessa, Mabury, McKee and Alum Rock.

WHAT A MESS! Traffic jams like this one on I-880 between the Montague Expressway and U.S. 101 have become common in booming Santa Clara County. Funds from Measure A and B would pay to have this section widen to three lanes in each direction.

Photo courtesy of the San Jose Mercury News
Here we go again!
The same anti-labor politicians who brought you the "Contract with America" during the previous congressional session have renewed their assault on workers' rights in the new session.

Despite promises of a more conciliatory tone on Capitol Hill, the new 105th Congress is unfortunately picking up right where the previous session left off— with a renewed assault on working people and their unions.

Some of the same anti-worker politicians who spearheaded the disastrous "Contract with America" are exhumating legislative skeletons from the previous congressional session and bringing them back to life in the new session under such misleading labels as "family friendly" legislation that "encourages flexibility and fairness in the workplace.

House Republicans showed just how high a priority their anti-labor agenda is going to be over the next two years when they made the Working Families Flexibility Act, HR 1, the first measure introduced in the new session. The legislation, better known as the comp-time bill, would amend the Fair Labor Standards Act to allow private-sector employers to offer their hourly workers compensatory time in lieu of overtime pay. Under the current FLSA, hourly employees who work more than 40 hours a week must be paid overtime. But under HR 1, workers would be allowed to receive 1 1/2 hours of compensatory time for each overtime hour worked.

Republicans say the comp-time proposal would give workers and employers more flexibility in making work schedules. But this legislation isn't about flexibility for employees; it's about flexibility for employers.

In the House bill, for example, employers maintain ultimate control over when to grant their workers comp time. And no matter how far ahead of time an employee puts in for comp time, employers can deny the use of comp time if it delays the firm's work. Under the Senate version, overtime wouldn't begin until an employee had worked 80 hours in two weeks.

The International Union of Operating Engineers in Washington DC is working closely with the AFL-CIO Building Trades Department to oppose the bill because it would put union construction companies at a competitive disadvantage. Non-union employers could use such a law to substantially reduce labor costs by coercing workers into accepting comp time instead of overtime pay. Would an employee's decision to take comp time instead of overtime be truly voluntary?

Another national right-to-work bill

Also introduced on the first day of the new session was the National Right to Work Act, HR 59, which would ban compulsory union membership as a condition of employment. The bill's sponsor, Rep. Robert Goodlatte (R-Va), said the bill would "preserve and protect the free choice of individual workers to form, join, or assist labor organizations, or to refrain from such activities."

Twenty-one states, including Goodlatte's Virginia, have right-to-work laws that bar unions and management from enforcing agreements that require union membership as a condition of obtaining and keeping a job. HR 59 would extend right to work to the remaining 29 states, including California and Hawaii.

A national right to work law would devastate the labor movement. It would allow private-sector employees to reap the benefits of collective bargaining without paying union dues. This would weaken organized labor's ability to adequately protect its members, ultimately leading to lower wages and living standards for all workers.

The TEAM Act is back

Another top legislative priority for Republicans is enacting the Teamwork for Employees and Management Act, better known as the TEAM Act. Introduced February 6 by Rep. Harris Fawell (R-Ill.), the TEAM Act, which President Clinton vetoed at the end of the 104th Congress, would legalize company unions. It would weaken workers' rights because employers would be able to bypass the union by setting up committees led by the employer's hand-picked people to talk about collective bargaining issues.

The TEAM Act stems from a landmark 1992 National Labor Relations Board decision in which the board ruled that employee "action committees" established by Electromation Inc. at its Elkhart, Ind. plant were illegal because the committees were dominated and supported by management. Electromation, the board said, usurped the right of its employees to pick their own representatives and "gave employees the illusion of a bargaining representative without the reality of one." After a federal appeals court upheld the NLRB decision, congressional Republicans sought to overturn the ruling through legislation.

The first TEAM Act was introduced early in the 104th Congress and passed the House by a 221-202 vote on Sept. 4, 1995. The Senate version passed by a 53-46 vote on July 10, 1996. President Clinton vetoed the measure three weeks later, saying in his veto message: "Rather than promoting genuine teamwork, the bill would undermine the system of collective bargaining that has served this country so well for many decades."

Anti-"salting" bill reintroduced

A week after introducing the TEAM Act, Fawell reintroduced yet another anti-labor bill, HR 758, which would prohibit professional union organizers and employees from seeking employment with non-union employers with the intent of organizing the employer's workers. This technique, known as "salting," is used extensively by Local 3 and other unions to organize new members.

continued on page 16
Employers must grant leave to workers who ask for help

While the Americans with Disabilities Act doesn’t require employers to accommodate current users of illegal drugs, another federal statute, the Family and Medical Leave Act, might provide such employees some protection, says attorney Jonathan Mook of the law firm Ogletree, Deakins, Nash, Smoak and Stewart.

