

ENGINEERS *news*

VOL. 57, #3 ♦ OPERATING ENGINEERS LOCAL UNION NO. 3 ♦ ALAMEDA, CA ♦ MARCH 1999

What's
going to happen
to medicare?

The Medicare Scare

*Time is running out for an
ailing Medicare system.
How is it going to affect you?*



IMPORTANT BYLAWS NOTICE

Please turn to pages 18-21 for important information and a sample ballot regarding the upcoming Bylaws mail referendum vote. Please read this material carefully. Your Officers encourage you to participate in this very important process.

FOR THE good & welfare



by
DON DOSER

business
manager

DON'T FALL FOR THE SOCIAL SECURITY-MEDICARE CON GAME

Now that President Clinton's impeachment trial is over, Congress is very likely going to switch its attention to two issues extremely important to union members and their families – reforming Social Security and Medicare. Unfortunately, the debate is being tainted by one of the biggest con games ever imposed on the American people.

Wall Street and the insurance industry, backed by pro-business congressional representatives, are peddling plans to "save" Social Security and Medicare from bankruptcy through a system of private investment accounts. Under these proposals, American workers would be allowed to take portions of their Social Security and Medicare payroll taxes and invest the money in personal retirement and medical accounts of their choosing.

The concept sounds irresistible on the surface, but lurking below the initial euphoria is a con game that, if fallen for, could cause serious financial harm to millions of hard-working Americans and even our economy.

Wall Street and the insurance industry have been waging a very clever lobbying and public relations campaign based on an old marketing trick: Grossly exaggerate the potential threat of a large-scale crisis – or create one that doesn't even exist – then sell your product or service as the solution to the overblown or phony crisis. This tactic reminds me, in some respects, of how contractors made a small fortune during the height of the Cold War in the late 1950s and early 1960s by exploiting the threat of nuclear war to sell underground bomb shelters to frightened Americans.

Wall Street and the insurance industry are using a similar ploy to dupe the American people into believing that Social Security and Medicare are about to drown in red ink. And guess what? Wall Street and the insurance industry would like you to believe that they just happen to have the solution – privatize Social Security and Medicare.

IT AIN'T BROKE

It's true Medicare is projected to have some financial problems within about 10 years (see related story pages 4-5). But Social Security is not going broke. In fact, without any intervention Social Security will carry a significant surplus until 2032, at which time the reserves are predicted to be exhausted and the program will have to revert to the same pay-as-you-go system that's in existence today. Without any adjustments at all to the system, Social Security would be able to cover about

70 percent of benefits after 2032. Imagine what could be accomplished with just some minor fine-tuning.

Medicare is not in the dire financial shape as some would like you to believe. Government figures released in January show that Medicare spending has slowed significantly, from an average of 10 percent annually over the past decade to less than 3 percent last year, the first time ever that Medicare has grown more slowly than the federal budget. As a result of Medicare spending curbs, the trust fund will remain on solid footing for about 10 more years, at which time some reforms will be required to keep the program strong for the next generation of retirees.

HOW THE CON GAME WORKS

So why do we keep hearing so much about the inevitable demise of Social Security? Because Wall Street and the insurance industry, armed with studies from pro-business think tanks like the Cato Institute, have been poisoning the mass media with grossly inaccurate projections of Social Security's ultimate insolvency.

Those studies are based on the assumption that the economy will grow an average of 1.5 percent a year after inflation for the next 75 years. That's a ridiculously low figure when you consider that 1.5 percent is only half the annual rate the economy has actually grown for the past 75 years. Even during the Great Depression the economy grew more than 1.5 percent annually. If the economy grows at a mere 2.2 percent, Social Security remains solvent indefinitely; at 2.5 percent – still slower than the 75-year average – the program runs a surplus.

So why is there all this doom-and-gloom prognostication about the system's imminent collapse? Wall Street and the insurance industry have deliberately created a false sense of crisis to bamboozle the American people into replacing the existing systems with costly private investment accounts.

You can't hardly blame them for trying. Wall Street and the insurance industry stand to get rich real quick by privatizing Social Security and Medicare. It's estimated that in the first 12 years of privatizing Social Security, Wall Street investment houses, independent stock brokers and insurance companies would reap around \$240 billion in fees and commissions from maintaining private accounts for about 148 million Americans.

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Doser's Column (continued from page 2)

WORKERS LOSE WITH PRIVATIZATION

This enormous get-rich-quick scheme would come at a terrible cost to workers and their families. Every privatization proposal for Social Security calls for some combination of raising the retirement age (to as high as age 70 or 72), drastically reducing benefits (some plans by as much as 48 percent), and slashing or eliminating cost-of-living adjustments. One plan would reduce the maximum guaranteed benefit to just \$410 month.

Studies show that privatizing Medicare, in which workers would be allowed to put some or all of their Medicare payroll taxes into private medical accounts, would raise the eligibility age to 67, lead to higher premiums and more out-of-pocket expenses for retirees. One of the biggest proponents of private medical accounts is the man who helped bankroll the Anti-Worker Initiative Prop. 226 campaign, J. Patrick Rooney, whose insurance company, Golden Rule, stands to earn hefty fees and commissions from privatizing Medicare.

