

ENGINEERS NEWS

An aerial photograph showing a long, straight highway project cutting through a dense, forested landscape. The road is light-colored, contrasting with the dark green of the trees. In the lower right, some buildings and infrastructure are visible near the road's end.

VOL. 55, NO. 3

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

MARCH 1997

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.

THIS MONTH in the **ENGINEERS NEWS****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 effect 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

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**FOR THE
good &
welfare****by Don Doser****Business****Manager**

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

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 1980s.

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 add. "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 also 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) 572-8848
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



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

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 understate 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.

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 Ilesman, 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



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 got 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 when 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

TranSpec employees involved in the organizing effort are from left: mechanic Josh Elias and drivers Cal Chesire, Moses Waters, Kent Okelberry, Brooke Johnson and Ben Ormen



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 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 use. 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 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.

First of a
three-part
series

By Steve Moler
Assistant Editor

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 work 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



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

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. 85/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.
- \$39 million to widen U.S. 101 from four to six lanes between San Jose and Morgan Hill.
- \$40 million to rebuild Hwy. 237/I-880 interchange.

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.

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 exhuming 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, an employer can deny the use of comp time if it claims the firm would be "unduly disrupted." 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

NEWS FROM THE addiction recovery program



by Bud Ketchum
Director

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 04

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.

Addiction Recovery Program (800) 562-3277

Hawaii Members Call: (808) 842-4624

NEWS FROM fringe benefits

by Charlie Warren
Fringe Benefits
Director

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 questions.

EMPLOYEE	1996	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
XYZ Construction	96	125	115	115	135	115	120	120	125	130	120	120	60	1400
TOTAL		125	115	115	135	115	120	120	125	130	120	120	60	1400

FOR YEAR ENDING 12/96	1.00	\$157.50	29.50	\$2389.25
FUTURE SERVICE CREDIT		BENEFIT	FUTURE SERVICE CREDIT	BENEFIT

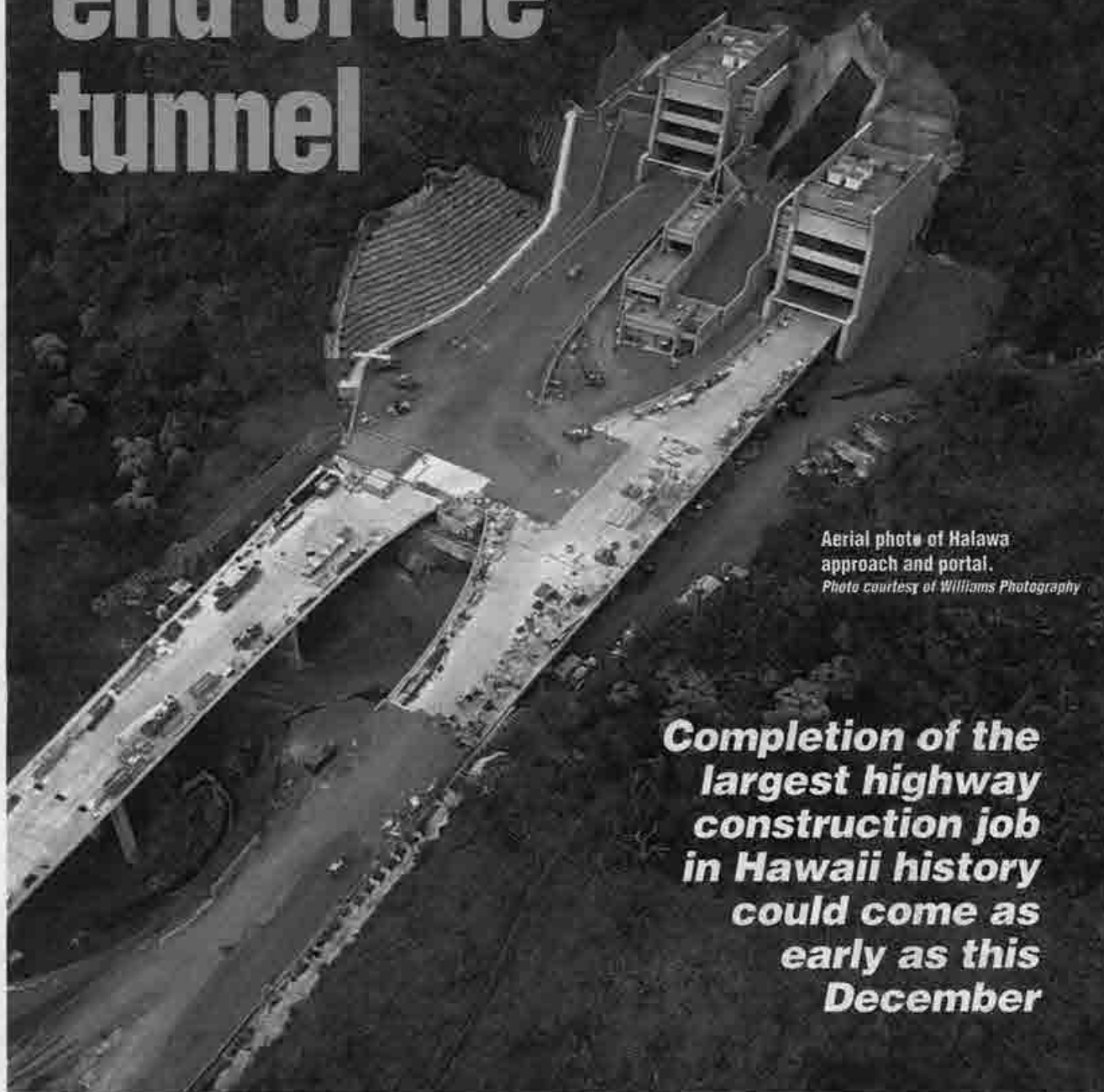
ALL PENSION CREDIT INCLUDING PART SERVICE CREDIT WILL BE VERIFIED AT THE TIME OF RETIR.