Under the FMLA, an employer must grant unpaid leave to an employee who asks for time off to attend inpatient treatment for a substance abuse problem, Mook says. But the law applies only if the employee has come forward voluntarily and has no performance or discipline problems associated with the addiction.

For example, a supervisor asks the human resources manager for three weeks off to attend a treatment program for his cocaine addiction. Here, the supervisor had performed his job as expected and came to the manager of his own free will.

The FMLA requires the manager to grant the employee’s request for treatment and also prohibits him or her from placing the employee on a back-to-work agreement, Mook says.

That person is entitled to come back to work and be reinstated in this old position or its equivalent,” Mook says. “The employer can take no adverse job action where there is no job-related misconduct ahead of that employee’s request for time off.”

DOT driver training schedule

Fairfield District 01
Wednesday, March 19
Drivers: 7-9 a.m.
Supervisors: 10 a.m. - 1 p.m.
Drivers: 2-4 p.m. and 6-8 p.m.

Sacramento District 80
Wednesday, March 26
Drivers: 7-9 a.m.
Supervisors: 10 a.m. - 1 p.m.
Drivers: 2-4 p.m. and 6-8 p.m.

Need help reading your pension statement?

Pension statements are due to be mailed in April. If you’re having any problems understanding your pension statement, the sample pension statement at right explains everything you need to know.

Item 1 shows the number of hours reported for the plan year indicated. Item 2 shows the monthly benefits for the work year shown above. Item 3 indicates the monthly benefit payable at age 62 or earlier if you’re eligible for a service pension. If you have earned at least 10 years of credited service without a permanent break in service, the statement says, “You are Vested” in Item 4.

If you worked as an Operating Engineer before the plan started in your state, you may be entitled to additional pension credits and an increased amount of pension benefits. A review of your early history will be made when you have filed an application for pension benefits and the exact amount of benefits will be determined at that time.

If you note any discrepancies in hours, social security number or birth date between the trust fund records and your personal records, please notify the Trust Fund Service Center (510-433-4422) or the Fringe Benefits Service Center (510-748-7450). Follow the written instructions on the back of the statement for corrections. If the discrepancy is in hours reported, please mail to the trust fund office, along with the top portion of your statement, copies of your check stubs for the month or months in question.

continued on page 20
Light at the end of the tunnel

From the air the highway shoots out from the depths of the Ko'olau Range and stretches as far as the eye can see before it disappears around a curve into the lush lower Halawa Valley above Honolulu. The H-3 Freeway, the largest and most controversial highway project ever built in Hawaii, could be carrying traffic as early as this Christmas.

The H-3 Freeway is the third and last of Hawaii's interstate highways funding under the Statehood Act of 1960. The project has been in various stages of planning, design and construction ever since. For the past seven years, an impressive team of union contractors have joined forces to build this $1.2 billion, 16-mile freeway through some of the most challenging terrain on Oahu. H-3 is the type of colossal project Operating Engineers can proudly tell their grandchildren: "This magnificent freeway was built all union."

The H-3 Freeway begins at the junction of Hwy. 63 in Kaneohe on the windward side of Oahu, climbs to the summit of the Ko'olau Range, cuts through nearly pure volcanic mountain via twin, 1-mile tunnels before descending towards Honolulu through the Halawa Valley.

The viaducts

What's impressive about this project, in addition to the twin tunnels, is that H-3 is essentially two long viaducts, one climbing up from Kaneohe to the tunnels, the other descending from the tunnel towards Honolulu. A typical section of the freeway, for example, the Windward Viaduct, which starts at the Haiku Portal of the Trans-Ko'olau Tunnel and extends for more than one mile to the smaller Hospital Rock Tunnel, consists of two 6,600-foot bridges containing 24 spans each. The foundations use 5-foot diameter shafts drilled into the ground to depths in excess of 100 feet. The columns vary in height from 12 feet to 160 feet above ground.

The Trans-Ko'olau Tunnel

Equally impressive is the Trans-Ko'olau Tunnel, which was completed in mid-1996. The twin bores were driven through soil and volcanic rock using the latest tunneling techniques primarily by E.E. Black Ltd. on the Haiku side and Hawaiian Dredging on the Halawa side.

Excavating the 5,165-foot-long Halawa-bound low and the 4,890-foot-long Kaneohe-bound bore required removing more than a half-million cubic yards of material. The tunnels were blasted about 10 feet at a time from each side. The laser survey techniques were so accurate that when the two sides met, they were only a fraction of an inch off in the dimensions.
H-3 Freeway at a glance

The H-3 Freeway is being constructed in 28 separate projects. Twenty projects have been completed and the remaining eight are either under construction or in design. Below is a list of these major projects:

UNDER CONSTRUCTION

North H-3 Freeway at a glance

North H-3 Freeway, 1B ($95.9 million) - 1-mile section of hwy. with bridges. Contractor: Kiewit Pacific. Completion scheduled for May 1997.


MAJOR PROJECTS COMPLETED


Haiku Approach & Tunnels ($108.5 million) - Haiku portion of the Trans-Koolau tunnel, including inbound and outbound tunnels. Contractor: Trans-Koolau JV. Completed April 1994.