ROLLING THE STOCK MARKET DICE

Social Security, like your Local 3 pension, guarantees a certain level of monthly retirement payments for life. Privatizing Social Security and Medicare would replace guaranteed benefits with those dependent on the ups and downs of the stock market. During last summer's stock market crash, in which the market lost as much as 10 percent of its value in one quarter, Social Security remained totally unaffected. Change the system to private accounts and you better hope you don't retire when the stock market is down.

One of the most ardent supporters of the stock market, James J. Cramer, a prominent New York based money manager, wrote in a Feb. 1 *Washington Post* editorial: "I can't think of a dumber idea than the government putting any of our Social Security funds into equities."

RUINING OUR ECONOMY

He correctly pointed out that if we take the privatization plunge we could end up like Japan, which has been mired in more than a decade of recession largely because the country's stock market received too much support from the government. When Japan's artificially inflated stock market began its dramatic fall beginning in the early 1990s, many Japanese found themselves in deep financial trouble. We don't want Japan's problems to become ours.

The need to privatize Social Security and Medicare is based on false assumptions and false logic. "Saving" Social Security and Medicare assumes something needs to be rescued. The truth is Social Security will remain sound for decades to come, while Medicare could be fixed with some prudent fine-tuning, privatization not being one of the solutions.

If there are no swimmers in danger of drowning, why do we need a lifeguard? Why should we let a small group of stock brokers and insurance salespeople get rich at the expense of millions of American retirees.

As the Social Security and Medicare debates heat up, I encourage you to write to your congressional representatives and let them know how you feel about reforming Social Security and Medicare.

Longtime Local 3 member honored at Semi-Annual meeting

Norman Houge has been a member of Local 3 for a long time. A really long time. In fact, Houge joined Local 3 in 1936, prior to the amalgamation of the numerous IUOE locals throughout Northern California and Nevada in 1939.



Such longstanding membership deserves recognition, and at the Jan. 16 Semi-Annual meeting, Business Manager Don Doser presented Houge with a plaque to honor his devotion to the union.

Houge began his career as an operator in 1929. He had been working as an oiler and learned to operate equipment in his spare time. He first joined IUOE Local 59 in San Francisco with a salary of \$1.12 per hour, and as his work took him to different locations throughout the state, Houge ended up joining several different IUOE locals.

Houge worked on many major projects during his career as an operator, including the Golden Gate Bridge, Shasta Dam, San Francisco International Airport, and the Altamont Pass among others.

In 1948, Houge formed his own company, Norman B. Houge Inc. Signatory to a Local 3 contract from the start, the company has employed hundreds of operators over the years, including Houge's son and grandson. Local 3 is proud to be associated with such a fine union man.

Above: Business Manager Don Doser, left, presents Norman Houge with a plaque at the Jan. 16 semi-annual.

DIR aborts attempt to slash prevailing wages

Gov. Gray Davis continues to keep his campaign promises to labor. His appointees at the Department of Industrial Relations (DIR) will cease the Wilson Administration's attempt to change the method of determining prevailing wages for public works jobs.

The DIR has notified the state's Third District Court of Appeals that all legal efforts pertaining to the State Building and Construction Trades Council's March 1997 lawsuit will be discontinued. The Building Trades Council, along with the Teamsters and several contractors associations, filed the suit to foil Wilson's plan of instituting a weighted-average method to determine prevailing wages – a plan that would have slashed wages by up to 20 percent.

During his campaign, Davis promised to restore the established modal rate when elected. A Senate bill has already been introduced that will make the modal method a state law. SB 16 is scheduled for a hearing in the Senate Industrial Relations Committee on Feb. 24.

By bowing out of the lawsuit, Davis has put another nail into the anti-prevailing wage coffin.

Bylaws Change Notice

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

THE MEDICARE SCARE

*Time is running out for an ailing Medicare system.
How is it going to affect you?*

by Jennifer Gallagher
Associate Editor

As the bulk of our nation's population grows older, the future of its second-largest social program is in doubt. Medicare, created in 1965 as a way to provide health care to aging Americans, is running out of money. And, like Social Security, elected officials from both sides of the political fence are scrambling to find a way to fix it before it's too late.

Unfortunately, there is no easy answer to the Medicare problem. Neither Democrats nor Republicans want to risk alienating legions of voters by cutting benefits or raising taxes. The White House has offered its own suggestion: using 15 percent of the anticipated budget surplus to bolster the program's dwindling finances. Although that would provide temporary relief, it only prolongs the inevitable — that the Medicare trust fund could run out of money unless the current system is revamped.

The majority of Local 3's retirees are covered under the Pensioned Health and Welfare Trust Fund, so the Medicare crisis is not as urgent as for other retired Americans. If there was a reduction in Medicare benefits, the union's trust fund would adapt its system to accommodate retired members affected by the change. But for the millions of older Americans not covered by such a plan, changing the Medicare system could be detrimental to the health of their wallets.