FOR YOUR INFORMATION

YOU ARE VESTED

continued on page 20

Light at the end of the tunnel



Aerial photo of Halawa approach and portal.
Photo courtesy of Williams Photography

Completion of the largest highway construction job in Hawaii history could come as early as this December

From the air the highway shoots out from the depths of the Loolau 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 Laneohe on the windward side of Oahu, climbs to the summit of the Koolau 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 Laneohe 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-Koolau 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-Koolau Tunnel

Equally impressive is the Trans-Koolau 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 bore 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.





PHOTOS FROM THE FIELD

- 1 Kiewit's North Halawa Valley section
- 2 Crane booms dominate the scene along Kiewit's North Halawa Valley section
- 3 Meeting with Kiewit Pacific crane operator Emilio Ballesteros are from left: District Rep. Adrian Keohokalole, Business Manager Don Doser, Business Rep. Colin Kaalele and Vice President Pat O'Connell
- 4 Cranes like this Manitowoc have played a key role in construction of the viaducts.

Tunnel lining

When the excavation was completed, the tunnel was 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 Halawa Valley 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.

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 Halawa Valley Hwy. 1B (\$95.9 million) - 1-mile section of hwy. with bridges. Contractor: Kiewit Pacific. Completion scheduled for May 1997.

Roadway Finish Contract Unit 1 (\$21.4 million) - Finishing work on windward side. Contractor: Hawaiian Dredging. Completion expected in April 1998.

Roadway Finish Contract Unit II (\$46 million) - Finishing work on leeward side, includes H-1EB widening. Advertised March 1997.

Roadway Finish Contract Unit III (\$36.6 million) - Finishing work on exploratory tunnel and access road. Contractor: Kiewit Pacific. Completion expected in Feb. 1998.

MAJOR PROJECTS COMPLETED

Kaneohe Interchange (\$58 million) - Interchange connecting H-3 Fwy. with Likelike Hwy. Contractor: E.E. Black Ltd. and SCI Engineering & Construction Inc. Completed Dec. 1996.

Hospital Rock Tunnels (\$20.3 million) - 550-foot cut-and-cover tunnel located just south of state hospital with separate portals for Honolulu-bound and Kaneohe-bound traffic. Contractor: E.E. Black Ltd. Completed April 1992.

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: H# Tunnelers JV. Completed Jan. 1996.

Windward Highway (\$19.3 million) - Segment of H-3 running along Mauka boundary of Hoomaluhia Park. Contractor: Hawaiian Dredging. Completed Sept. 1992.

Windward Viaduct (\$135.6 million) - 1-mile segment twin viaduct against mountain behind the state hospital. Contractor: SCI Construction-E.E. Black Ltd. JV. Completed May 1993.

North Halawa Valley Viaduct (\$104.5 million) - 1-mile segmental twin viaduct next to Halawa portal of Trans-Koolau Tunnel. Contractor: Kiewit Pacific. Completed June 1995.

North Halawa Hwy. 1A (\$23.2 million) - 1-mile section of hwy. with bridges. Contractor: Hawaiian Dredging. Completed Dec. 1995.

NEWS FROM teaching techs



by Art McArdle
Administrator

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.

Our instructors are working very hard on setting up the problems for our hard-working apprentices to conquer. 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.

NEWS FROM THE tech engineers



by Paul Schissler
Director of
Tech Engineers

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.

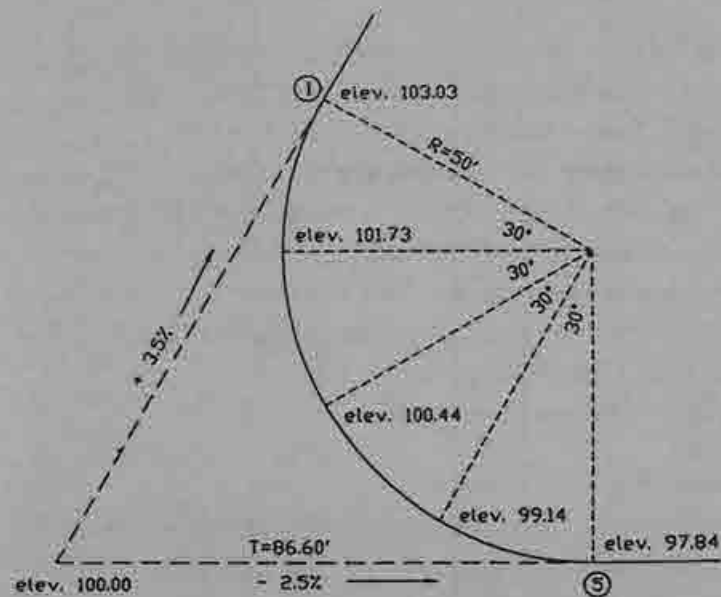
After years of testing various hypotheses, he finally concluded that success in America, and in most other societies, is largely attitudinal, that is, it's determined by a person's attitude toward time.