Halawa Approach & Tunnels ($89.2 million) - Halawa portion of the Trans-Koolau tunnel, including inbound and outbound bores. Contractor: Tunnelers JV. Completed Jan. 1996.

Traffic safety

When the excavation was completed, the tunnel walls were lined with a waterproof membrane and reinforced steel, then a concrete liner was constructed. Using tunnel lining forms, concrete was pumped into the forms in 50-foot sections to create the tunnel walls and ceiling. This segment of the project used 200,000 cubic yards of concrete and 18 million pounds of reinforced steel. The tunnel walls were finished with 3.3 million specially made ceramic tiles in three different shades of blue.

A critical function of the tunnel, of course, is extracting carbon monoxide. Each of the four portal buildings house four supply and four exhaust fans, each 84 inches in diameter. Each fan has about 200 horsepower capable of moving 210,000 cubic feet of air per minute when operated at high speed.

Traffic safety

To prevent serious accidents, a tunnel monitoring system will look for vehicle fires, stalls and collisions. This will be accomplished through the use of standard traffic loops spaced about 500 feet apart. Each vehicle will be sensed, its size and speed calculated, and its time to the next set of loops projected. As long as the vehicle reaches the next set of loops within an allowable margin of the projected time, nothing happens. If the vehicle changes speed, stops or changes lanes, an alarm will be sent to the traffic control operator who can look through a closed-circuit television system, then respond accordingly.

At press time, the project is almost 90 percent complete. Kiewit Pacific is working on the last major section, the North H-3 Freeway Highway 1B section. Several more finishing contracts on both the leeward and windward sides should bring the project to a scheduled completion in December of this year if all goes as planned.
GPS class puts surveyors at forefront of high tech

We held an Ashtech class at our Alameda classroom on February 18. This class was part of our efforts to provide hands-on advanced training for our members. The class, unfortunately, was not as well attended as we had hoped.

Ellis Veatch of Ashtech went into detail on the use and availability of satellites, explaining how they work, how to plan a survey, how to perform and process rapid static surveys with Ashtech receivers and software, and how to produce a final drawing with coordinates. The NCSJAC would like to thank Ellis for his presentation, and we look forward to working with Ashtech in future hands-on classes.

Our May 10 hands-on competition is rapidly approaching. There is a good deal of planning involved in putting the whole event together. We are looking at an area in Pleasanton that would be centrally located for all of the 46 county participants.

Setting long-term goals can be good for your career

I am a firm believer in investments, whether it's financial or otherwise. There's usually a lot of effort required to reach a long-term goal, such as how our journey-level and apprentice surveyors are investing their time in the apprenticeship program to substantially increase their skills and improve their livelihoods. Their devotion to attaining their training goals will eventually bring them higher wages and better work opportunities.

I would like to share an article with you that I have always found interesting. These thoughts reinforce the notion that making the effort to upgrade your skills now is time well invested in your future.

Edward Banfield of Harvard University conducted several years of research into upward social mobility in America. He was looking for the reasons some people moved up economically from one generation to the next while others did not.

After years of testing various hypotheses, he finally concluded that success in America, and in most other societies, is largely attitudinal, that is, it's determined by a person's attitude toward time.

Banfield called this "time perspective." He found that people who became successful invariably had a long-time perspective. They took the long term into consideration when they planned their daily, weekly and monthly activities. They thought 10 to 20 years into the future. They allocated their resources and made their decisions based on how their choices would affect where they wanted to be several years from now.

Banfield found that unsuccessful people invariably had short-term perspectives. They gave little thought to the long term. They were more concerned with immediate gratification than with long-term success and accomplishment. They were more concerned with having fun now than enjoying financial security and success in the future. Because of this attitude, they made short-term choices that led to long-term hardships.

Our instructors are working very hard on setting up the problems for our hard-working apprentices to conquered. As is always the case, the NCSJAC will need equipment for the program and would like all of the apprentices and journey-upgrades to have their employers call the NCSJAC at (510) 748-7413 if they can help. Since it takes a lot of coordinating to put this together, any help is appreciated.

The work picture for many of our employers looks good for 1997. The NCSJAC is expecting a good year. However, we must keep our training standards at the maximum because new equipment is becoming available all the time.

Light and Heavy Construction testing is now available. Please contact the NCSJAC office to set the time and location to take the test. Remember, classes, classes, classes are where you can gain the information you need to stay employable. Let's keep up the good work. It pays.

This discovery is one of the most important in all the research on success. What it means is that for you to reach your potential you must take a long-term view of your life and your career. You must be prepared to work hard for many months, even years, to reach your income level and desired lifestyle. You must be willing to pay the price, over and over, for months and even years, before you achieve really worthwhile goals. You must, as Banfield's research suggests, develop long-term perspectives.
Credit union opens new San Bruno branch, launches Web site

The credit union’s newest branch, its 19th, opened March 3 at 711 Kains Avenue in San Bruno. Located less than five minutes from I-280, I-380 and U.S. 101, the new branch will make personal banking easier for Local 3 members who live or work on the San Francisco peninsula.