Medicare commission

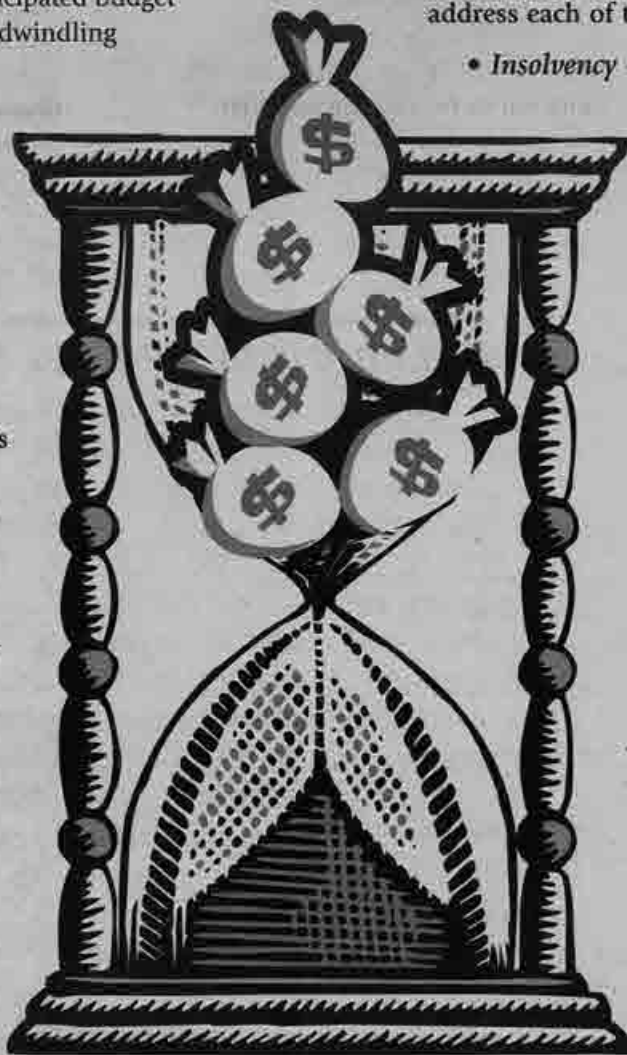
To address the Medicare problem, Congress and the White House created a 17-member bipartisan commission that first met in March of 1998. Charged with the daunting task of finding a solution, the panel has held hearings where various interested groups have offered suggestions on how to preserve the system that 38 million elderly and dis-

abled people currently rely on.

The commission is approaching the March 1 deadline when it must present its findings to Congress and the president. Sen. John Breaux (D-La.), one of the commission's co-chairs, released a draft of his recommendations on Jan. 22. The document also outlines what the commission sees to be the major flaws in the current system.

According to Robert Reischauer, one of the commission's early witnesses, Medicare's problems can be summed up with what he calls the four "I's": insolvency, inadequacy, inefficiency and inequity. Breaux's proposal attempts to address each of these points:

- **Insolvency** - This is the most talked about Medicare issue. As an entire generation approaches retirement, the number of beneficiaries will double from the current 38 million to 77 million Americans. Medicare's Hospital Insurance (HI) trust fund is expected to run out in 2008 unless changes are made to the system.
- **Inadequacy** - Since prescription drugs are excluded from Medicare, benefits cover only about half of the health care costs of the plan's beneficiaries. As medical costs soar, this means higher out-of-pocket costs for a group with limited income. The program also doesn't compare to health care programs available to working people and their families, as the quality and range of services offered are limited by outdated policies.
- **Inefficiency** - The government's payment system is inefficient, often delaying payments to providers. This affects the quality and timeliness of services given to the plan's beneficiaries.
- **Inequity** - Benefits may vary depending on where a Medicare recipient lives. For example, in California, Medicare will cover a beneficiary's dental and prescription benefits if that person belongs to an HMO. But in Nebraska, that option is not available. Any change to the system will



Choose your own plan

Breaux's proposal suggests that a redesign of the entire Medicare system is required to address the issues and make the plan more economical and user-friendly. And although some of the proposed ideas seem logical, his main idea of essentially privatizing the Medicare system seems to benefit insurance companies more than the individual.

His recommendations include combining current government protections with private insurance plans, modeled after the existing Federal Employees Health Benefits Program (FEHBP). The government would essentially pay the majority of the premium to an insurance company, with the individual providing for the difference.

Medicare recipients would be able to choose health plans from insurance companies that bid for the right to offer services, but would also be able to choose the original Medicare fee-for-service plan. A Medicare board would oversee both options, and would negotiate the premiums with the insurance companies. But privatizing health care coverage would remove much of government's control over a much-needed social program.

On the positive side, Breaux's plan would provide guaranteed financial assistance for low-income Medicare recipients and would require that high-income beneficiaries pay a higher percentage of their premiums.

Medicare changes affect everyone

This is not an issue that can be solved overnight. Breaux's plan is a blueprint of what the commission

may ultimately recommend, but there is much discord among panel members as to the best way to move forward. Whatever plan is presented to Congress on March 1 will only be the beginning, as it will take years to implement any dramatic changes to such an expansive program.

Even though changes to Medicare won't affect them as much as other groups, union members still need to be aware of the problem. Medicare's future could involve more out-of-pocket expenses than current beneficiaries incur and the age at which people are able to receive coverage may increase from 65 to 67. For many people, this will leave a larger gap between retirement age and Medicare eligibility – a problem even for those union members that retire early but don't have pensioned health and welfare coverage.

If the system is allowed to go bankrupt, entire communities could be affected, not just those individuals covered by Medicare. Inner-city hospitals often rely on Medicare payments just to stay in operation. If funds run out – or even run low – many hospitals will be forced to close, affecting not only the elderly and disabled, but everyone who lives in the area.

Medicare is not just a problem for aging Americans – it's a problem for all Americans.

