The campaign to DEEP-SIX PROP. 226

See story page 9
Now's the time to respond to Prop. 226

This month we are devoting an entire section of the Engineers News to the most important political campaign in 40 years. Not since 1958, when California defeated a right-to-work ballot measure, has organized labor come under such a vicious political attack.

A group of anti-worker right-wing zealots from Southern California, with financial support from wealthy out-of-state contributors, want to clip our political wings so we can't fight to protect your rights and improve your standard of living.

Prop. 226, the Anti-Worker Initiative, would require unions — and only unions — to obtain yearly written authorization from each member to use any portion of his or her dues for politics. The initiative would also prohibit employers from deducting dues designated for politics from an employee's paycheck without prior written approval.

Supporters of Prop. 226, who want to get rid of Social Security and Medicare, say they are going to spend up to $40 million on the campaign. They will soon bombard you with negative television and radio ads depicting union bosses spending millions of dollars in union dues for hand-picked candidates and causes.

What the ads won't tell you is that labor unions are among the most democratic organizations in this country. Almost every decision affecting the collection and allocation of dues and the endorsement of political candidates is made through unions' internal democratic processes.

Local 3 members decided for themselves during a round of district union elections in 1989 to have $1 per month ($12 annually) taken out of their dues to fund the union's political action program. Every political endorsement is made by your district's Political Action Committee, whose members are elected by the members. Local 3's Executive Board, which is also elected by the membership, approves the district PAC's endorsements. How much more democratic do they want us to be?

Prop. 226 would prove so cumbersome it would be like requiring Gov. Pete Wilson to get approval from each taxpayer every time he wanted to spend state money. To prevent government gridlock, voters elect a chief executive and a legislature to make prudent decisions about how our tax dollars will be spent. In the same manner, Local 3 members elect their officers, Executive Board and Grievance Committee to decide how to earmark union dues to best benefit our members. Do we need Prop. 226 to tell us this?

We don't need a law that unfairly entangles unions in a web of bureaucratic red tape. If Prop. 226 passes, Local 3 will have to spend thousands of dollars each year sending out authorization cards and keeping records of them. We need to spend our resources protecting services and programs that matter most to Local 3 members: decent wages, health insurance, retirement benefits and job safety.

By the time you read this, all California members will have received a packet from Local 3 containing a letter from me, a Prop. 226 flyer and two voter registration cards. I urge you to read these materials carefully so you can get informed on the negative impact of Prop. 226. The Secretary of State's office must receive the card within three days from the date you sign it, so don't let the form sit around the house for a few days. Mail it immediately.

While you're doing this, get one of your family members to send in the second card. And once you register, make sure you get to the polls June 2 and vote "No" on Prop. 226. If we don't defeat Prop. 226, our ability to protect important worker rights like prevailing wages and the eight-hour day will be greatly impaired.

Bylaws Committee elected

Prop. 226 is yet another reminder of how important it is to have a strong union. Much of that strength comes from how efficiently the union operates. The way Local 3 raises revenue and conducts business is stipulated in your union bylaws. Most of that strength comes from how efficiently the union operates.

The way Local 3 raises revenue and conducts business is stipulated in your bylaws. Much of that strength comes from how efficiently the union operates.
Trade union wages 40% higher than non-union

The U.S. Bureau of Labor Statistics reported last month that membership in building trades unions last year enjoyed modest growth in both the number of members and the number of workers represented.

Building trades unions represented 1,118 or 19.5 percent of construction workers in 1997, up from 1,033,000 or 19.2 percent in 1996. The report also showed that 1,067,000 or 18.6 percent of all construction workers were union members, up from 994,000 or 18.5 percent in 1966.

Union pay rates in construction remained strong and are significantly higher—by 40 percent—than non-union earnings, the report said. Construction workers who are members of unions had median weekly earnings of $771 in 1997 compared with $484 for non-union workers in construction. Comparable weekly earnings for union members in 1996 were $748 and $464 for non-union construction workers.

Hefty surge in federal transit funding

Senate's surface transportation act ISTEA contains $700 million more per year for Calif.

Good news has arrived from Washington DC. The Intermodal Surface Transportation Efficiency Act, or ISTEA, has been passed by the Senate and, thanks to Senator Barbara Boxer, California will receive the lion's share of the funding.

The $214 billion, six-year bill will give California an average of $700 million more per year in federal transportation funding than it currently receives. The legislation allocates $173 billion to highways and $41 billion to mass transit systems nationwide. For its expansive and tired highway system, California will receive about $2.4 billion per year. It will also receive a large chunk of the mass transit money.

The real advantage to this legislation is that the money is not pre-allocated for any specific project. This gives local leaders and the states much more freedom to use the money where they feel it most needs to go. For Northern California, that means bridges or any other highway project. California's share of the mass transit funds will allow the BART expansion into San Francisco International Airport and the Tasman light-rail extension in Santa Clara County to move forward.

Also included in ISTEA is a provision allowing the use of federal emergency funds for a tunnel on Highway 1, which offers a permanent solution to the ever-degrading Devil's Slide section of the road. This year, emergency highway money in the amount of $100 million will go to repair extensive damage caused by El Niño.

The only potential problem associated with the transportation bill is it exceeds the newly-balanced federal budget by $26 billion. But both Democrats and Republicans in the Senate feel they will find ways to offset the overrun. According to Boxer, "This will be paid for in the budget. The Democrats will have alternatives; the Republicans will have alternatives. We will pay for it."
Central Valley strikes gold

Gold Rush City gives the Stockton-Modesto area a bright and shiny future

by Jennifer Gallagher

The face of San Joaquin County is about to change. Instead of the endless fields of fruits, vegetables and grains, passers-by will see houses, hotels, shopping malls and, yes, even amusement parks. As the Bay Area's population continues to increase at an exasperating rate, the need for affordable housing has given developers reason to rejoice. They have struck gold in the Central Valley and things will never be the same.

Located in the quiet city of Lathrop, Gold Rush City will be the ultimate master-planned resort community. The development site encompasses 5,800 acres of land near the junction of I-5 and I-205, an area equidistant from Northern California's three most populous areas: Sacramento, San Francisco and San Jose. With 36 million vehicles passing through the area each year, 14 million of which are tourists, developers feel the location is prime for the multi-billion dollar planned community and entertainment center.

Although huge planned developments aren't exactly new, the size and scope of Gold Rush City makes it unique on many levels. But there's one little fact in particular about Gold Rush City that separates it from other developments:

The developers have agreed to persuade builders to use union labor.

An unprecedented agreement

Jarrett, a developer from South Africa whose specialty is theme parks, hooked up with California developer Allan Chapman for this project. They created the Califa Development Group and began the long entitlement process for the dream project. Jarrett and Chapman, who was involved with the Dougherty Valley project near San Ramon, knew that getting a development of this size approved by the numerous governmental agencies and interests affected would take some local expertise. And Chapman also knew from personal experience that avoiding a labor controversy for the project needed to be a prime objective.