In addition to offering convenient freeway access, the San Bruno branch gives members the advantage of conducting credit union business in a handsome and freshly remodeled building. I encourage you to visit our newest branch anytime you are in the area. Remember, as a credit union member you can use any branch.

Credit union launches Website

Mike Thomas, Jerome, Idaho resident and Local 3 member, lives near great trout fishing. He doesn’t live near a credit union branch, but thanks to the launching of the credit union’s Web site — at www.oefcu.org — Mike is just a few clicks of a mouse away from the credit union. Using the Web site, Mike completed and submitted a loan application that he said took only a few minutes to process.

The credit union’s new Web site address: www.oefcu.org

Another credit union member, Susan Raffa, who applied for a loan using the Web site, was in the market for a new car and had looked at the Web sites of several auto dealerships. She found that while they offered financing, they didn’t quote rates. The credit union Web site, in contrast, showed Susan current new and used vehicle rates and terms, as well as made it convenient for her to submit her loan application.

Loan information is just the beginning of what is available to you 24 hours a day on the credit union’s Web site. You can apply for a checking account, read the credit union’s newsletter, get branch locations, access current savings rates — the list goes on. Try it for yourself by going to www.oefcu.org. If you are not yet a member, you can even submit a membership application using the Web site.

Incidentally, the Local 3 headquarters is developing its own Web site, which is scheduled to be available on the World Wide Web some time this spring. Watch the Engineers News for further information.

Credit union branches

Alameda ........ 1620 S. Loop Rd. (510) 748-7440
Auburn ........ 2901 Richardson Dr. (916) 899-2969
Dublin (headquarters) ........ 6300 Village Pkwy. (510) 829-4400
Elko, Nev. .... 1720 Mountain City Hwy. (702) 735-5385
Fairfield .... 2340 N. Watney Way (707) 425-4499
Fresno .... 1950 N. Gateway, Ste. 101 (209) 251-2262
Honolulu .... 1111 Dillingham Blvd., #E-18 (808) 581-6396
Marysville ..... 4010 "T" Street (916) 742-5265
Modesto ........ 389 McHenry Ave. (209) 528-8460
Redding .... 20908 Engineers Lane (916) 222-5184
Reno, Nev. .... 1290 Corporate Blvd. (702) 856-2727
Rohnert Park .... 6225 State Farm Dr., Ste. 102 (707) 585-1152
Sacramento .... 3812 Old Winery Pl. #5 (916) 309-6253
Sacramento JARDA ... 4044 N. Freeway Blvd., Ste. 150 (916) 565-8100
San Bruno .... 711 Kains St. (415) 875-1182
Santa Clara .... 60 N. Winchester, Ste. 1 (408) 247-5365
Stockton .... 1916 N. Broadway (209) 943-2855
West Stockton .... 4550 N. Pershing Ave., Ste. A (209) 472-0700
West Valley City, Utah . 2196 West 3500 South, Ste. C-8 (801) 954-8001

Our affordable computer loan makes it easy to take advantage of the Internet

Borrow up to $5,000 at rates as low as 10.00% APR.

Call 1-800-877-4444 for details.

Operating Engineers Local Union No. 3
Federal Credit Union
Members picket non-union at Salt Air Project

SALT LAKE CITY – It didn’t matter that it was 6:20 on a cold, windy February 24 morning. The first pickets still went up at the Salt Air Project site at Kennecott Copper. With the help of five weather-hardened Operating Engineers, Local 3 took a stab at the non-union companies ICC and TIC. Those five members were Gary Farrel, Max Scott, Jerry Hawley, Roland “Frenchie” Laventure and Tom Sperry.

The five members passed out flyers that informed the non-union operators that there is a better way. The brothers also let them know that Utah’s best work union.

Thanks to these five brother Operating Engineers for giving their time that cold morning for the great cause of organized labor, and, most of all, for their local union.

H. K. Pang, Business Rep./Dispatcher

Storm repairs highlight current work picture

ROHNER PARK – As in other Local 3 districts in California, the weather remained clear and sunny through February, giving some of our local contractors a chance to get some storm repair work done on roads and highways in Sonoma, Mendocino and Lake counties.

Our district wasn’t as hard hit as the rest of Northern California. We were left with some sinkholes, potholes and slipsouts over a wide area of the three counties. The greatest damage was on Hwy. 1 below Leggett on the northern end of Mendocino County, where Parnum Paving worked almost seven days a week, 10 hours a day to get the road open to traffic by the end of February. Hwy. 271 around Leggett still remains closed and will be repaired this spring. There was some other small damage on Hwy. 128 and Hwy. 20 going into Fort Bragg on the North Coast.

Mendocino Construction Services has a couple of weeks work of work on a slipout on Hwy. 101 at the Willis Grade. MVC also picked up a couple of small Caltrans projects to help start its 1997 work season.