The Facts About Medicare

FACT #1

Medicare Goes Broke in 2008

The Balanced Budget Act of 1997 (which also created the Medicare Commission) ensures solvency of the Medicare Part A trust fund for the next 10 years. But, without reform, the trust fund goes bankrupt in the year 2008.

FACT #2

Medicare Spending Affects Other Programs

Annual Medicare expenditures will climb from \$207 billion, last year, to between \$2.2 and \$3 trillion by the year 2030. As a result, Medicare spending will become a much larger part of the federal budget, potentially affecting the funding of other important programs such as national defense, justice, health and safety and environmental protection.

FACT #3

Beneficiaries' Out-of-Pocket Costs to Rise

As the Medicare system itself faces financial troubles, Medicare beneficiaries also face higher costs. Today, beneficiaries pay nearly 30 percent of their health care costs from their own pockets. In 1995, those costs averaged \$2,563 per person to pay for premiums, services and products not covered by Medicare. In the future, out-of-pocket costs are expected to rise.

FACT #4

77 Million Baby Boomers to Enter Medicare

Medicare must be strengthened and improved to handle the increased demand of 77 million "Baby Boomers" (people born between 1946 and 1964) who will begin entering Medicare in the year 2011.

FACT #5

Fewer Workers Per Retiree to Fund Medicare

As the number of new Medicare beneficiaries rises sharply, there will be significantly fewer workers per retiree to fund Medicare.

PREPARING FOR THE NEW MILLENNIUM

Local 3 bylaws changes aim to strengthen collective bargaining, ensure long-term financial stability and keep the union on the cutting edge of technology for the 21st century

Staying on the cutting edge of technology is a challenge just about every worker and organization in this country struggle to meet in today's high-tech oriented work world. Employees have to regularly attend seminars and classes – or even go back to college – just to keep pace with the lightening-quick speed with which technology is advancing. Companies, large and small, have to invest substantial sums in new technology just to stay competitive.

Labor unions are no exception. To improve service, expand membership, and maintain a strong presence in the political arena, unions also have to invest substantial resources in new computers, communications systems and other high-tech equipment.

Local 3 has always done a fairly good job of using the latest computer technology to keep its business functions operating smoothly and efficiently. But the union wants to take the process of improving its computer operations and other functions a step further. In addition to being able to continually upgrade its technology, Local 3 also wants to improve overall efficiency, provide better member service, ensure its long-term financial stability, and respond more quickly to political and economic opportunities.

In order to attain these ambitious objectives, Local 3 has to first change the union's bylaws. With the exception of the sections dealing with dues and initiation fees, the Local 3 bylaws haven't been updated or revised since they were first written 38 years ago. Many of the current bylaws provisions have become obsolete and are now in need of revision.

Business Manager Don Doser and the other officers, in consultation with the rank-and-file Bylaws Committee, decided last year to overhaul the bylaws in two stages. During a round of special-called and district meetings last July and August, the members approved by

close to a 90-percent margin changes to Articles V and VI, the two sections of the bylaws dealing primarily with dues and initiation fees. The second phase, amending the remaining sections of the bylaws, will be carried out in a mail referendum beginning in late April.

Engineers News began a series of articles last month explaining the proposed changes. The February article provided a broad overview of the changes. This month's article will focus on explaining the changes to the bylaws that will help the union stay on the cutting edge of technology, ensure its long-term financial stability and enhance its collective bargaining.

The original union bylaws written in 1961 established six Special Funds, which were designed to meet specific financial needs or provide a service to the members. The six Special Funds currently in existence today are the Defense Fund, Hardship Strike and Lockout Fund, Good Standing Fund, Death Benefit Fund, Local Building Fund, and the General Welfare Fund.

The Special Funds have served their purpose well over the years, helping the union and its members through many difficult times and situations. However, some funds have become obsolete or redundant and, therefore, costly to administer, while others need to be established to allow the union to modernize.

Below is a summary of the proposed changes to the Special Funds and how the changes will benefit the union:

- ***The Defense Fund*** - Remains the same.
- ***Hardship Strike and Lockout Fund*** - Allocation of dues will be slightly increased in order to build more reserves in the fund. This will give the union a more effective bargaining tool in negotiations with employers.
- ***The Good Standing Fund*** - Renamed the Good Standing Procedures, and all

benefits will be administered out of the General Fund. In order to avoid abuse and overuse of the fund, no member will be able to draw more than 18 months of benefits in any 10-year period. Also, there will be a lifetime cap totaling 12 quarters or 36 months.

- ***The Death Benefit Fund*** - Renamed the Death Benefit Procedures and will provide a benefit of \$2,500 for eligible members. Remaining in good standing, where dues are paid within 30 days of their due date, will ensure eligibility.

- ***The Building Fund*** - Renamed the Capital Maintenance and Technology Improvement Fund. Because the union's buildings and real estate are now owned and administered by the Local 3 Building Holding Association, the old Building Fund is no longer needed. The new Capital Maintenance and Technology Improvement Fund will go a step further in providing Local 3 with the financial resources to enhance the technological capacity of the union.

- ***The General Welfare Fund*** - Renamed the Emergency Welfare Fund. Money from the Emergency Welfare Fund will be used in emergencies and in cases when the union or its membership suffers severe financial hardship. The fund will continue to ensure the long-term financial stability of the union.