Enter organized labor, with its ability to mobilize voters and its longstanding relationships with politicians. Califa approached the San Joaquin Building Trades Council to ask for its support and assistance. Although extremely rare in an industry where developers and unions are almost always on opposite sides of the table, a mutually beneficial relationship was created between the San Joaquin Building Trades and Califa. In this situation, both labor and the developer recognized that they shared the same goal — get the project going.

A project labor agreement for Gold Rush City was signed, with Stockton District Rep. Dave Young being the point man for Local 3. Although Jarrett and Chapman can't legally enter into an agreement for the entire project — each builder that purchases land can choose to ignore the draft project agreement included in the Gold Rush City document — they will persuade builders to sign on. They recognize the need for quality workmanship and also the contribution organized labor made in getting the project off the ground. The good news for Operating Engineers is that the infrastructure is likely to be built union.

The theme park concept

Although many would question the logic behind designing an entire community around a theme park, the answer is simply economics. Jarrett developed a theme park in Johannesburg, South Africa called Gold Reef City and knew the potential tax revenues that could be gained from a similar project in Northern California. The upfront costs of a project such as Gold Rush City in Lathrop are enormous, so an attraction is needed that will help offset the initial expenditures.

Gold Rush City's historical theme park will be a recreation of 1850's San Francisco and the whole mining experience. It will be the center attraction of the $4 billion development, although wildlife parks and water parks will add to the entertainment package. By the year 2002, the anticipated annual attendance of the...
theme park will be around 2.8 million, with another 210,000 people visiting the water park. The newly built hotels and motels surrounding the park will bring even more money to the area, and people can play golf on either of the three planned golf courses. Of course, the project is still in the early planning stage, so the focus and scope may change over time.

There used to be a time when it was unfathomable to think that anyone would want to live near a theme park or entertainment complex. But thanks to the success of Disney theme parks, the Mall of America in Minneapolis, and even Caesar's Palace in Las Vegas, developers now understand that new communities and a center attraction together equal success.

Prime location

Jarrett looked all around Northern California to find the ideal location for his dream. The City of Lathrop, which was incorporated in the 1980s, had both the space and the desire to grow that Jarrett needed. The area's accessibility was a major asset, as it can be reached by road, air or water. The Stockton airport, so long used primarily for agricultural shipments, can finally be put to use, and the San Joaquin Delta will provide the project with 15 miles of waterfront property.

The San Joaquin area is still primarily undeveloped, but the landscape will soon be changing from agricultural to residential.

Booming area

The entire development will take 30 years to complete and will provide close to 20,000 permanent local jobs. Each phase of construction will provide about 1,500 jobs and, according to Young, there is $250 million budgeted for heavy construction. And that's just for the project itself.

Collateral work, such as expanding the currently idle airport and building a rail system over the Altamont Pass, will provide even more jobs for Operating Engineers and will ultimately help alleviate the enormous traffic increase that will result from not only Gold Rush City, but also from other major housing developments currently underway.

The Tracy Hills development will add 5,300 new housing units, the South Shulte development will add 5,700 units, and Mountain House has 14,000 units planned. With the 8,300 houses from Gold Rush City, the next 20 years will bring more people and traffic than anyone would have predicted when the current road system was built. The need for more roads and infrastructure will guarantee jobs for Stockton area Operating Engineers for years to come.

Jarrett and Chapman indeed struck gold in Lathrop, and the Operating Engineers will carry part of it all the way to the bank.
The Kaiser Sand & Gravel Plant

Pleasanton, Calif.

It was six years ago that Kaiser Sand and Gravel threw a 50th anniversary celebration for plant operator Eddie Bettencourt. Engineers News returned to the Pleasanton, Calif., facility in late January to see how Eddie was doing and visit the rest of the Local 3 crew. Eddie, who started at the plant in 1942, is still thinking about retiring, but he punctuates his prediction with, "But we'll see how it goes."

PHOTO LAYOUT
1 Oiler Cliff Mills
2 Plant operator Eddie Bettencourt celebrated his 56th year with Kaiser Sand & Gravel on Feb. 3.
3 Plant operator Jay Sheets
4 Hot plant engineer Butch Butchko
5 Business Rep. Steve Stewart, left, with loader operator Mike Butterfield
6 Plant operator Leroy Tripette

Photos by Steve Moler
Multi-craft organizing conference promotes cooperation

The official team photo at the organizing conference.

City of Sparks solves problems through good communications

We normally think that a union's primary function is to negotiate and enforce a collective bargaining agreement. But that service often extends beyond the printed words of the contract to include helping employees better communicate with management.

A recent example took place in the City of Sparks, Nev., whose maintenance and clerical employees are represented by Local 3. Office assistants and records clerks in the Police Department became concerned last year about the department's policies regarding overtime. Work schedules were being changed without proper notice, and some employees were working 10 straight days without a day off.

The staff turned to their union for help. Business Rep. Dennis Lovejoy first wrote a letter to the police chief outlining the scheduling and overtime problems. He next met with several of the unit's job stewards and employees to discuss the issues and how to constructively solve the problem. Through further written and oral communications with the chief's office, the problems were solved. Good worksite communications paid off.

Business Rep. Dennis Lovejoy, right, meets with City of Sparks employees to help them communicate their concerns to management.

Retiree Association Meetings

LIVE LONG & PROSPER! VOTE UNION!
Dragged down by holiday debt?

Shake the high-interest blues by transferring your balances to a credit union VISA card

Ah, Christmas. It's amazing how one little day at the end of December can push you further and further into debt. And as those high-interest credit card bills keep coming in, it's almost enough to make you scream. But your credit union has the means to keep your sanity in check and your checkout sane. Why carry a balance on those high-interest department store cards when your credit union has a no-fee, low-interest VISA card available?

Credit limits up to $10,000 are available, and the credit union VISA has no annual fee, no annual fee and no cash advance fee. And if you choose to secure your VISA card with your savings, you will have an even lower interest rate than the competitive rates offered on our VISA Gold and VISA Classic cards. With your credit union VISA card you’ll have the convenience of making purchases at thousands of locations worldwide. You can even use your VISA to get cash at ATMs.

The busy work season is fast approaching, so take the time now to transfer those high-interest balances to your low-interest credit union VISA. If you don't currently have a credit union VISA, applying is easy. Call any of the credit union's 19 branches or apply using our Web site at www.oefcu.org.

Members find Web site handy

When Local 3 member Ronald Talmage of Sacramento decided to apply for a loan, he did not have to arrange his daytime schedule to do so. Instead, he used the credit union's Web site at www.oefcu.org. Shortly after submitting his application online, Ronald got a call from the Arco Arena (Sacramento) branch asking whether he wanted to pick up his check, have it put in his account, or mailed to him. Ronald noted that being able to apply 24 hours a day is a feature many members will appreciate during the spring and summer, when there isn't time during the workday.

Another credit union member who has become a fan of the Web site is Randy Russell of Huntington Beach, Calif. Submitting his loan application using the Web site was “self explanatory and straightforward,” he said. “I had an answer on my loan in less time than it would have taken a mailed-in application to reach the credit union.”

More room in Auburn

Members wishing to take care of their credit union business at the Auburn branch now have a larger branch office at a new, convenient location. The branch is scheduled to move March 23 to 1915 Grass Valley Highway, a spot with easy freeway access and twice as much room as the old location. The branch phone number remains (530) 889-2969.