W. Jaxton Baker Inc. out of Redding is just getting started on a $1.9 million U.S. 101 rehabilitation project. It plans to work through May.

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In talking to area contractors, they expect 1997 should be a good year in the private market. We hope this is the case.

District barbecue

Tickets are now on sale for the sixth annual Wet-n-Wild barbecue and picnic at the Windsor Water Works on Sunday, June 29. Tickets are $13 for adults, $9 for retirees and $2 for children. You’ll have a choice of steak or chicken. As always, we’ll have a raffle with an impressive list of prizes. You can purchase your tickets at the office or from an agent.

Reserve your spot early before the tickets sell out. We are looking for volunteers to help organize the barbecue and picnic. Your help would be appreciated.

Other reminders

The Rohner Park District office is still selling Sonoma Express for $20 each. Come by the office or call 585-2487. Also, Dispatcher George Steffensen will begin giving gradechecking classes in March. Get your name placed on the class list if you are interested.

District meeting

District 10’s regular quarterly district meeting will take place on March 20 at 7 p.m. at the Rohner Park District office. There will be district elections for the Grievance and Geographical Market Area committee members, election committee reports from your officers and representatives, a report on the work outlook, and Volunteer of the Year awards.
Work this winter, spring focuses on storm cleanup and repairs

MARYSVILLE - The work picture in our district remains bright in the aftermath of the January floods, and we expect the work outlook to remain positive this summer.

Contracts from Chico continue working on various storm damaged sections of Hwy. 70 at various locations up the Feather River Canyon. J.F. Shin of Redding has moved in to begin storm repair work at Portola. Baldwin Contracting from Chico continues working on various storm damaged sections of Hwy. 89 near Greenville.

Yuba-Sutter Disposal Inc., along with its sister companies, has teamed up to work on the cleanup efforts that will continue for a long time in Yuba and Sutter counties because of the two January levee breaks.

Ontiveros Construction of Yuba City is busy working on a water line project for the city of Gridley in Butte County. EKewit Pacific should be starting work any day on two projects: the $10.5 million Sutter County Nicolaus Bridge widening project and the $10.3 million Butte County Feather River bridge project.

Our Marysville picnic will be held May 3 at the Butte County Fairgrounds. Tickets will soon be on sale at the Marysville District office. More information will appear in the next Engineers News.

Dan Mostats, Business Rep.

District and Retiree Picnics

Honoole District (Maui) Saturday, April 19 Kepaniwai Park, Iao Valley Menu: Hawaii food Raffle, bingo, games for the kids Info: (808) 851-7671

Marysville District Saturday, May 3 Butte County Fairgrounds, Gridley Info: (510) 748-7321

Fresno District Saturday, May 10 Noon to 5 p.m. Fresno County Sportsman Club (Front Rd. at River Bottom) Adults $7, retirees $5, children $3 Tri-tip or chicken, beans, salad, rolls, unlimited beer and soft drinks. Horsehoe tourney, music, souvenir photos, and much more.

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Dan Mostats, Business Rep.
Here We Go Again continued from page 8

The bill, called the Truth in Employment Act, was introduced by Republicans in response to the U.S. Supreme Court's 1995 decision in NLRA v. Town and Country Electric. In that case, the high court ruled that paid union organizers who take rank-and-file jobs in an effort to organize non-union workers are indeed "employees" who are protected by the National Labor Relations Act. HR 758 is identical to the bill Farrwell introduced in the last session. The Senate version, S 328, was introduced in the Senate February 13 by Sen. Tim Hutchinson (R-Ark).

The good news regarding the start of the 105th Congress is that no member of Congress has yet sought to repeal the Davis-Bacon Act, which requires contractors on federally funded construction projects to pay prevailing wages. Republicans tried unsuccessfully to repeal the Davis-Bacon Act in the previous session.

This time around, however, Republicans, still lacking support for outright repeal, may seek Davis-Bacon reform to gut as much of the act as they can get away with. Reforms could include raising the threshold from the current $2,000 to $100,000 and relaxing wage and benefit filing requirements for employers, to name a few.

Renewing ISTEA

In addition to defending union members from hostile legislation, the AFL-CIO is vigorously pursuing a legislative agenda of its own. High on its priority list is favorable enactment of the new Intermodal Surface Transportation Efficiency Act (ISTEA), which authorizes funding of new construction and repair of highways, transit systems and railroads every five years.

The IUOE is working closely with the AFL-CIO Building Trades Department in getting the maximum funding for ISTEA and preserving pro-worker provisions in the act. They are also coordinating efforts with the U.S. Department of Transportation to ensure Congress understands labor's priorities of construction projects and that Congress provides adequate funding to each state for transportation infrastructure.

Engineers News will provide Local 3 members with the voting records of their congressional representatives if these bills come to a floor vote.

The extraordinary life of Enoch Smith Jr.