Published on page 20 of this month's *Engineers News* are voting instructions and a sample ballot regarding the upcoming mail referendum to amend the union bylaws. Local 3 members will receive the same information by mail in late April. Members will be asked to read and evaluate the resolution and vote whether to approve the changes.

Doser, the other officers and the rank-and-file Bylaws Committee have worked many long hours drafting the bylaws revisions. They believe a "Yes" vote on the resolution will make it easier for Local 3 to conduct union business, streamline administrative functions, improve benefits, give members more work opportunities, and provide for the union's long-term financial security.

NEW ORGANIZER IN HAWAII

I would like to take this opportunity to introduce myself. I am the new organizer in Hawaii. My name is Clyde K. M. Eli Sr., and I am very honored to be a part of Local 3.

My family was one of the first settlers to move here back in the 1930s. My father is Daniel A. M. Eli, who retired from Technical Field Data as a licensed land surveyor. My mother is Audrey M. Eli, who works in the personnel office at Daie store.

I was born in Honolulu on June 4, 1966. I attended elementary school at Our Lady of Good Counsel before moving on to Nanakuli High and Intermediate. I met my wife, Stacy L., in December 1984, and we got married on August 17, 1986. This year we will celebrate our 14th anniversary. Stacy works at

Waianae Inter. School as a part-time teacher. We have three children: Stacelynn, 14, Clyde K. M. Jr., 13, and Coty K. M., 7.

My family and I reside in Nanakuli on Hawaiian homestead land, where I have learned to live a simple life as my grandparents did in Kalapana on the Big Island. We raised pigs (and still do), cleaned yard and learned how to kalua pig (cook in underground oven), which I still do today.

I have held every odd job you can think of, from bagging groceries at Daie store to chasing cows at Mountain View Dairy. I started working at age 14 every summer with my dad as a chain man in surveying. From there I worked for Mountain View for five years, went on to being a laborer for Kiewit

Pacific, then worked my way into being an operator foreman for Kiewit for two years.

I went on to being a heavy equipment operator for Kiewit for eight more years. I also own a public address sound system that I run as a side business. I set sound systems up for Hawaiian Entertainment or any other entertainment from Dennis Pavao to Natural Vibrations. At first, it started off as a side business then turned into a hobby.

As you can see, I am very proud of my family. I credit my mother and father for pushing me to do things on my own, knowing what is right and wrong, and instilling the true values of life and my culture. I hope I can pass that on to my children.

- Clyde K. M. Eli Sr.

NEWS
FROM
organizing
dept.

TRENCHLESS HAWAII JOINS LOCAL 3 FAMILY

Six months ago I read an article in the *Hawaii Business News* about trenchless machines and the different companies that use this type of equipment in Hawaii.

One of the companies of interest to me was Trenchless Hawaii, a subsidiary of Alaska Boring and Drilling. I called Trenchless Hawaii and spoke to the owner, Jay Frawne, to set up an appoint-

ment. My purpose in talking with Frawne was to sign his company to a Local 3 agreement so he could hire skilled operators.

I'm pleased to announce that we were successful in signing Trenchless Hawaii on Jan. 29. Welcome Trenchless Hawaii to the House of Labor.

- Kalani Mahoe

NEW ORGANIZING INCENTIVE PROGRAM

Local 3 continues this month with its newly established Organizing Incentive Program, which is designed to help the union enhance its ambitious organizing program. Union members who help the union organize may be eligible to win prizes, such as organizing T-shirts and union dues credits.

Here's how the incentive program works:

- You must be a Local 3 member, but not

on the union's payroll.

- You must initiate an organizing drive by either calling Local 3's toll-free organizing hotline at 1-800-ORG-NIZE, or through personal contact with an agent or organizer. You must be "logged in."

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

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

- T-shirts and dues credits will be presented at quarterly district meetings.

You too can be a winner. We need your help in making Local 3 stronger and better for the entire membership.

ORGANIZING OUTREACH '99 CONCLUDES THIS MONTH

Local 3's Organizing Outreach '99 is winding down, with a few more classes remaining in March. The outreach program, in which members take a one-hour training class to develop special organizing skills, has been a huge success. Classes focus on how to talk to non-union workers about the advantages of being union, then how to call Local 3 at 1-877-ORG-NIZE so the

union can follow up.

It's not too late to sign up at your district office for the remaining classes. Information about the location of the classes will be provided at the time of sign up. Classes can also be arranged for evenings and weekends. We must keep our union the biggest and the best. With your help, we will accomplish this goal.

Organizing Outreach '99 Schedule

Mar. 5	Oakland	8 a.m.
Mar. 10	Utah	8 a.m.
Mar. 31	Santa Rosa	8 a.m.

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

UTAH DISTRICT LAUNCHES 'SERVICE TO ORGANIZING' PROGRAM

New plan expected to enhance organizing and improve membership service

The Utah District ushered in the New Year with two important staff changes. First, longtime Business Rep. George Stavros was promoted to district representative following the retirement of Kay Leishman. Second, organizer Reid Davis, who spent most of 1998 as an organizer in the Bay Area, has been reassigned to the Utah District as a full-time organizer.

Utah, a right-to-work state, presents numerous challenges for the Salt Lake City office. Among the district's priorities is to establish a "service to organize" program,

which will allow for improved internal organizing in Local 3's bargaining units in Utah using a team approach.