Tax loan available through April 15

Your credit union is offering a special low rate of 9.5 percent APR on loan amounts up to $3,000 through April 15, 1998. This loan may be used for taxes or a variety of other purposes. You may take up to 12 months to repay. Apply for this loan at any branch or through our Web site.

Credit union branches

If you would like to take advantage of the tax loan special or any of the credit union's affordable financial services, call any branch. For the location and phone number of the branch nearest you, please see the branch listing below.

California

Alameda - 1620 S. Loop Rd. ................................ (510) 748-7440
Auburn - 1915 Grass Valley Hwy., Ste. 400 .......... (530) 889-2969
Dublin (headquarters) 6300 Village Pkwy .......... (510) 829-4400
Fairfield - 2540 N. Watney Way....................... (707) 425-4489
Fresno - 1959 N. Gateway, Ste. 101 ................. (209) 254-2262
Marysville - 1010 "T" Street (530) 742-5285
Modesto - 538 McHenry Ave.......................... (209) 525-8460
Redding - 20030 Enterprise Lane................. (530) 222-5184
Rohnert Park - 6-225 State Farm Dr., #912 ... (707) 563-6190
Sacramento - 9812 Old Winery Pl., Ste. 15 ....... (916) 369-6752
Sacramento (ARCO Arena) - 4044 N. Freeway Blvd., Ste. 150 (916) 369-6190
San Bruno - 711 Kain St. .................................. (650) 875-1182
Santa Clara - 60 N. Winchester, Ste. 1 .......... (408) 249-5625
Stockton - 1916 N. Broadway ......................... (209) 945-2455
Stockton West - 4590 N. Pershing Ave, Ste. A. (209) 472-0708

Hawaii

Honolulu - 1111 Dillingham Blvd, #E1B ............ (808) 841-6396

Nevada

Elko, Nev. - 1720 Mountain City Hwy................ (702) 723-8585
Reno, Nev. - 1290 Corporate Blvd..................... (702) 856-2727

Utah

West Valley City, Utah - 2196 West 3500 South, Ste. C-8 (801) 954-8001

For more information, call 1-800-877-4444

Credit union Web site: www.oefcu.org

**6-Hour Nearly-New Car Sale**

**Saturday, May 9**

**8 am - 2 pm**

**Credit Union Dublin Branch, 6300 Village Parkway**

**Credit Union Members Only**

- Get an additional 1/4% off our vehicle loan rates at the sale only
- Save with low pre-negotiated prices
- Over 150 Cars! Most still under factory warranty
- Huge selection of cars, trucks, vans & sport utility vehicles
- No cash needed...100% financing available

**Vehicle Information Hotline: 1-800-899-9478**
**For loan information: 1-800-877-4444 or (510) 829-8400**
Why we need to

DEEP-SIX PROP. 226

The anti-worker movement in this country may have found the ultimate political weapon that could once and for all put working families in a political cage where they can be controlled and silenced for good. This weapon is so threatening it could economically decimate an entire class of people – the working class – in one single explosive event – California's June 2 primary election.

The weapon of mass destruction is Prop. 226, the Anti-Worker Initiative. It would require labor unions – and unions only – to obtain annual written permission from each member to use union dues for politics. Prop.

226 also would make it illegal for employers to deduct union dues designated for political spending from an employee’s paycheck without receiving a signed authorization form.

Prop. 226 sounds reasonable on the surface, but concealed in the details is an initiative that's unfair and discriminatory. It will not only muzzle the political voice of union members, but will violate your right to confidentiality. Most sinister of all, Prop. 226 contains a hidden agenda aimed at weakening the political power of the working class.

The primary goal of labor unions is to raise the living standards of their members through collective bargaining. Unions accomplish this by negotiating good contracts for their members. To ensure advances made at the bargaining table aren't taken away from union members through the political and legislative process, unions have to maintain a strong presence in politics. Prop. 226 is cleverly

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designed to take unions and the working class out of politics.

When two other states, Washington and Michigan, passed Prop. 226-like laws, contributions to unions for politics fell by 80-90 percent. In Washington state, which passed an anti-Worker Initiative in 1992, the number of state employees who contributed money to political causes fell from $40,000 to 92. The number of teachers union members who did the same plummeted from 45,000 to 8,000.

**Prop. 226 singles out unions**

Requiring unions to obtain yearly authorization from their members would draw labor in a sea of red tape, diverting precious resources away from programs that permit unions to fight for the issues all union members support: fair wages, decent health insurance and retirement benefits.

But Prop. 226 would impose no such restrictions on corporations and special interest groups. While an entire section of the initiative deals with "limitations on labor organizations," there's no requirement that corporations obtain permission from shareholders to use company profits for politics. Organizations like the National Rifle Association and the American Association of Retired People also wouldn't have to obtain permission from their members to use membership fees and dues for lobbying and other political activities.

One of the hidden motives behind Prop. 226 is to help big business gain an even greater political advantage over working people. The political balance of power is already tilted heavily in favor of corporations. About 75 percent of all political funding comes from business-related sources, while only 8 percent comes from worker organizations.

In the 1996 election, corporate interests spent more than $677 million on political contributions, 11 times more than unions spent. While unions contributed less than 4 percent of the $1.6 billion raised by candidates and parties in 1996, corporations contributed more than 40 percent.

And the disparity between corporations and union spending is growing. Since 1992, when corporations outspent unions by a ratio of 9 to 1, corporate political contributions have increased by $229.8 million, while union contributions rose by only $12.1 million. Prop. 226 aims to reduce the corporate-to-union ratio to 11 to 6.

**The Calif. governor's race**

It's no coincidence that virtually all Prop. 226 supporters are right-wing Republicans. Why? Because about 95 percent of union political contributions go to Democrats. The deeper and more long-term objective of Prop. 226 is to neutralize labor's political activism enough to get a Republican governor and a GOP-dominated state Legislature elected in the November general election. If that happens, the Republicans could quickly repeal important worker rights like prevailing wages and the eight-hour day, then seek the ultimate prize—a right-to-work law.

Prop. 226 is cleverly written to ensure that those anti-worker politicians control Sacramento after the November elections. If the initiative passes, it will take effect July 1, 1998. This leaves just four months before the November election. During that time the Fair Political Practices Commission, whose members are appointed primarily by Gov. Pete Wilson, a staunch Prop. 226 supporter, would have to design and distribute the authorization cards, then unions would have the almost impossible task of circulating the cards to their members and having employers make the deductions before the November elections. Corporations, meanwhile, would be free to spend millions to get pro-business candidates elected to state and local government.

**National trend**

Prop. 226 supporters are not limiting their attack on working families just to California. They've turned the campaign into a full-blown national effort to silence the political voice of labor unions. Proposals have targeted at least 10 other states, including Alaska, Arizona, Nevada, Mississippi, Pennsylvania and Wisconsin, with Prop. 226-like initiatives.

A group of Republican members of Congress has also co-sponsored the Worker Paycheck Fairness Act (HR 1625 and S 9), which would prohibit unions from using dues money to "support political, social or charitable causes or any other non-collective bargaining activities" without the annual written authorization from their members.