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.

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.

Answer to last month's SCHISSLER'S SURVEYOR'S STUMPER



NEWS FROM THE
**credit
union**



by Rob Wise

Credit Union

Treasurer

Credit union opens new San Bruno branch, launches Web site



Number 19! At the March 3 grand opening of the San Bruno branch are from left: Business Rep. Pete Fogarty, Financial Secretary Darell Steele, Customer Service Rep. Kamlesh Singh, Treasurer Max Spurgeon, Member Service Coordinator Veda Mello, President Jerry Bennett, District Rep. Dan Senechal, Branch Supervisor Paulette Leonard and Recording-Corresponding Secretary Rob Wise.

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	2850 Richardson Dr. (916) 889-2969
Dublin (headquarters)	6300 Village Pkwy. (510) 829-4400
Elko, Nev.	1720 Mountain City Hwy. (702) 753-8585
Fairfield	2540 N. Watney Way (707) 425-4489
Fresno	1959 N. Gateway, Ste. 101 (209) 251-2262
Honolulu	1111 Dillingham Blvd, #E-1B (808) 841-6396
Marysville	1010 "I" Street (916) 742-5285
Modesto	538 McHenry Ave. (209) 525-8460
Redding	20308 Engineers Lane (916) 222-5184
Reno, Nev.	1290 Corporate Blvd. (702) 856-2727
Rohnert Park	6225 State Farm Dr., Ste. 102 (707) 585-1552
Sacramento	9812 Old Winery Pl. #5 (916) 369-6752
Sacramento (ARCO Arena)	4044 N. Freeway Blvd., Ste. 150 (916) 565-6190
San Bruno	711 Kains St. (415) 875-1182
Santa Clara	60 N. Winchester, Ste. 1 (408) 247-5635
Stockton	1916 N. Broadway (209) 943-2455
West Stockton	4550 N. Pershing Ave. Ste. A (209) 472-0708
West Valley City, Utah	2196 West 3500 South, Ste. C-8 (801) 954-8001

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**Operating Engineers Local Union No. 3
Federal Credit Union**

NEWS FROM THE
districts

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.

from *utah*

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



The five Local 3 members who picketed Kennecott Copper's Salt Air Project were from left: Tom Sperry, Roland "Frenchie" Laventure, Jerry Hawley, Max Scott and Gary Farrel.

Storm repairs highlight current work picture

ROHNERT 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 slipouts 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 worth of work on a slipout on Hwy. 101 at the Willits Grade. MCS 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 in downtown Willits. Mowat Construction Company based in Kirkland, Wash. was awarded a \$2 million seismic retrofit on the U.S. 101 and Hwy. 20 interchange just north of Ukiah.

C.A. Rasmussen was able to get some work started on a couple of bridge retrofits on the Mendocino coast. The company also kept a small structural crew working on the concrete

viaduct at Squaw Rock, a \$10 million project near Hopland. In March it hopes to start up a scraper spread.

Ghilotti Construction was low bidder on two jobs in Healdsburg. The company is doing all the site work for an expansion to Ferrari Carano Winery in Dry Creek Valley. It was awarded a \$1.3 million

emergency bypass channel for the city of Healdsburg. Ghilotti has had a crew working at the Kendall Jackson Winery at Windsor. North Bay Construction worked a pipe crew all winter and just recently complete a pipeline job for Louisiana-Pacific Lumber Company in Cloverdale.

As we reported a couple of months ago, Argonaut Construction was still putting the finishing touches on the old downtown Windsor River Road rehabilitation project, and it still has some work left at the Cloverdale sewage treatment plant.

Kiewit Pacific is looking to finish up the Geysers Effluent pipeline and some road work in Lake County. PMC is looking to button up the Russian River water line. R.M. Harris is at this time finishing up the bridge overcrossing and will continue to work on the Russian River bridge as weather and environmental concerns permit.

Weeks Well Drilling has a lot of work on the books, but is waiting for the ground to dry a bit more before drilling with their big rigs. By the time you read this article, Kaiser Sand & Gravel will have their new gravel plant in operation in Windsor adjacent to the Russian River.

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 Rohnert 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 Rohnert 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.

NEWS FROM THE districts

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.