A recent Local 3 study indicates that roughly 37 percent of employees working in Utah bargaining units are non-members. "Service to organize" is expected to substantially improve those numbers by incorporating and balancing training, organizing, politics and service into a comprehensive model of union representation.

Emphasis will be placed on improving contracts and grievance handling, increas-

ing memberships and voter registration, and getting members more involved in politics. All areas will include upgrading training for Local 3 staff, job stewards and members.

By raising the level of service to the highest degree possible, organizing opportunities, both internally and externally, will be created. The service concept is rank-and-file oriented and designed to build a union that our members can take pride in.



NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer

Spring ahead with funds for your special projects

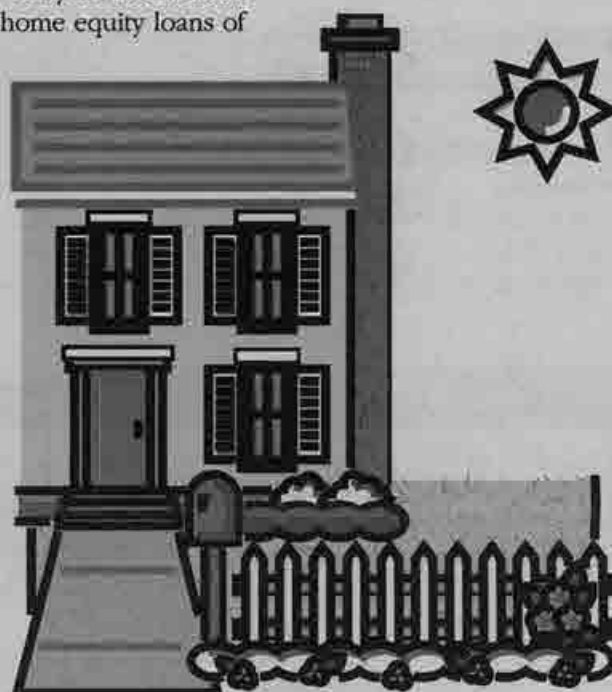
With spring – and longer workdays – just around the corner, now is a good time to consider a home equity line of credit from the credit union. During the upcoming busy season you will probably be looking for ways to save time. The home equity line of credit fits the bill – you apply once, then upon approval may draw on the funds for up to 10 years. That way, rather than spending your time on financial paperwork, you are free to focus on your kitchen remodeling project, room addition, or backyard pool. And of course you are not restricted to using the funds for home improvement.

Equity is the difference between what you owe on your home loan and your home's market value. The credit union has home equity loans of up to 100 percent of the equity you have in your home. Lines of credit up to \$100,000 are available with no points, origination fee, or annual fee required. The credit union will also pay the first \$400 of closing costs. To learn more, request a "Home Equity Line of Credit" brochure from any branch, or call 1-800-877-4444.

Meet your home ownership goals affordably

Purchasing a new home can be challenging, but the credit union's real estate staff uses its experience to make home buying transactions less stressful for members. Local 3 member Bruce Manning appreciated the help he received from the credit union during a recent home purchase. "We were very pleased with the service the credit union staff gave us," Bruce said. "They assisted us with getting things done on time and kept us up to date." He added that the rates offered by the credit union were "as low as I could find in the area."

The credit union offers competitive fixed and adjustable rate loans with a variety of terms to match a range of home buying needs. No-point loans are available. The credit union's newest real estate brochure answers common questions about financing or refinancing your home with the credit union. You may request a copy at any branch or by calling 1-800-877-4444.



Take advantage of your credit union benefit

Over the course of your life as a financial consumer, banking with the credit union instead of with a bank could save you hundreds, even thousands, of dollars. Consider for example what you pay for the "privilege" of checking with a bank. How much do you pay each month? Must you keep a very high balance in your checking account to avoid fees? The credit union offers the convenience of big bank checking without the big fees. Request a checking account brochure from any branch to learn more. If you are not yet a credit union member, you may also request a membership application from any branch or by calling 1-800-877-4444. Or e-mail the credit union from its Web site, www.oefcu.org.



Is your ★ **OUR TAX LOAN IS THE ANSWER.**
uncle Apply to Borrow up to \$3,000 at 9.50% APR*
asking
for
money? Take up to 12 months to repay.
★ Call your branch or 1-800-877-4444. ★



Operating Engineers Local Union No. 3
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NEWS
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to techsby
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engineers divisionSurveyors
look to
have busy
year

It looks like 1999 will be another banner year, with many firms looking for qualified surveyors.

New contracts for the Fresno area were negotiated, ratified and signed. With the implementation of supplemental dues, the members can enjoy a reduction in window dues. Many thanks to our members for understanding that the supplemental dues will benefit all Local 3 members.

Kiewit has some new projects in the works. The field office in Paso Robles has begun work on the company's fiber optic project, and some surveyors have already been put to work. The company has also started on Cal Train's 40-mile track upgrade on the Peninsula.

Complements to the personnel at the San Jose Water Company, both rank-and-file and management, for their attendance and attention at the negotiation and ratification meetings.

The Tech Engineers Division is proud to announce that Director Andy Mullen was selected to attend the Harvard Trade Union Program in Cambridge, Mass.

WHERE PHILO BLAKE
KILLED THE BEAR...

and surveyors are trained in reading legal property descriptions, even those that are old and seemingly outdated. I recently came across the following legal description of land on file in a certain Connecticut county seat for a parcel of land conveyed in 1812. This humorous piece should reassure our surveying apprentices that land descriptions have always been a little hard to read.