Under the act, unions would be denied the use of their financial resources to lobby on any public issue, hold legislative conferences, publish educational materials, engage in voter registration, or even contribute to organizations that are fighting heart disease and cancer without the approval of individual members. Is that fair to working people?

**Meddling in union affairs**

Another reason why Prop. 226 is unfair is because the initiative would interfere in your union's internal affairs. Local 3 members, through their union bylaws, have decided for themselves how they want to spend their union dues for political purposes.

In 1986, the membership chose in a round of union-wide district elections to have $1 per month ($12 per year) taken out of their dues and placed into a district political action committee fund. The district PAC, whose members are elected by the membership, decide how the money will be allocated.

But Prop. 226 would nullify that democratic decision and instead mandate that every Local 3 member, whether he or she support union with written permission each year to spend their dues money for politics, is that fair to Local 3 members?

California Senate Republican Rob Hurtt, in a "dear friend" letter sent to potential Prop. 226 contributors, wrote: "The union bosses are able to spend tens of millions of dollars in unlimited independent expenditures on behalf of hand-picked candidates and ballot measures."

What Hurtt failed to explain in his letter is that unions already have internal democratic avenues available for members if they want to change the procedures for approving or spending dues money. In fact, all decisions affecting the collection and allocation of dues money and the endorsement of political candidates are made through the democratic process.

Hurtt also conveniently omitted the fact that research shows that, in general, members support their union's political positions by a wide margin. In the 1996 election, for example, independent polling showed that union members supported the position advocated by the AFL-CIO by a 6-to-1 margin. So why the need for Prop. 226?

**Violates your right to privacy**

Another turnoff of Prop. 226 is that it would violate confidentiality. Those who have their dues deducted from their paychecks will have to give authorization to their employer. This would force you to report personal information to your right to privacy. Is this fair to union members?

Prop. 226 is not fair to all working people whether they belong to a union or not. It would tilt the balance of power even more heavily in favor of big business so only one outcome will prevail: the rich will get richer and the poor will get poorer. Is that what we want for our state and our country?

Get registered to vote, then go to the polls on June 2 and vote "No" on the Anti-Worker Initiative.
Who's behind Prop. 226

Backers hope to weaken unions enough to place a school voucher initiative on the November ballot

You can get to the essence of an initiative by first carefully reading its language then finding out who are its backers. The roots of Prop. 226 can be traced to three ultra-conservative Southern Californians with backgrounds in Orange County school board politics and the failed 1993 school voucher initiative Prop. 174, which would have allowed parents to send children to private or religious schools using tax dollars.

Mark W. Bucher is an Orange County Republican activist who has been working to elect conservative school board members. Frank L. Ury, a Mission Viejo computer engineer, was a school board member in the Saddleback Valley Unified School District until he was defeated by a teachers union campaign.

The third founder of the initiative is James M. Righeimer, a Fountain Valley real estate consultant who, along with Bucher and Ury, formed a group called the Education Alliance, which works to elect school board members who oppose teachers unions and support prayer in public schools, vouchers and abstinence-only sex education programs. The three founders hope to neutralize unions enough to run another voucher initiative in the November election.

When Prop. 226 signature gathering bogged down last fall, the campaign got a huge lift when J. Patrick Rooney, an insurance tycoon from Indianapolis and big GOP contributor, provided financial support to speed up signature gathering.

Rooney also asked Gov. Pete Wilson for help gathering signatures. Wilson, who is Prop. 226's honorary co-chair, agreed to write a letter seeking voter signatures. The 1.4 million letters were sent in envelopes bearing the governor's seal and the words: "Official State of California Election Document Enclosed, Do Not Destroy, Return Within 24 Hours." In tiny letters, the letter added, "not printed at taxpayer expense."

The mailing was financed by Americans for Tax Reform, a Washington D.C. organization headed by Grover Norquist, a prominent promoter of conservative causes, including the privatization of Social Security. Thanks to Wilson's letter-writing campaign, Prop. 226 supporters were able to gather 775,000 signatures, far more than the 433,269 signatures required to place the initiative on the ballot.

The myth about voter registration and jury duty

Not registering to vote won't spare you from getting called to jury duty

Some local S members hesitate to register to vote because they fear doing so will cause them to be summoned for jury duty. The truth is unregistered voters have the same chance of being called to jury duty as registered voters.

Most county courts in California obtain lists of potential jurors from two sources, voter registration and Department of Motor Vehicles records. Both lists are cross-referenced by your county court so that anyone with a valid driver's license or state identification card can be called to jury duty whether they're registered to vote or not.

With unions faced with the most difficult political challenge in 40 years on June 2 in the form of Prop. 226, now's the time to get registered to vote. The deadline for California's June 2 primary is May 4.

What Prop. 226 does

Prop. 226 prohibits a union from using any of its members' dues money or any voluntary check-off contributions for political expenditures unless a written authorization has been received from the individual union member within the past 12 months. The authorization must be on a form designated by the Fair Political Practices Commission.

Prop. 226 also makes it illegal for employers to deduct dues designated for political spending from an employee's paycheck without first receiving the signed authorization form.

Prop. 226 also prohibits contributions to state and local candidates by residents, governments or entities of foreign countries. This is already illegal under state and federal campaign laws.

Don't silence our working families. Vote No on Prop. 226.
How to join the procession to deep-six Prop. 226

Union members are going to be the key to defeating Prop. 226. While supporters of the Anti-Worker Initiative may have deep pockets, unions have a large block of voters who can get to the polls and bury Prop. 226.

California has over 15 million registered voters. About one half or less of these voters can be expected to vote in the June primary. Needing a simple majority to win, labor will need about 3.5 million "no" votes.

There are about 1.4 million union members in California. If the vast majority of union members vote "no" on Prop. 226, and can convince at least three relatives, friends or neighbors to do the same, labor has a good chance of defeating Prop. 226.

Voter registration drive

There are about 4 million people of voting age in California union households, enough to provide the winning margin on election day. That's why Local 3 and other unions have initiated a massive voter registration drive and education campaign throughout Northern California. Local 3 volunteers have begun calling fellow union members to encourage them to register to vote and get to the polls.

Phone banks and precinct walking

As the campaign heats up over the next few months, Local 3 members will be fanning out into neighborhoods across Northern California and knocking on union members' doors to provide information and answer questions regarding Prop. 226.

How to get involved

In the 1996 general election campaign, about 10,000 California union members participated in a massive education and get-out-the-vote campaign. This time around, labor is going to need about 20,000 activists to help defeat Prop. 226.

Local 3 needs all the volunteers it can recruit. If you're interested in helping defeat Prop. 226, contact your district office and ask to volunteer on the No on Prop. 226 campaign.

How to write a letter to the editor

One way to get involved in the No on Prop. 226 campaign is to publish a letter to the editor in your local newspaper. It is one of the most effective - and least costly - ways to get labor's viewpoint heard on the Anti-Worker Initiative. The editorial pages, where most letters to the editor appear, are some of the most frequently read pages of a newspaper. By writing a letter to the editor, you can begin to shape public opinion about the disastrous consequences of Prop. 226.