SALT LAKE CITY - Dick Smith, current owner of Enoch Smith Sons Company, is a long-time member of the Operating Engineers Joint Apprenticeship Committee in Utah. His father, Enoch Smith Jr., was one of four brothers who started the Enoch Smith Sons Company, one of Utah's good union contractors.

For 11 years Enoch Smith's death in November 1996, Dick and I got to talking about his father. Within a short time, I realized Dick was paying his dad one of the finest tributes I have ever heard someone give to another person. Below is a narrative of what Dick told me that day several weeks ago:

"My Dad, Enoch Smith Jr., was the youngest of four brothers. Charley was the oldest, followed by Wallace and Louis. Dad was born in 1914 and died in 1996. My Dad's father, Enoch Smith Sr., ran a construction outfit in Salt Lake City for many years.

In 1942, the four brothers started their own business, Enoch Smith Sons Company. Before that, all four brothers had worked for Gibbons E. Reed Company. While working for Gibbons E. Reed Company, Dad helped build the old Union Pacific overpass in downtown Evanston, Wyo., and he was really proud of it, for the structure served its purpose for a long time.

The four boys stayed in business together until the three older brothers retired in the 1960s. Charley pulled out in 1962. When Wally and Louis retired in 1967, they took two-thirds of the equipment from Enoch Smith Sons Company, while Dad and I kept the other third.

The company always worked on a local level. We started out doing sewers, subdivisions and state highways and paying work. When Dad and I started together, the company got out of the paving business and started doing more pipeline work. Dad stayed with me until he retired in 1986.

Dad was president of the Associated General Contractors of Utah in 1957. He was president of the Salt Lake Country Club when I-80 went through the valley and right down the middle of the golf course owned by the club. When the freeway went in, it was the Enoch Smith Sons Company that made all the changes necessary to the country club. The company also built the Hidden Valley Golf Course and the Jack Nicklaus-designed course in Park City, Park Meadows.

When the new airport was being built in Salt Lake City, the company did all the apron work. When the new buildings were built in the 1980s, the city had to run the jets off the short strip. Because of the inconvenience, the city put a penalty on the job and offered a bonus for every day it could be brought in early. The company hooked up with Gibbons E. Reed and brought the job in 14 days under bid. That was the way Dad liked to work - push hard and get it done.

Most of our employees work for us until they retire, like Glenn Hyatt, Walt Wilt, Will Taelor, Cardell Jensen, Randall Turpin, Jim Talos, Henry James — all union. Both Turpin and James worked for the brothers before joining the service during World War II. They both came back to their jobs when the fighting was over.

When Henry James retired, he had worked for the company longer than any other employee. Local 3 retiree Boyd Holmes started as a laborer for the company, and Pete Salazar worked for the company until the Operating Engineers Job Corps hired him away as an instructor at Rancho Murrieta Training Center.

I think all these men and the others who worked for the company would tell you that Enoch Smith Company was a good employer. The company took care of its customers and its employees, because the customers and the employees took care of the company. One hand washes the other.

I don't know anyone who wouldn't wish their children would have the regard and respect Dick expressed for his father. Enoch Smith Jr. was one in a million, an example to everyone around him."

By Kae/ynn Tuckett,
Utah District Office Manager

From the Rohnert Park/Santa Rosa Office:
Our sincere condolences to the family and friends of the following deceased retired brothers: Wilbur L. Tryon, Oroville; Eber Grisso, Olivehurst; Robert Madsen, Oakhurst; Ray Kramer, Live Oak; Everett Hartman, Chico; Wilford Jones, Paradise; Johnny Trapp, Marysville; Albert Crum, Paradise; James Quinn, Yuba City; Beecher B. Gilbert, Oroville; and William Robblee, Palermo. We will miss you all.

Member Michael Aaron and wife Lori of Fremont wish to announce the birth of his daughter Jessica Emily Aaron, born at 8 am on Feb. 5 at Kaiser Hospital Hayward. Jessica weighed 7 lbs. 5 oz. and was 19 1/2 in. long. Congratulations Mike and Lori!
HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of February 1997, and have been determined to be eligible for Honorary Membership effective April 1, 1997.

They were presented at the February 8, 1997 Executive Board Meeting.

- Vertyn M. Anderson
- Lester A. Arnes
- Walter Balmer
- John D. Beckera
- Dennis Brown
- Albert Canet
- Daniel Collins
- Patrick Day
- Jack Dieckinson
- Rudolph Elpel
- Verlyn M. Andeson
- James Gorham
- P. Higgins
- Beecher Gilbert
- Virginia Marie Jordan (wife of Claude Jordan)
- James Carney
- Betty Howard (wife of Oliver Howard)
- Dorothy Hicks (wife of Fred Hicks)
- Robert H. Ferkamp
- John D. Becerra
- Lester R. Armes
- Dennis Brown
- Albert Canet
- Daniel Collins
- Patrick Day
- Jack Dieckinson
- Rudolph Elpel
- Verlyn M. Andeson
- James Gorham
- P. Higgins
- Beecher Gilbert
- Virginia Marie Jordan (wife of Claude Jordan)
- James Carney
- Betty Howard (wife of Oliver Howard)
- Dorothy Hicks (wife of Fred Hicks)
- Robert H. Ferkamp