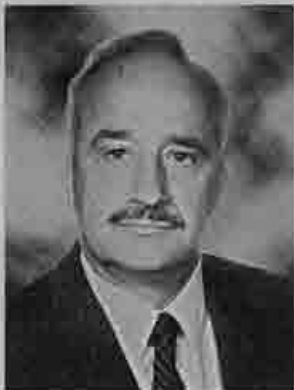
"One hundred and forty-seven acres, 3 rods and 19 rods after deducting whatever swamp, water, rock and road areas there may be included there in and all other lands of little or no value, the same being part of said deceased's 1,280 acre colony grant, and the portion hereby set off being known as near to and on the other side of Black Oak Ridge bounded and described more in particular as follows, to wit:

Commencing at a heap of stone about a stone's throw from a certain small clump of alders, near a brook running down off from a rather high part of said ridge, thence by a straight line to a certain marked white birch tree about two or three times as far from a jog in the fence going around a ledge nearby, thence by another straight line in a different direction around said ledge and the Great Swamp so called, thence in line of said lot in part and in part by another piece of fence which joins onto said line, and by an extension of the general run of said fence to a heap of stone near a surface rock, thence as aforesaid to the hem, so called, and passing around the same as aforesaid, as far as the Great Bend, so called, and from thence to a squarish sort of a jog in another fence, and so on to a marked black oak tree with stones piled around it, thence by another straight line in about a contrary direction and somewhere about parallel with the line around by the ledge and the Great Swamp, to a stake and stone bounds not far off from the old Indian Trail, thence by another straight line on a course diagonally parallel or nearly so with Fox Hollow run, so called, to a certain marked old cedar tree out on a sandy sort of plain, thence by another straight line in a different direction to a certain marked yellow oak tree on the off side of a knoll with a flat stone laid against it, thence after turning around in another direction and by a sloping straight line to a certain heap of stone which is by pacing just eighteen rods and about 1/2 rod more from the stump of the big hemlock tree where Philo Blake killed the bear, whence to the corner begun at by two straight lines of about equal length which are to be run in by some skilled and competent surveyor so as to include the area and acreage as hereinbefore set forth."

by George Whitmore

NEWS
FROMteaching
techsby
PAUL SCHISLERadministrator,
northern california
surveyors joint
apprenticeship
committeeChan Park - Chairman (left)
and Bob Bryant - Lic. Land Surveyor and owner
of Bryant Surveys of San Ramon Ca. at their
jobsite at the S.F. International Airport

NEWS
FROM THE
**safety
dept.**



by
BRIAN BISHOP

**safety
director**

First Aid and adult CPR review

Local 3 recently held a special first aid and CPR class for Gordon N. Ball Inc. at the union's Alameda headquarters. The class, which lasted about eight hours, met the requirements of the American Red Cross. This class was geared toward CPR for adults, but the Red Cross also offers classes directed toward CPR for children and infants.

A large number of us have had CPR and first aid at some time, but as the years pass we forget a great deal of what we were taught. This article contains a short review of the currently recommended procedures as recommended by the American Red Cross.

The most important thing that you can do during an emergency is to call 911. Do not hang up until the person on the other end tells you it is okay to hang up. Be sure to include the following

information in your 911 call: phone number, address, your name, number of victims, condition of the victims, what happened, and what help is being given. Always call 911 if the victim is unconscious, bleeding severely, has chest pain or pressure, has trouble breathing or is breathing in a strange way. How do you know if a person is conscious? Ask them a question. If they can respond, they are conscious, have a pulse and are breathing.

The American Red Cross advises using the "3 C's" of Check, Call and Care.

1. Check the scene and the victim. Do not put yourself in danger. 75 percent of all victims in a confined space are rescuers.
2. Call 911 or your local emergency number.
3. Care for the victim.



**Members of
Gordon N. Ball
Inc. first aid and
CPR class at
Local 3's
Alameda
headquarters**

The care that you give to a victim depends upon the conditions found during your check of the victim. You may want to care for an injured or ill person, but before you give first aid you must get the permission and advise the person of your training. Only then can a conscious person give you permission to help. Do not give care to a victim who refuses it. If the conscious person is a child or infant, you should obtain permission of the supervising adult when one is available. If the condition is serious, permission is implied if a supervising adult is not present. Permission is also implied if a victim is unconscious or unable to respond.

Most states now have Good Samaritan laws, which basically state that when a citizen responds to an emergency and acts as a reasonable and prudent person would under the same conditions, Good Samaritan immunity generally prevails. This legal immunity protects you, as a rescuer, from being sued and found financially responsible for the victim's injury.

You should not attempt rescue breathing unless you have taken an approved first aid and CPR class. The rescue breathing is one breath about every five seconds. You should give the victim enough air to make their chest rise but not the stomach. After giving the rescue breathing for about a minute, recheck the victim's pulse and breathing.

If the pulse is absent, begin CPR. This calls for 15 chest compressions, where the chest is compressed about 2 inches, in about 10 seconds. Then give two more slow breaths. You keep up this rhythm for about a minute and then recheck the pulse and breathing. Stop CPR if you are replaced by another rescuer, if EMS personnel arrive and take over care of the victim, if you are exhausted and unable to continue, or the scene becomes unsafe.