Below are some tips on how to successfully publish a letter to the editor:

- Keep the letter as concise as possible. Try not to exceed one double-spaced typed page or roughly 250 words. Slightly longer letters will be cut at the editor's discretion, and still longer letters may never make it into print.
- Dazzle the editor with good writing, persuasion and documentation. If you aren't much of a writer, use the sample letters on this page. Feel free to modify the samples to meet your needs.
- After completing the letter, you must include your signature, address and daytime telephone number. Anonymous letters are accepted only under extremely unusual circumstances.
- In addition to sending your submission to the letters-to-the-editor department, send copies to reporters who may have written previous articles about Prop. 226 or other labor issues. Also, send copies to other newspapers in your area.
- Don't get discouraged if your letter doesn't get published. Newspapers print only about one-fourth to one-third of the letters they actually receive. If you don't make the cut this time, keep writing different letters. You'll eventually get published.
Employee duties regarding confined space

**Third in a four-part series**

This is the third in a series of articles explaining OSHA’s regulation regarding entry into confined spaces. Standard 29 CFR 1910.146. This article will outline the duties of the three employees listed in the above standard.

(b) Duties of authorized entrants. The employer shall ensure that all authorized entrants:

Know the hazards that may be faced during entry, including information on the mode, signs or symptoms, and consequences of the exposure;

Properly use the equipment as required by paragraph (d)(4) of this section;

Communicate with the attendant as necessary to enable the attendant to monitor entrant status and to enable the attendant to alert entrants of the need to evacuate the space as required by paragraph (f)(6) of this section;

Alert the attendant whenever:

(i) The attendant recognizes any warning sign or symptom of exposure to a dangerous situation, or

(ii) The attendant detects a prohibited condition; and

Exit from the permit space as quickly as possible when attendant entry for rescue, attendants may enter a permit space to

Remains outside the permit space during entry operations until relieved by another attendant;

Alert the attendant whenever:

(i) The entrant recognizes any warning sign or symptom of exposure to a dangerous situation, or

(ii) The entrant detects a prohibited condition; and

Exit from the permit space as quickly as possible whenever;

(i) An order to evacuate is given by the attendant or the entry supervisor,

(ii) The entrant recognizes any warning sign or symptom of exposure to a dangerous situation,

(iii) The entrant detects a prohibited condition, or

(iv) An evacuation alarm is activated.

(i) Duties of the attendants. The employer shall ensure that each attendant:

Knows the hazards that may be faced during entry, including information on the mode, signs or symptoms, and consequences of the exposure;

Is aware of possible behavioral effects of hazard exposure in authorized entrants;

Continuously maintains an accurate count of authorized entrants in the permit space and ensures that the means used to identify authorized entrants under paragraph (f)(4) of this section accurately identifies who is in the permit space;

Remains outside the permit space during entry operations until relieved by another attendant;

NOTE: When the employer’s entry permit program allows attendant entry for rescue, attendants may enter a permit space to attempt a rescue if they have been trained and equipped for rescue.

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Every vote counts; make sure your voice is heard

In a few short months you, as a California taxpayer, will have an opportunity to send a message that will be heard all the way to Washington DC. There will be two initiatives that you cannot afford to ignore on the June 2 ballot. They are Prop. 224 and Prop. 226.

We have written about Prop. 224, also known as the PECG initiative, in several issues of the Engineers News. This initiative is nothing more than a power grab by the Professional Engineers in California Government (PECG) to build the largest engineering, design and survey firm in the world. And you, the taxpayer, will pick up the bill.

Prop. 224 will have a major impact on our industry because it will eliminate competitive bidding for civil engineers, architects and survey firms in the private sector. The estimated number of lost jobs for the construction industry will be about 100,000, and that’s only in the first year or two. Many of these jobs will be in apprenticeship programs.

Another initiative on the ballot is Prop. 226, the Anti-Worker Initiative. If this proposition passes, it would make it virtually impossible for unions to have a voice in future elections, including the crucial election this November when California will elect a new governor, the entire state Assembly and half of the state Senate. Prop. 226 would go into effect on July 1, 1998.

Prop. 226 will adversely affect all union apprenticeship programs. For the past 35 years your union has negotiated with employers through collective bargaining and has developed an apprenticeship program designed to produce the best trained, highly skilled journey upgrades in the United States. The proponents of these two initiatives could care less if any successful apprenticeship program survives.

The authors of the Anti-Worker Initiative are three conservatives from Orange County who dreamed up the ballot measure to punish the teachers union for defeating a statewide initiative back in 1993. Gov. Pete Wilson and U.S. Representative Newt Gingrich are strong backers of this labor-silencing initiative.

**How will Prop. 226 impact you and your family?**

- It would single out labor unions, but not big business and other organizations
- It would keep unions from fighting for workers’ rights, decent wages, benefits, retirement and pension plans
- It would force workers to report private political contributions to their bosses
- It would make it harder for union members to join together and be heard on government decisions

Make no mistake about it: This is the first step by right-wing Republicans to make California a right-to-work state.

Wilson is the honorary chairman of Prop. 226. He put his name and state seal on a 1.4 million-piece mailing asking California voters for signatures so the initiative could qualify for the June ballot. I’m sure you agree that Wilson has missed few opportunities to attack working people and the unions that represent them. This is the last chance he has to kick us in the fanny before he leaves office, and perhaps makes a run at the presidency in 2000.

What can you do to help beat them at their own game? Make sure you, your family members and your friends are registered to vote. And on June 2, cast your ballot. Remember, your vote counts as much as any corporate millionaire’s does!
More sobering statistics on substance abuse in the workplace

**Second of two-part series**

This is the second article in a two-part series addressing the important issue of substance abuse in the workplace. The following statistics are taken from the National Council on Alcoholism and Drug Dependence, which obtained this information from several studies and reports.