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the February '97 database):

- Harry Brownling
- James Carney
- Albert Crum
- Kenneth Downin
- George Elledge
- Thomas Farmer
- Beecher Gilbert
- James Gorham
- Orval Graham
- Bobbie Gray
- P. Higgins
- Richard Lucker
- Hans Meier
- Jim McQuillan
- John McQuillan
- John M. Parks
- A. R. Porter
- John Winch

DECEASED DEPENDENTS

- Kathleen Cameron (wife of Henry Cameron)
- Julia Draper (wife of Milo Draper)
- Angela Harrington (wife of Harold Harrington)
- Dorothy Hicks (wife of Fred Hicks)
- Betty Howard (wife of Oliver Howard)
- Marie Jordan (wife of Donald Jordan)
- Nancy Kozlowski (wife of Eugene Kozlowski)

RETIREE ASSOCIATION MEETINGS

UKIAH
Thurs, March 20 at 10:00 AM
Discovery Inn
114 S. State Street
Ukiah, CA

SANTA ROSA-Alpha Chapter
Thurs, March 20 at 2:00 PM
Operating Engineers Bldg.
625 State St.
Rohnert Park, CA

FRESNO-Beta Chapter
Tues, April 1 at 4:00 PM
District 70: Redding, CA

MARIAVILLE-Gamma Chapter
Thurs, April 3 at 2:00 PM
District 12: Orem, UT

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

EUREKA-Alpha Chapter
Tues, April 1 at 2:00 PM
Operating Engineers Bldg.
2000 Fourth Street
Eureka, CA

REDDING-Beta Chapter
Thurs, April 1 at 4:00 PM
District 70: Redding, CA

SALT LAKE CITY-PI Chapter
Tues, April 1 at 12:00 PM
District 17: Honolulu, HI

STOCKTON-Eta Chapter
Thurs, April 17 at 11:00 AM
District 17: Honolulu, HI

RENO-XI Chapter
Thurs, May 1 at 2:00 PM
Engineers Building
1240 Corporate Blvd.
RENO, NV

FRESNO-Theta Chapter
Tues, April 1 at 2:00 PM
District 70: Redding, CA

IGNACIO-Beta Chapter
Tues, May 1 at 2:00 PM
District 17: Honolulu, HI

S. F.-SAN MATEO-Kappa Chapter
Tues, April 1 at 2:00 PM
District 17: Honolulu, HI

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

MARCH 1997

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

4th District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1633 S. King St., Honolulu, HI

5th District 17: Maui, HI
Waikapu Community Center
201 Kiiwai Rd., Kona, HI

6th District 17: Milco, HI
Hilo ILWU Hall
100 Wililama St., Hilo, HI

7th District 17: Kauai, HI
Molokai Iwi Community Center
38-752 Malaekahana, Honolulu, HI

11th District 20: Oakland, CA
Teamsters Hall, Local 70
70 Hegenberger Rd., Oakland, CA

13th District 90: San Jose, CA
Safeco Garden
1050 Almaden Rd., San Jose, CA

20th District 18: Rohnert Park, CA
5225 Standford Drive
Rohnert Park, CA 94928

APRIL 1997

3rd District 80: San Francisco, CA
Machinists Hall
1290 Corporate Blvd., Reno, NV

9th District 40: Eureka, CA
Engineers Building
205 Broadway, Eureka, CA 95501

9th District 70: Redding, CA
Engineers Building
205 Broadway, Eureka, CA 95501

10th District 68: Marysville, CA
Veterans Memorial Center
1700 Elm St., Marysville, CA

17th District 30: Stockton, CA
Engineers Building
1416 North Broadway, Stockton, CA 95202

22nd District 40: Fairfield, CA
Holiday Inn
1300 Holiday Ln., Fairfield, CA

24th District 50: Fairfield, CA
Laborers Hall
5451 East Hedding, Fairfield, CA

30th District 12: Orem, UT
Steelworkers Hall
1947 S. Columbia Ln., Orem, UT

MAY 1997

1st District 11: Reno, NV
Engineers Building
1290 Corporate Blvd., Reno, NV 89502

8th District 01: San Mateo, CA
Electricians Hall
302 8th Ave., San Mateo, CA
ELECTION COMMITTEE NOTICE

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

ARTICLE XII, SECTION 3, ELECTIONS:

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

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominee of a candidate for any Office or Position.