Roy E. Ladd Construction of Redding and Tullis Inc. also of Redding continue to repair damaged sections of Hwy. 70 at various locations up the Feather River Canyon. J.F. Shea 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.

from marysville

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. Kiewit

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

Honolulu District (Maui)

Saturday, April 19
Kepaniwai Park, Iao Valley
Menu: Hawaii food
Raffle, bingo, games for the kids
Info: (808) 845-7871

Marysville District

Saturday, May 3
Butte County Fairgrounds, Gridley
Info: (916) 743-7321

Fresno District

Saturday, May 10
Noon to 5 p.m.
Fresno County Sportsman Club
(Friant Rd. at River Bottom)
Adults \$7, retirees \$5, children \$3
Tri-tip or chicken, beans, salad, rolls,
unlimited beer and soft drinks.
Horsehoes, raffle, bingo,
bounce house
Info: (209) 252-8903

Oakland District

Sunday, May 18
Rankin Municipal Park, Martinez
10 a.m. to 4 p.m.
\$13 adults, \$10 retirees, \$4 children
Steaks, hot dogs, green salad, potato
salad, unlimited soda and beer
Playground, horseshoe tourney, raffle
Info: (510) 748-7446

Retiree Picnic

Saturday, May 31
Rancho Murieta Training Center
Rib roast, salad, beans, rolls, unlimited
beer and soft drinks
Horseshoe tourney, music, souvenir
photos, and much more
As usual, plenty of RV parking
Info: (510) 748-7450

Salt Lake City District

Saturday, June 14

Redding District

Saturday, June 21

San Francisco District

Sat., June 28
Huddart Park in Woodside
(Werder Shelter Area)
1 p.m. to whenever
Menu: Tri-tip or chicken, salad,
beans, dinner rolls, hot dogs for the
children. Tickets: \$10 adults, \$8
retirees,
under 12 free
Info: (415) 468-6107

Rohnert Park District

Sunday, June 29
Windsor Water Works
10 a.m. - 5 p.m. (hours park is open)
Food served 11 a.m. - 2 p.m.
Tickets: Adults \$13, retirees \$9,
children \$2. Water slide tickets extra

Reno District

Saturday, July 12

Stockton District

Sunday, July 27

Sacramento District

Saturday, August 2

San Jose District

Sunday, August 10

Menu: Tri-tip or chicken, salad,
beans, dinner rolls, hot dogs for
the children. Unlimited beer and
soft drinks
Door prize, raffle
Event sells out, so get tickets early
Info: (707) 585-2487



1997 COMET Class Schedules

COMET I Class Schedule

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

Salt Lake	March 19, 1997
Eureka	April 2, 1997
Redding	March 29, 1997

COMET II Class Schedule

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

	Day 1	Day 2
Reno	2/25/97	2/26/97
Hawaii (Hilo)	3/10/97	3/11/97
Eureka	4/3/97	4/4/97
Redding	4/7/97	4/8/97

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 *NLRB 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 Fawell 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 and 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.

Enoch Smith Jr.



Following 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 highway and paving 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 Whip, Wilf Tueller, Gardell Jensen, Randall Turpin, Jim Takos, 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 Murieta 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 Kaelynn Tuckett,
Utah District Office Manager*

personal notes

From the Rohnert Park/Santa Rosa Office:

Our sincere condolences to the family and friends of the following departed: **Walter Landgrebe**, (1/8); **Hans Meier** (2/3); and **Steven Musselman** (1/28), brother of member **Roberta Reed** and uncle to member **Darcy Lawson**.

Congratulations to member **Danny Madden** and **Barbara Pohley** who were married on Nov. 16, 1996 in Reno, and are residing in Santa Rosa.

From the Marysville Office:

Our deepest sympathies to the families 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!

meetings & announcements

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.

Verlyn M. Anderson # 0817572	Harold Grant # 1091196	Frank Reece # 0959320
Lester R. Armas # 1075399	Tom Heya # 1006620	Loren E. Rodoni # 1075466
Walter Balmer # 1091179	Alvin Holland # 0702753	Glen W. Smith # 1075474
John D. Becerra # 0745153	John C. Jennings # 0763649	Ray L. Smith # 0596935
Dennis Brown # 1091249	Wesley Kinney # 0892517	Lee E. Thompson # 1054926
Albert Canet # 1011127	Edwin R. Kirby # 1079752	George M. Vandenberg # 0683306
Daniel Collins* # 0998883	Don Leivas # 0576106	Manuel Vilche # 1082385
Patrick Day # 0838944	Ernest Lopez # 1087550	Bob D. Wilkerson # 1088517
Jack Dinckinson # 1070997	John Lopez # 0994179	Leroy Winton # 1058523
Rudolph Elpel # 1075422	Jerry E. McQuillian # 0754449	Byron Young* # 0763680
Gary Fambrini # 1079820	Shigematsu R. Miyasato # 1033763	
Floyd H. Fortkamp* # 1076471	Everett Naauao # 1051492	

*Effective January 1, 1997

DEPARTED MEMBERS

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

Harry Browning Grass Valley, CA 02/19/97	Floyd Ostler Sandy, UT 02/11/97
James Carney Priest River, ID 02/01/97	Ralph Peck Poplar Bluff, MO 10/08/96
Albert Crum Paradise, CA 02/04/97	James Quinn Yuba City, CA 02/12/97
Kenneth Downin Castro Valley, CA 02/09/97	William Robblee Palermo, CA 12/28/96
George Elledge Columbia, CA 01/28/97	B. Salmon Manteca, CA 01/18/97
Thomas Forman Healdsburg, CA 01/21/97	Louis Sandoval San Jose, CA 02/16/97
Beecher Gilbert Oroville, CA 02/19/97	Mike Scafani San Francisco, CA 02/18/97
James Gorham Keizer, OR 01/22/97	Wayne Shriver Elk Grove, CA 02/10/97
Orval Graham Sun Valley, NV 02/04/97	Vernon Siligo Orangevale, CA 01/20/97
Bobbie Gray Visalia, CA 02/06/97	John Smith Orem, UT 01/25/97
P. Higgins Salem, OR 01/27/97	Selyei Toguchi Kaneohe, HI 01/13/97
Richard Locke Ash Grove, MO 11/25/96	Doyal Walden W. Sacramento, CA 02/12/97
Hans Meier Cloverdale, CA 02/03/97	John Witsch Petaluma, CA 01/21/97