- Absenteeism among alcoholics or problem drinkers is 3.8 to 8.3 times greater than normal and up to 16 times greater among all employees with alcohol and other drug-related problems.
- Drug-using employees take three times as many sick benefits as other workers. They are five times more likely to file a workers' compensation claim.
- Workers who come from alcoholic families, but aren't alcoholics themselves, use 10 times as much sick leave as members of families in which alcoholism is not present.
- Of the CEOs responding to one survey, 43 percent estimated that use of alcohol and other drugs cost them 1 percent to 10 percent of payroll.
- For every dollar they invest in an Employee Assistance Program (EAP), employers generally save anywhere from $5 to $16. The average annual cost for an EAP ranges from $12 to $20 per employee.
- General Motors Corporation's EAP saves the company $37 million per year - $3,700 for each of the 10,000 employees enrolled in the program.
- United Airlines estimates that it has a $16.95 return for every dollar invested in employee assistance.
- About 45 percent of full-time employees who were not self-employed had access to an EAP provided by their employers, but within a single year only 1.5 percent used an EAP because of alcohol or other drug-related problems.
- While roughly 90 percent of the Fortune 500 companies have established EAPs, this percentage is much lower among smaller companies. Only 9 percent of businesses with fewer than 50 employees have EAP programs. Ninety percent of U.S. businesses fall into this category.
- Studies suggest that employees who are forced into treatment by their employers are slightly more likely to recover from their alcoholism and improve their performance than those who are not so pressured.
- Research indicates that alcoholism treatment can yield significant reductions in total health care costs and utilization for an alcoholic and his or her family.
- Less than one third of 1 percent of employed persons are receiving treatment for alcoholism and other drug dependence.
- One survey reports that nearly nine in 10 employers limit benefits for alcoholism, other drug dependences and mental disorders, although 52 percent of the survey participants could not say how much it cost them to provide treatment for these diseases.
- Alcoholism causes 500 million lost workdays each year.
- Drug- and alcohol-related problems are one of the four top reasons for the rise in workplace violence.
- Of those who called the cocaine helpline, 75 percent reported using drugs on the job, 64 percent admitted drugs adversely affected their job performance, 44 percent sold drugs to other employees, and 18 percent had stolen from co-workers to support their drug habit.
- Employees testing positive on pre-employment drug tests at Utah Power & Light were five times more likely to be involved in a workplace accident than those who tested negative.
- A study of the economic impact of substance abuse treatment in Ohio found significant improvements in job-related performance:
  - a 91-percent decrease in absenteeism
  - an 88-percent decrease in problems with supervisors
  - a 93-percent decrease in mistakes in work
  - a 97-percent decrease in on-the-job injuries

New five-year vesting schedule adopted

**Effective January 1, 1998, the Pension Plan has adopted a five-year vesting schedule. To be eligible for the five-year vesting, a participant must have at least five years of credited service (pension credits) without a permanent break in service, and he or she must work for a contributing employer at least one hour on or after January 1, 1998. (See chart on page 17).**

Non-vested members will lose participation if they have one or more one-year breaks in service. This occurs when non-vested participants do not work at least 350 hours in covered employment during a calendar year. In order to reinstate their participation, members must work 500 hours within a calendar year for a contributing employer. If they don't, they will incur a permanent break in service.

**NOTE:** Under the five-year vesting rule, if you are vested with less than 10 years of credited service, you will be eligible for pension benefits at age 65. Retiree Health and Welfare is not available for pensioners with less than 10 years of credited service.

**Attention retirees and those nearing retirement: sign up for Medicare Parts A & B**

The federal Medicare program provides hospital and medical benefits to those who are eligible. Plan benefits, under the Pensioned Health & Welfare, will be integrated (combined) with benefits available under Medicare on the first day of the month in which an individual becomes eligible for Medicare. The benefit payable under Medicare will be deducted from the regular benefits of this plan, regardless of whether the eligible retired employee or spouse has enrolled in the Medicare program.

In order to avoid loss of protection, you and your spouse should enroll for Medicare Parts A and B of the federal program during the three-month period before the month in which you or your spouse becomes eligible for Medicare. This should be done at the nearest Social Security office.

*For Five Year Vesting chart, see page 17*
**Wet February keeps emergency repair crews hopping**

MARYSVILLE – February has brought a lot of rain throughout the region, especially in Butte, Colusa and Glenn counties, and a lot of snow in the mountains. The snow is keeping Caltrans crews working around the clock in the flooded areas of the valley and on snow duty in the mountains. Baldwin Contracting Company from Chico was called out to do some emergency repair work in Willows.

The U.S. Army Corps of Engineers is letting a lot of emergency work out at various locations throughout the valley that should keep the rock suppliers like Carl Woods and Roy Ladd busy.

Kiewit Pacific has moved back in on the U.S. 99 Nicolaus Bridge project and crews are working all they can from the top of the bridge, weather permitting. Kiewit Pacific is also working, when weather permits, on the bridge project on Hwy. 162 in Oroville.

We have been very busy the last few months in negotiations with Peterson Tractor Company, Willows Division, Yuba-Sutter Disposal, Oroville Solid Waste Disposal and Western Placer Recovery Company. Here’s the status of negotiations with each company:

- **Peterson Tractor (Willows Division):** The contract has been ratified by the membership and is waiting to be signed.
- **Yuba-Sutter Disposal Inc.:** After many hours of working on a contract proposal, which was unanimously rejected by the members and a strike vote was taken, we went back to the bargaining table and put together another contract. The members ratified the contract, and it is now awaiting signature by the company.
- **Oroville Solid Waste Disposal Inc.:** After many hours at the negotiating table, we are still a long way apart. The members unanimously rejected the company’s offer and a strike vote was taken. We have a date scheduled to return to the negotiating table.
- **Western Placer Recovery Company Inc.:** After many hours at the negotiating table, we took the company’s offer to the members for a vote. The offer was unanimously rejected and a strike vote was taken. A date to return to the table has already been scheduled.

We would like to thank the negotiating committee members for their support, and the many long hours they served. A job well done.

Mike Peterich, Peterson Tractor Company (Willows) Ron Gates, Rafael Zarate, Jim Cavet, Yuba-Sutter Disposal Ron Bigby, John Trisdale, Oroville Solid Waste Disposal Mike Cadonhead, Mike McCormick, Western Placer Recovery J. F. Shea from Redding was low bidder, at $329,986, on the Lateral “A” Afton Road Bridge project in Butte County to construct an 88-foot-long, 3-span reinforced concrete flat-slab-type bridge and roadway approaches and overlay over the Cherokee Canal.

Baldwin Contracting from Marysville was low bidder, at $66,000, on the parking lot repair and resctal project in Oroville to remove the old lot and overlay and strip the lot.

We have more projects coming up for bid next month, projects that should get our year off to a good start.

*Business Rep. Dan Mostats*

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**El Niño-spawned slides keep union contractors busy**

REDDING – “Rain, Rain, Go Away” was February’s saying of the month. We are waiting patiently for the sun to come out so we can go to work.

Redding has a few highway slides to report. One of them was just north of Bridge Bay in the northbound lane of I-5. The roadway’s slope gave way during the night of February 10. Caltrans is keeping a watchful eye on the slide. At press time, traffic is still limited to one lane only on the northbound side.

The other slide is on Hwy. 96 about 12 miles north of the Humboldt-Siskiyou County line. Stimpel Wiebelhaus was awarded the bid for removal of the slide. It was about two days before anyone could get to the slide area because of other slides that were in the way.

The ground is saturated from all the rain that we have had, and we are afraid that there will be many more slides if we don’t get some dry weather soon.

J.F. Shea picked up a slab replacement job for about $800,000 in various locations in Shasta and Siskiyou counties.

Baker Blaisdell Construction picked up storm damage repairs in Trinity County. Richard Cox Construction has a $1.6 million sewage project in Corning, Baldwin Contracting of Chico, meanwhile, has picked up a large paving job on U.S. 395 and Hwy. 299.

In talking with all the local constructors in the Redding District, they all say that 1998 is going to be a real good year, with a lot of work being scheduled.

The Redding District Hazmat class had a very big turnout of about 40 members. District Rep. Monty Montgomery was the instructor for the February 12 class. He did a good job with the class considering it was the first Hazmat class he had instructed.

A date to remember: April 8 retiree meeting will be at the Frontier Senior Center, 2061 Frontier Trail in Anderson. The retiree meeting will be held at this location from now on.
Record transit spending expected over next 5 years

STOCKTON - Several large developments are ready to begin construction.