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

ARTICLE XIII, SECTION 1, INTERNATIONAL CONVENTION DELEGATES:

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

MEETINGS TO ELECT THE ELECTION COMMITTEE:

March 1997
- 3rd/Thurs: District 10, San Jose, Italian Gardens, 1500 Almaden Hegenberger Road
- 5th/Thurs: District 30, Stockton, Engineers Building, 1916 N. Broadway

April 1997
- 3rd/Thurs: District 01, San Mateo, Electricians' Hall, 302-8th Avenue
- 8th/Thurs: District 01, San Mateo, Electrician's Hall, 302-8th Avenue

OFFICIAL ELECTION NOTICE
**FOR SALE**

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**97 Saturn SL2** Better than new, two tone, Daon Whisper gray. 36288 miles. $5,000. (209) 374-7513. #729637.

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**Camera - Leica M6 6x6 with various lenses** Lens and body to include several lenses. Great condition. $100. (209) 383-9320. #954186.

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**5 Local Union #3** To place an ad, type or print your ad. "Classic Hot August Nites, $11,500. (707) 446-7623. NO PHONE-IN ADS PLEASE.

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**FOR SALE:** 1967 Camaro Drag Car. 468 Chevy Aries, FOR SALE; 1991 Lincoln Continental. Executive Member, Registration not eligible for inclusion in A  Power flasks. One Robert E Lee and one Ulysses S. Grant.

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**FOR SALE:** Home In Antioch, CA. 1,100 sq ft, 3 bed/2 bath. Yard, new paint, updated kitchen and bath. AC/HP, 10-yr lease. (916) 747-5306. #1152662.

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**FOR SALE** Home In Sutter, CA. Horses welcome! 4.84 studded acre. Min from Lasser Nat’l Park and water rec. Heat, all options Will sell separate or together. Will deliver. (530) 230-4183. #1194935.

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**FOR SALE** Home In Rat Creek, CA. 3-bd/2-ba, 1,600 sq ft. Near Coast to Coast and RPI. (702) 565-1678 eves. #0964973.

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**FOR SALE** Home In Mecceda, CA. 3-bd/2-ba, 1,600 sq ft. NewERB-BALE; 30-ft 1985 Beaver motorhome. Custom 5th wheel. Twin slide-outs, fully loaded. $16,000 + equity. Will trade for ?-make me an offer!. $99,900. (916) 872-0864 day or night. #255202.

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**FOR SALE** Home In Woodmah, Cal. 2,900 sq ft, 3 bed/2 bath, 2 car garage. Great location. Good Schools. (530) 572-5726. #1610002.

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**FOR SALE** Home In Antioch, CA. 1,100 sq ft, 3 bed/2 bath. Yard, new paint, updated kitchen and bath. AC/HP, 10-yr lease. (916) 747-5306. #1152662.

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More scholarship awards

Local 3 to award 20 $500 ‘Special Scholarships’ at July 19 semi-annual meeting

In fall 1996, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their first scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted over $25,000 for the Scholarship Fund.

Due to the overwhelming success of this event, Local 3’s Executive Board has decided to award 20 $500 “Special Scholarships.” These awards will be given in addition to the two $3,000 and two $2,000 Local 3 College Scholarship Awards given annually to the sons and daughters of Local 3 members. The winners of the $3,000 and $2,000 scholarships will receive an additional $500 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

For the Special Scholarships, the names of all applicants will be entered into a drawing to be held at the July 19 semi-annual membership meeting. Applicants need not be present to win. The Special Scholarships are available only to the sons and daughters of Local 3 members.

The Executive Board knows that the workplace is rapidly changing and future jobs will require new skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed in tomorrow’s jobs by providing them with the chance to further their education and training.

General guidelines for awarding the 20 $500 Special Scholarships

1. Sons and daughters of Local 3 members may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application. Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships if the parent was a member of Local 3 for at least one year immediately preceding the date of death.

2. Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the regular Local 3 College Scholarship Awards and do not win will automatically qualify for this drawing.

3. Applications will be accepted until June 1, 1997. You may get an application at your district office or any credit union branch.

4. Winners will be determined by a random drawing to be held at the July 19, 1997 semi-annual membership meeting. Applicants do not need to be present to win.

5. The money will be funded when the college or trade school confirms the winner is a full-time student.

Fringe continued from page 9

Calculating your pension

It’s really quite simple to calculate your pension each year. All you do is take the total hours worked for the year, multiply the hours by the pension contribution rate ($3.75 construction rate), then multiply that total by the current benefit factor rate (3%). This amount is the amount you earn towards your monthly pension for the year.

Example:

1400 hours worked
x 3.75 contribution rate
= $5250.00
x 3%
= $157.50 per month @ age 62

Retiree Association meetings

Retiree Association meetings will begin in March. Check the schedule on page 17 for the meeting in your area.

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

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

OPERATING ENGINEERS
RETIREE ASSOCIATION

The officers of Operating Engineers Local Union #3 look forward to hosting you and your spouse at the Retirees Association meeting listed below.

Fresno-Theta Chapter Potluck Picnic & Meeting
Thursday, April 24, 1997 at 1:00 pm
Woodward Park - Valley View Area
7775 Frank • Fresno, CA
Bring your favorite dish and join us for a good time.

Note: Above location and time is a change from original schedule.