DECEASED DEPENDENTS

Kathleen Cambra (wife of Henry Cambra) 02/16/97	Muriel Marchais (wife of George Marchais) 12/28/96
Julia Draper (wife of Milo Draper) 02/02/97	Sarah Murphy (wife of Charles Murphy) 02/01/97
Angela Harrington (wife of Harold Harrington) 01/03/97	Katherine Ralston (wife of Jim Ralston) 02/19/97
Dorothy Hicks (wife of Fred Hicks) 01/30/97	Gladys Selvage (wife of Edward Selvage) 12/10/96
Betty Howard (wife of Oliver Howard) 10/07/96	Susan Stark (wife of Leroy Stark) 01/03/97
Virginia Marie Jordan (wife of Claude Jordan) 01/19/97	Dorothea Stone (wife of L.H. Stone) 02/18/97
Nancy Kerhoff (wife of Eugene Kerhoff) 01/10/97	Betty Walund (wife of John Walund) 02/19/97

RETIREE ASSOCIATION MEETINGS

UKIAH Thurs. March 20 at 10:00 AM Discovery Inn 1340 N. State Street Ukiah, CA	EUREKA-Alpha Chapter Tues. April 8 at 2:00 PM Operating Engineers Bldg. 2806 Broadway Eureka, CA	STOCKTON-Eta Chapter Thurs. April 17, 1997 2 PM Operating Engineers Bldg. 1916 N. Broadway Stockton, CA	RENO-Xi Chapter Thurs. May 1 at 2:00 PM Operating Engineers Bldg. 1290 Corporate Blvd. Reno, NV
SANTA ROSA-Chi Chapter Thurs. March 20 at 2:00 PM Operating Engineers Bldg. 6225 State Farm Dr. Rohnert Park, CA	REDDING-Beta Chapter Wed. April 9 at 2:00 PM Moose Lodge 320 Lake Blvd. Redding, CA	FAIRFIELD-Chi-Gamma Chapter Tues. April 22 at 2:00 PM Operating Engineers Bldg. 2540 N. Watney Fairfield, CA	IGNACIO-Chi Beta Chapter Wed. May 7 at 2:00 PM Alvarado Inn 250 Entrada Novato, CA
AUBURN-Epsilon Chapter Thurs. April 3 at 10:00 AM Auburn Recreation Center 123 Recreation Dr. Auburn, CA	MARYSVILLE-Gamma Chapter Thurs. April 10 at 2:00 PM Sutter-Yuba Assoc. of Realtors Bldg. 1558 Starr Dr. Yuba City, CA	FRESNO-Theta Chapter Thurs. April 24 at 11:00 PM Woodward Park-Valley View 7775 Friant Fresno, CA	S. F.-SAN MATEO-Kappa Nu Chapter Thurs. May 8 at 10:00 AM IAM Air Transport Employees 1511 Rollins Road Burlingame, CA
SACRAMENTO-Zeta Chapter Thurs. April 3 at 2:00 PM Operating Engineers Bldg. 4044 N. Freeway Sacramento, CA	CERES Thurs. April 17 at 10:00 AM Tuolumne River Lodge 2429 River Road Modesto, CA	SALT LAKE CITY - Pi Chapter Wed. April 30 at 2:00 PM Operating Engineers Bldg. 1958 W. N. Temple Salt Lake City, UT	

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
22 Waiko Pl., Wailuku, HI
- 6th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St., Hilo, HI
- 7th District 17: Kona, HI
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI
- 11th District 20: Oakland, CA
Teamsters Hall Local 70
70 Hegenberger Rd., Oakland, CA
- 13th District 90: San Jose, CA
Italian Gardens
1500 Almaden Rd., San Jose, CA
- 20th District 10: Rohnert Park, CA
6225 State Farm Drive
Rohnert Park, CA 94928

APRIL 1997

- 3rd District 80: Rancho Cordova, CA
Machinist's Hall
2749 Sunrise Blvd., Rancho Cordova, CA
- 8th District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501
- 9th District 70: Redding, CA
Engineers Building
20308 Engineers Ln., Redding, CA 96002
- 10th District 60: Marysville, CA
Veterans Memorial Center
1703 Elm St., Marysville, CA
- 17th District 30: Stockton, CA
Engineers Building
1916 North Broadway, Stockton, CA 95205
- 22nd District 04: Fairfield, CA
Holiday Inn
1350 Holiday Ln., Fairfield, CA
- 24th District 50: Fresno, CA
Laborer's Hall
5431 East Hedges, Fresno, CA
- 30th District 12: Orem, UT
Steelworkers Hall
1847 S. Columbia Ln., Orem, UT