Near Lathrop Road, Chadwick Square I and II will begin construction of 629 homes. Other projects expected to start this year are Tracy Hills (5,500 homes), South Shulte (5,700 homes) and Mountain House (14,000 homes). Stockton’s Spanos Park West of I-5 is still growing. Of the 2,900 homes planned about 620 have been built.

Construction will soon begin on a 362-acre Spreckels Park, which includes a subdivision, Frito Lay facility and a $70 million Army and Air Force distribution center.

Some $487 million were spent on building in San Joaquin County in 1997. This amount is up $70 million from 1996, and the figure is expected to be exceeded this year. The Stockton Record reported that transportation construction in San Joaquin County over the next four to five years will be the heaviest in the last 20 years. Future high-profile projects include $7.5 million for widening I-5 to I-580 and the start of the San Joaquin County three-year, $4 million Altamont Commuter Express Project. Platforms are to be built in Stockton, Lathrop and outside of Tracy.

Also on the project list is the relocation of Hwy. 120 through Escalon, a $14 million project relieving Yosemite National Park traffic. San Joaquin County Supervisor Robert Cabral says the county transportation system is essential to the economic health of the county. Cabral is looking for ways to expand and improve our infrastructure.

Modesto’s 10th Street Place drew six contractor bids, with McCarthy Brothers Company, which has a regional office in Sacramento, submitting the lowest bid at $28.5 million, about $1 million lower than Acme Construction and about $9 million less than non-union employer John F. Otto Company of Sacramento. Teichert Construction’s Turlock Division will be a subcontractor for earth work.

The rock, sand and gravel sites have been busy this winter, some producing material for emergency flood control, with all of them pressing to complete their winter maintenance in preparation for the onslaught of work this summer.

DSS Company and Granite Construction have acquired new rock, sand and gravel properties and will quickly begin to develop these sites. Teichert, DSS, Granite, George Reed Company and ECCO Equipment Rental Company, to mention a few, are working full crews of mechanics, preparing for what may be the most demanding year in history for their employees, material and equipment. And, not to be overlooked is Holt Brothers, working about 100 employees to keep up with the needs of agriculture and construction.

As for politics, we have endorsed Baxter Dunn for re-election as San Joaquin County Sheriff, Larry Copland for Sheriff of Calaveras County, Dick L. Rogers for Sheriff of Tuolumne County, Terri Baily for Calaveras County Supervisor District 5 and Cheryl McFall San Joaquin County Clerk/Recorder. At our latest PAC meeting, we endorsed Sal Cannella for the 12th Assembly District and Louis Gonzales for Stockton Unified School District.

The Anti-Worker Initiative Prop. 226 could be the beginning of the end of prevailing wage, pension plans, health and welfare, eight-hour days, workers’ safety. Prop. 226 also would violate your right of privacy since your employer would know who you donate money to or who you support for political office.

It is imperative we defeat this bill. Please contact your local union hall. There is a strong need for help on phone banks, labor-to-labor, and labor-to-neighbor so we can contact all working people and tell them about the danger of this attack on your pocket book and welfare. Please register to vote and go to polls June 2 and vote “no” on Prop. 226.

District Rep. Dave Young

Local 3 rallies behind Kmart workers

RENO—Nearly 30 Local 3 members, carrying picket signs and holding flyers, rallied February 19 in front of Kmart’s distribution center in Sparks in support of 35 maintenance employees and 400 warehouse workers.

An election was held for the Maintenance Department last August 14, and the vote ended up being a tie. Under National Labor Relations Act rules, a tie goes to the employer, so the employees remained unrepresented.

Local 3 filed 13 objections to the election and over a dozen unfair labor practices. A hearing has been set for April 28 in U.S. District Court in Reno to hear the complaints. The union and its supporters are hoping for a rerun election.

Union members are asking the membership to join the efforts to win their first contract. A website, www.unite4kmart.com, has been set up for the efforts to keep the union and members informed.

Solidarity at Kmart distribution center in Sparks, Nev.

After the election, the warehouse became interested in union representation, so an organizing committee has been established and a series of meetings held.

We would like to thank our members for their support, especially on those cold mornings.

Business Rep. Chuck Billings
Union, employers confer over ways to regain private work

FRESNO - The PECG Initiative, organizing, compliance and private work were among the topics discussed at a January 20 meeting at the Airport Holiday Inn in Fresno, where representatives from Local 3 and the Foundation for Fair Contracting met with several of the area's union contractors.

Paul Schissler, assistant director of the Northern California Surveyors Joint Apprenticeship Committee, and Dean Paggi from Local 3's Technical Engineers Division, began the program with an overview of Prop. 224, the PECG Initiative.

Prop. 224, which will appear on the June 2 primary ballot, was explained in detail to the contractors and how it will threaten thousands of workers employed in the construction industry. Contractors were urged to help defeat the initiative.

Next, the issue of non-union companies and private work took center stage with presentations by Director of Organizing Bob Miller, FFC representative Marin Vallejo and Fresno District Rep. Mike Brown.

Brown asked the question, "What are we trying to accomplish? We are trying to bring about a partnership with our non-union counterparts. It is understood that the employers need to be competitive with the non-union counterparts and have a pool of qualified, dependable labor to draw from."

We realized the union contractors have lost the majority of the private work in the area, but with a solidly implemented program, we can "strike fear into the hearts of non-union companies," said Jerry Mack of Bobbie Mack Grinding Co. Inc.

This gathering was a definite reminder that we are all on the same team, and we need to work together to make our union even stronger. The participating contractors felt this meeting was a positive step forward and would like to see this continue in the future.

We would like to extend a special thank you to all those who attended.

Representing Local 3:

Jerry Bennett, President
Bob Miller, Director of Organizing
Paul Schissler, Assistant Director
Dean Paggi, Technical Engineers
Marin Vallejo, Foundation for Fair Contracting
Michael Brown, Fresno District Rep.
Denise Alejo, Dispatcher

Representing employers:

Christopher Hickey, Agee Construction
Timothy Walsh and David Soto, American Paving Co.
John Saulsbury and Dennis Rich, APCO
Martie Berkland, DeSilva Gates
Bill Garrett and Denny Kempton, Garrett & Kempton
Dave Noble, General Crane Service
Jim Queener, Granite Construction
Jim Tsuurnoku and Gary Dixon, Hanna & Hanna
L.D. McClatchey, Lee's Paving Inc.
Don Sawyer and Dick Watson, W.M. Lyons Co.
Jerry Mack, Bobbie Mack Grinding Co. Inc.
Orville Jones, Morrison Knudsen (Kasler)
Donald Oberg and Chris Faulkner, Donald L. Oberg General Engineering

District Rep. Mike Brown

Five Year Vesting Chart

(from Fringe Benefits column, page 14)

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<th>YEAR</th>
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<td>1999</td>
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Sacto. District gears up for No on Prop. 226 campaign

SACRAMENTO - The outlook for work in the Sacramento District continues to improve as more jobs come up for bid. Even though the rain is still keeping most work from starting, it's looking like we will have one of the busiest years ever.