MAY 1997

- 1st District 11: Reno, NV
Engineers Building
1290 Corporate Blvd., Reno, NV 89502
- 8th District 01: San Mateo, CA
Electrician's Hall
302 8th Ave., San Mateo, CA



meetings & announcements

ELECTION COMMITTEE NOTICE

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

ARTICLE XII, SECTION 3, ELECTIONS:

- (a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.
- (b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

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

ARTICLE XIII, SECTION 1, INTERNATIONAL CONVENTION DELEGATES:

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

MEETINGS TO ELECT THE ELECTION COMMITTEE:

March 1997	3rd/Mon.....	District 17, Kauai, Kauai High School Cafeteria, Lihue
	4th/Tues.....	District 17, Honolulu, Washington Int. School Cafeteria, 1633 So. King Street
	5th/Wed.....	District 17, Maui, Waikapu Community Center, 22 Waiko Place, Wailuku
	6th/Thurs.....	District 17, Hilo, Hilo ILWU Hall, 100 W. Lanikaula Street
	7th/Fri.....	District 17, Kona, Holualoa Imin Comm. Ctr., 76-5877 Mamalahoa, Holualoa
	11th/Tues.....	District 20, Oakland, Teamsters Local 70, 70 Hegenberger Road
	13th/Thurs.....	District 90, San Jose, Italian Gardens, 1500 Almaden Road
	20th/Thurs.....	District 10, Rohnert Park, Engineers Bldg., 6225 State Farm Drive
	3rd/Thurs.....	District 80, Sacramento, Machinist's Hall, 2749 Sunrise Blvd., Rancho Cordova
	8th/Tues.....	District 40, Eureka, Engineers Building, 2806 Broadway
April 1997	9th/Wed.....	District 70, Redding, Engineers Building, 20308 Engineers Lane
	10th/Thurs.....	District 60, Marysville, Veterans Memorial Center, 1703 Elm Street
	17th/Thurs.....	District 30, Stockton, Engineers Building, 1916 North Broadway
	22nd/Tues.....	District 04, Fairfield, Holiday Inn, 1350 Holiday Lane
	24th/Thurs.....	District 50, Fresno, Laborer's Hall, 5431 East Hedges
	30th/Wed.....	District 12, Orem, Steelworkers Hall, 1847 South Columbia Lane
May 1997	1st/Thurs.....	District 11, Reno, Engineers Building, 1290 Corporate Boulevard
	8th/Thurs.....	District 01, San Mateo, Electrician's Hall, 302-8th Avenue

OFFICIAL ELECTION NOTICE

NOTICE

Election of Geographical Market Area Addendum Committee Members

Business Manager Don Doser has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1997 with eligibility rules as follows:

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

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

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

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

1997 GRIEVANCE COMMITTEE ELECTION

Recording-Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 1997.

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

ELECTION OF EXECUTIVE BOARD MEMBER DISTRICT 30 (STOCKTON)

Recording-Corres. Secretary Robert L. Wise has announced that on April 17, 1997, at 7:00 pm, at the regular quarterly Dist. 30 (Stockton) Membership Meeting, there will be an election for one (1) Executive Board member to fill an unexpired term. The meeting will be held:

**April 17, 1997 • 7:00 p.m.
Engineer's Building
1916 N. Broadway • Stockton, CA**

ELECTION OF GRIEVANCE COMMITTEE MEMBER DISTRICT 30 (STOCKTON)

Recording-Corres. Secretary Robert L. Wise has announced that on April 17, 1997, at 7:00 pm, at the regular quarterly Dist. 30 (Stockton) Membership Meeting, there will be an election for one (1) Grievance Committee member to fill an unexpired term. The meeting will be held:

**April 17, 1997 • 7:00 p.m.
Engineer's Building
1916 N. Broadway • Stockton, CA**

swap shop

FREE WANT-ADS FOR MEMBERS

FOR SALE: '97 Saturn SL2. Better than new, has Biew Ox tow bar. \$18,000 firm. (510) 676-7581. #372963

FOR SALE: Camera - Leica M-6 w/50mm Summilux F1.4 lens. Complete as rec'd from Wetzlar (manuals, pkg, etc). Everything in double-mint cond. \$3,295. (510) 937-5845. #1355466

FOR SALE: 9 studios, rents \$250 ea. Duplex, rents \$400 ea. House, rents \$500 ea. Take all \$225,000. Close to Merced College and grade schools. (209) 723-2405. #0904593

FOR SALE: 16-ft Starcraft boat. 115 Evinrude motor, tilt trim, walk-thru windshield, CB, 8-track, depth finder, skis, life jacket, fold down upholstered seats. Excel cond. EZE Load trailer. \$4,500. (541) 352-6660. #0381659

FOR SALE: Approx 11,000 sq ft bldg to be used as supermarket. All refrigerators and compressors in perfect cond and ready to go. New 15-yr roof. Quick sale, only \$175,000. (916) 243-4302 (owner) or 1-800-541-3977 (real estate office). Make offer. #02005841

FOR SALE: Home in Paradise, CA. 3-bd w/1000 sq ft. Stucco ext, new paint, new automatic garage door, 1/2 acre lot w/room for garden, trees, pool etc. \$120,000. Clifton Corner (916) 872-0864 day or night. #255202

FOR SALE: 1,200 sq ft home. Comfortable on 1/2 tree-studded acre. Min from Lassen Nat'l Park and water rec areas. Energy efficient, kerosene htr or woodstove. Has Primstar TV, woodshop, storage bldgs, fenced back yard, RV parking and end of road privacy. \$89,500. (916) 474-1559. #0826401

FOR SALE: House in Puertecitos, Baja. 2-bd, lg livg rm & kitchen, enclosed bathroom & shower, 100 yds from Sea of Cortez, 50 yds from airport runway. Fully turn, 3 propane tanks, 1850-watt gen, marine radio, 6 yrs left on 10-yr lease. (520) 636-0812. #1152662

FOR SALE: Home in Antioch, CA. 1,100 sq ft, 3-bd/2-ba, 2-yr new, immac, upgraded carpet & linoleum, patio, lg 2-car garage, new refrig, d/w, built-in micro, AC, fireplace, miniblinds on all windows. Located at end of cul-de-sac, lg lot, unobstructed view of Mt. Diablo. Excel neighborhood, near parks. Must see. \$126,000. (510) 754-2379. #0240250

FOR SALE: 1983 Beachcraft. 24-ft boat, excel cond, inboard 350 Mercruiser 4 barrel, low hrs, new outdrive, pin-striping and clearcoat, new canvas cover. Sink, stove, icebox, cuddy cabin and bathroom. \$10,000 OBO. Write for picture, info. Yvonne or DJ, PO Box 745, Riverton, UT 84065. #2018332

FOR SALE: Health Rider. New. \$350. (408) 265-7164. #1941657

FOR SALE: 1979 motorhome. Chevrolet chassis, honey color. Sleeps 5-6, built-in w/d, refrig, AC, small block 400 Chevy eng. 49K mi. Good cond. \$8,500 OBO. (510) 944-0717. #1597798. (510) 944-0717

FOR SALE: Four rifles. Make offers. 1) Marlin 336A, 30-30 lever; 2) Winchester 1890, 22-cal short pump; 3) J.C. Higgins, 22-cal, 4x scope, bolt action; 4) Stevens, over-under, 22-cal 410. (510) 895-6543. #0915793

FOR SALE: 1990 Pace Arrow 32-ft Class A motorhome. 454 Chevy eng, gen, 2 lars, micro, twin beds, excel cond. \$37,000 OBO. (209) 782-3325. #1219513

FOR SALE: 1967 Camaro Drag Car. 468 Chevy Aries, Crower, Erson, Deden Bear, Mark Williams. Coil over rear w/ladder bars. \$10,000 firm. (209) 782-3325. #1219513

FOR SALE: 1987 Corvette convertible. White w/red int, white rag top, V8, auto, 85K mi, mint cond. \$20,000. (801) 637-4872, Price, UT. #529020475

FOR SALE: MF 30 50E. 3680 hrs, 80% tires, no leaks, all hydraulic Ganon scraper, loader bucket excel. Too large for job. \$12,000 OBO. (209) 745-2574. #1826078

FOR SALE: Firearms. Two 36-cal cap & ball Colt, 2nd gen pistols. Unfired in walnut cases w/bullet molds and power flasks. One Robert E. Lee and one Ulysses S. Grant. (916) 275-2094. #1578833

FOR SALE: 1987 Cadillac Sedan DeVille. 70K mi, excel cond, mechanically perfect, all power, wire wheels, new tires, new eng, to mil. \$11,000. Also: '63 Chrysler Imperial Crown, 131K mi, all orig, excel cond, mechanically perfect. "Classic" Hot August Nites, \$11,500. (707) 446-6701. #1373022

FOR SALE: Golden West manufactured home. At American Canyon, CA World Marine Estates Security Park. Forced air/heat, 2-bd/2-ba, 1,744 sq ft, lg 2-car garage, corner lot. (707) 643-3531. #0463892

FOR SALE: '56 Ford F-100. Orig 292 wide block, orig 2-sp Fordomatic trans. All parts complete, needs minor rewiring. Very clean w/custom seat and rims. \$3,500 OBO. Clarence (408) 779-8571. #1040650

FOR SALE: 1993 Winnebago. 27-ft, 454 eng, 17K mi, dash/roof lar, awning, qn bed, lg bath, built in TV, sofabed, AM/FM cass. Outside entertainment center. Must see to appreciate. (209) 299-3817. \$45,000. #0996883

FOR SALE: OTC hydraulic pumps, cylinders, pullers. 500-lb lb torque wrench, bottle jacks and comealong. (209) 745-2574. #1826078

FOR SALE: Jacobs brake for 743 Cio Cummins eng, 220 thru 320. \$300 OBO. (209) 745-2574. #1826078

FOR SALE: '78 Chevy 1/4 pick-up. Auto, new eng, 2 fuel tanks. \$1,500. Also: fairly new log splitter \$750. (510)

530-2304. #1130382

FOR SALE: Hydraulic tailgate. \$125. (916) 689-4061. #1238702

FOR SALE: Home in Merced, CA. 1/2 acre lot, 1,600 sq ft, raise foundation, hardwood floors, 2-bd/2-ba, inside laundry, lg studio w/alley access. Asking \$185,500. (209) 722-4464. #826783