We have a real need for members to get involved in politics this year. We are in real trouble if we don't defeat Prop. 226, the Anti-Worker Initiative. You will be getting a lot of information about this one from us and in the news media. Don't be fooled by the hype - it's bad news for workers.

The Sacramento office is currently recruiting volunteers to help with voter registration, precinct walking and phone banking. We need your help! Ask any agent or call the hall to find out what you can do to help win this fight. If every registered member encouraged one non-registered voter to get register, that would be a big step in the right direction. The final step is for everyone to get to the polls on June 2 and vote "No" on Prop. 226.

A big thanks to all the members who attended the labor caucus last month at the Sacramento Central Labor Council. Local 3 was more than well represented at this event to kick off the campaign to defeat the Anti-Worker Initiative.

Business Rep. Richard Taliaferro
**HONORARY MEMBERS**

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

They were presented at the February 22, 1998 Executive Board Meeting.

<table>
<thead>
<tr>
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<th>Address</th>
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<th>Phone</th>
<th>Status</th>
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<tr>
<td>Warren G. Amrine</td>
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<td>Floyd Backover</td>
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<td>Harold Braden</td>
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<td>David Brown</td>
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<td>Rickie G. Bryant*</td>
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<td>Odel Campbell</td>
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<td>James H. Hallam</td>
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**DEPARTED MEMBERS**

Our condolences to the families and friends of the following departed members:

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<td>Ralph Carpenter</td>
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<td>Russell Clark</td>
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**DECEASED DEPENDENTS**

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<td>Georgette D.</td>
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<td>Eloise Esquivel</td>
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<td>Gerena Estes</td>
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<td>Irong Eustes</td>
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<tr>
<td>Ann Hardin</td>
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**ELECTION OF EXECUTIVE BOARD MEMBER**

District 70 (Redding, CA)

Recording-Corres. Secretary Robert L. Wise announces that on April 8, 1998, at 7:00 p.m., at the regular quarterly District 70 (Redding) membership meeting, there will be an election for one (1) Executive Board member to fill the unexpired term left vacant by resignation. The meeting will be held:

April 8, 1998 at 7:00 p.m.
Engineers Building
20308 Engineers Lane
Redding, CA 96002
FOR SALE: 1987 Toyota 4x4 truck. Runs good, 4x4, 5-speed, all-weather seat covers, ball mount plate tool box, Smithbilt bumpers and double tool box, 235/75R-15 tires, $5,495.OBO (209) 663-3482.

FOR SALE: 1996 F450 pickup truck. 15,000 miles, sex称号 conversion. Must see $14,000 (209) 364-3560.

FOR SALE: 1994 Angler 650 C. 54,460 miles, rebuilt 6-cyl, 2200ibs. Must see! $12,000 (209) 296-3901.

FOR SALE: Lincoln Mark 8. 120,000 miles, 5.0 liter, automatic, leather interior. Must go! $2,500 (209) 366-8990.

FOR SALE: 1987 GMC 1/2 ton pickup. 6-cyl, 120,000 miles. New tires, all windows tinted, all carburetors. Must see! $2,400 (209) 364-3905.

FOR SALE: 1994 Dodge Dakota Limited. 54,500 miles, 5-speed, automatic, 4x4, all power options, clean, like new. Must see $12,500 (209) 364-8709.

FOR SALE: 1992 Toyota 4x4 pickup. 4wd, automatic, all power, new paint, tires, $4,900 OBO. (530) 295-3379.

FOR SALE: 1993 Mercury Cougar. Fully loaded, 38,494 miles, 2-door, automatic. Must see! $5,000 (209) 296-3901.

FOR SALE: 1993 BMC 1/2 Club Cab. 6-cyl, 5.7 liter, 3,800 miles. Must see! $15,000 (209) 366-8990.

FOR SALE: 1993 Ford Ranche, 0.8-cyl, PS, PB, AT. 97,000 miles, runs great. $3,500 (209) 366-8990.

FOR SALE: 1992 Geo Metro. 20,000 miles, 3-speed, automatic, automatic trans, air, power windows, must see $1,200 (209) 366-8990.

FOR SALE: 1992 Geo Metro. 46,000 miles, manual trans, air, power windows, new tires. Must see! $1,200 (209) 366-8990.

FOR SALE: 1985 Ford Econoline. 35,000 miles, 5-speed, automatic trans, air, power windows, must see! $1,200 (209) 366-8990.
More scholarship awards

Local 3 to award 20 $500 'Special Scholarships' at July 18 semi-annual meeting

In fall 1997, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their second scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted about $27,000 for the Scholarship Fund. Another scholarship fund raiser, which sought donations from parents of past scholarship winners, organizations that Local 3 has made charitable contributions to and individual union members, netted an additional $12,000.

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 18 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, 1998. 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 18, 1998 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.

Local 3 would like to thank all golf tournament participants and scholarship contributors for their generous donations.

'Safety' continued from page 13

operations as required by paragraph (k)(3) of this section and if they have been relieved as required by paragraph (k)(4) of this section.

Communicate with authorized persons as necessary to monitor entrant status and to alert entrants of the need to evacuate the space under paragraph (i)(6) of this section;

Monitors activities inside and outside the space to determine if it is safe for entrants to remain in the space and orders the authorized entrants to evacuate the permit space immediately under any of the following conditions:

(i) If the attendant detects any prohibited condition;

(ii) If the attendant detects the behavioral effects of hazardous exposure in an authorized entrant;

(iii) If the attendant determines that a situation outside the space could endanger the authorized entrants;

(iv) If the attendant cannot effectively perform all the duties required under paragraph (i) of this section.

Summon rescue or other emergency services as soon as the attendant determines that an authorized entrant may need assistance to escape from permit space hazards;

Takes the following actions when unauthorized persons approach or enter a permit space while entry is underway:

(i) Warn the unauthorized persons that they must stay away from the permit space;

(ii) Advise the unauthorized persons that they must immediately if they have entered the permit space;

(iii) Inform the authorized entrants and entry supervisor if unauthorized persons have entered the permit space.

Performs non-entry rescue as specified by the employer's rescue procedure; and

Performs no duties that might interfere with the attendant's primary duty to monitor and protect authorized entrants.

(i) Duties of entry supervisors. The employer shall ensure that each entry supervisor;

Knows the hazards that may be faced during entry, including information on the mode, signs or symptoms, and consequences of exposure;

Verifies, by checking that the appropriate entries have been made on the permit, that all tests specified by the permit have been conducted and that all procedures and equipment specified by the permit are in place before endorsing the permit and allowing entry to begin;

Terminates the entry and cancels the permit as required by paragraph (e)(5) of this section;

Verifies that the rescue services are available and that the means for summoning them are operable;

Removes unauthorized individuals who enter or attempt to enter the permit space during entry operations;

Determines, whenever responsibility for a permit space operation is transferred and at intervals dictated by the hazards and operations performed within the space, that entry operations remain consistent with the terms of the entry permit and that acceptable entry conditions are maintained.

A copy of this four part article may be obtained by contacting the Local 3 Safety Department at (510) 748-7400 ext. 3358.