FOR SALE: 18K gold chains. All sizes and wts. \$13 a gram, warranty. (408) 286-9178. #0750523

FOR SALE: International Drott 4 in 1 with bucket, 6 ft angle blade. Needs minor repair TLC. Motor runs good. \$4,800. Also: Battery start lawn mower. Good cond. \$150. (408) 688-8328 after 5 pm. #342755

FOR SALE: Sufkin Dial indicator. Starrett inside measure, Starrett milers 1" to 63". Woodworking tool, mechanics tools. (510) 233-7338. #334660

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

FOR SALE: 30-ft 1985 Beaver motorhome. Gen. AC, leveling jacks, 454 Chevy w/Banks Power Pack. Very well taken care of. \$22,500 OBO. (209) 852-2185. #1001694

FOR SALE: 30-ft bus conv. Self cont w/453 Detroit majored & bal. New #3 housing & flywheel, clutch & p. plate. 12K mi. \$5,500 complete. Also: Eng. separate \$3,500. Trans (5-sp) \$500. Prices negotiable. Ask for Dave. (209) 823-0913. #1194935

FOR SALE: 1978 Dodge PU Crew Cab. W/cab over camper, 11 ft. Rebuilt eng long block 280, new clutch and brakes, good cond. \$2,400. (408) 637-1708. #1082394

FOR SALE: 1976 20-ft Lindy motorhome. Roof, air, awning, new eng, tires, brakes. Also M43 Army ambulance restored. New tires. 30K mi, like new. \$3,500. (916) 662-0994. #787985

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

FOR SALE: 1995 37-ft Holiday Rambler Alumalite Custom 5th wheel. Twin slide-outs, fully loaded. \$16,000 + TDP. Also: '94 Ford F250 XLT 1/4 ton extra cab. 4WD, powerstroke diesel, 5-sp, PL, PW, CC, tilt wheel, capt lumbar seats, grill guard, full diamond deck running boards, 114-gal aux fuel tank. 32K mi, all maint records. Serious inquiries only. (907) 488-4315. #1212333

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1965 Mercury Parklane convertible. New paint and motor, 401 cu in, tires, brakes, lots of new parts. Looks/runs great. White w/blu int. Must see! \$7,500 OBO. (408) 899-3311. #2262497

FOR SALE: Following items: Fujiko Theodolite T2 - \$700, David White Realist auto level - \$400, Laser Alignment L84 dual grade laser w/alum tripod - \$2,900, Spectra Physics grade eye - \$1,250. (209) 832-8838. Iv msg. #0814856

FOR SALE: Civil Defense geiger counters. Recently tested/calibrated by Jordan Nuclear Co. Each has

manual/certificate of calibration. Get one you know will work. (801) 654-3270. #1610002

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1983 Road Ranger. 21-ft, sleeps 6, bunkhouse style, one owner, good condition. \$3,300. (702) 425-6825. #3791815

FOR SALE: Home in Hat Creek, CA. 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 800 sq ft basement. Brand new 24' x 40' shop. 2,000' frontage on Hwy 89. 13.56 acres. Partly fenced and cross fenced, great water, close to fishing/hunting. \$174,950. Also: Baldwin Orga Sonic Organ \$1,000. Hardly used. (916) 335-2168. #12245561

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

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

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

FOR SALE: 1973-79 Chevrolet 3-sp standard trans, good cond \$150. Also: 1965 Ford 250 1/4 ton pickup, 4-sp trans, straight body, good rear end/tires. 352 eng, runs but needs rebuilding. \$750. (707) 557-3256. #2276274

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

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

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

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

FOR SALE: '94 Ford XLT 1/4 ton. 4wd, extra cab, power stroke diesel, 5-sp, PW, PL, brush guard, running boards, phone, custom cab guard, 114 gal fuel tank, tool box. 32K mi, all records. Also: 1995 37-ft Holiday Rambler Alumalite 5th wheel. Twin slides loaded w/extras - dual lar, forced air heat, all options. Will sell separate or together. Will deliver. (907) 488-4315. #1212333

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

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

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

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

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

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

FOR SALE: 1987 Chevy 1-ton dually, 454 FI, 4-sp, DNE overdrive, Dana 70 rear, tow pkg, camper shell, Michelin tires, blue/gray pt, all stock, good cond. \$9,500 OBO. (209) 864-8304. #1595066

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

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

FOR SALE or TRADE: Las Vegas condo. Must sell. Lovely, newer condo. 3-bd/2-ba, garage, gated, best west side location. Assumable FHA 715%, approx \$10,000 in equity. Will trade for ?-make me an offer! \$99,900. Owner/agent (541) 330-1844. #574259

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

WANTED: Pay up to \$5,000 for antique cork top whiskey bottles from San Francisco. Top prices paid for soda, bitters & other antique bottles. Richard T. Siki, P.O. 3818, Santa Rosa, CA 95402. (707) 539-1169. #10253010

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



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 awards 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	
<hr/>	\$5250.00
x 3%	
<hr/>	= \$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 RETIREES 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 am
Woodward Park - Valley View Area
7775 Friant • Fresno, CA

**Bring your favorite dish and join us
for a good time.**

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