The American Red Cross course covers the above material, plus material dealing with choking and other breathing emergencies, sudden illness, caring for burns, sprains, sprains and strains.

OSHA standards require at least one employee on each construction job site be certified in first aid and CPR. If you would like to attend a class, please contact the Safety Department in Alameda in writing. We hold classes when we receive enough interest. At this time, we are certified to teach classes in the Bay Area, the Sacramento area, and Humboldt County.

Class members try out their techniques



USE OF METHAMPHETAMINES IS MORE DANGEROUS THAN YOU THINK

Once in a while an urgent bulletin comes across our desk warning us of a new health hazard or even of a new and promising treatment regime for a difficult to manage disease. This time the bulletin came from Dr. Alan I. Leshner, director of the National Institute on Drug Abuse. It was not about a new and terrible disease or a wonderful discovery – it was instead more sad news about an addictive toxin called methamphetamine.

This toxic chemical has been around for many years. It has destroyed many families and killed numerous users. So what warrants an urgent bulletin from a national authority like Dr. Leshner?

The use of this drug, in its various forms, is rapidly spreading and increasing. It is a powerfully addictive stimulant that causes serious health conditions including memory loss, aggression, violence, psychotic behavior and, ultimately, heart and neurological damage. It also contributes to the transmission of infectious diseases, most notably hepatitis and HIV/AIDS.

Users of this drug often reassure themselves in an infantile, deceptive fashion that it won't happen to them. They think they are careful, that they know what they're doing or that they aren't addicted. Let me just review some of the

frightening facts for you and your family.

We are talking here about a deceptively innocent looking, white, odorless, bitter tasting crystalline powder that can easily be dissolved in water or alcohol. It can be efficiently manufactured in illegal laboratories that have a tendency to blow up when least expected. The ingredients are quite inexpensive and available over-the-counter.

There is, however, a great variation in the process and chemicals used. This means that the final product you buy may not be methamphetamine at all, but rather a highly altered chemical mixture with some stimulant-like effects. This makes it difficult to predict and determine the toxicity of what you purchased or manufactured. The resulting psychological and physical consequences tend to be unpredictable and can be quite devastating. Why not just try playing Russian Roulette?

This devil's concoction comes with many names: speed, meth, chalk, ice, crystal, crank, fire and glass. It can be orally ingested, smoked or snorted, but is increasingly being administered intravenously. This, of course, significantly increases the risk of contracting a variety of serious infectious diseases that you would not want to tell your mother about.

Here are some of the early signs of being under the influence of methamphetamine:



excited speech, decreased appetite, increases physical activity, dilated pupils, and compulsive cleaning and grooming. As usage continues or increases, the user will experience high blood pressure, irregular heartbeat, chest pain, shortness of breath, bouts of insomnia, nausea and vomiting. Finally, a chronic user can experience episodes of sudden and violent behavior, intense paranoia, and vision and auditory hallucinations.

If you are looking for help at your local hospital emergency room, I can assure you that there is currently no antidote or drug to treat an overdose of – or an addiction to – methamphetamine. You will need to go through a withdrawal characterized by drug craving, depression, poor sleep, and increased appetite.

Now, if you are sick and tired of being sick and tired, we can help you. Just give us a call and we will work with you to stop your addiction.

For more information from the National Institute on Drug Abuse call: **1-800-729-6686** or visit **www.nida.nih.gov**.

Addiction Recovery Program
1-800-562-3277

In Hawaii:

1-808-842-4624

Visit our department page on Local 3's Web site at
www.oe3.org.

NEWS FROM THE addiction recovery program



by
UWE GUNNEREN

director

1-800-562-3277

IN HI.
1-808-842-4624



The best of



How the merger of Tenco Tractor and Holt Bros. will help the new company, Holt of California, train its mechanics to stay on the cutting edge of technology



HOLT OF C

The purpose of merging two successful companies is usually to wind up with the best of two organizations. That's precisely what's happening with the merger of two Northern California Cat dealerships: Tenco Tractor Inc. of Sacramento and Holt Bros. of Stockton.

When the two longtime Central Valley distributors joined forces on January 1, the merger opened the door for numerous business opportunities for the new company, Holt of California. The merger will undoubtedly permit Holt to grow faster and provide better service to its customers. But there's more to the merger than just increased growth potential and improved service.

Merging Tenco and Holt Bros. is going to help Holt of California deal with one of the biggest challenges facing

today's heavy construction industry – how to keep its skilled workforce on the cutting edge of technology. Who remains competitive in today's construction industry depends in large part on how a company copes with the breakneck speed with which technology is changing.

Today's Caterpillar engines and hydraulic systems are so packed with electronics, they can tell a mechanic precisely what ails them. A mechanic in today's Cat shop routinely uses advanced diagnostics to find potentially costly equipment problems before the rig breaks down, saving contractors and dealerships big money. Mechanics analyze equipment fluids for telltale signs of trouble like a physician evaluates a patient's blood. Handling the new technology requires mechanics and parts personnel to have more knowledge and skills than ever before.

The merger of Tenco Tractor company in an excellent position with the advanced training in the industry's rapid technological

Holt of California is completing training. Human Resources also going to be the new coordinator. Joining Waugh on the training team to be the full-time trainer at Holt of California. Two instructors from Holt of California will also help out during semesters.

"Now that we've joined forces," said company vice chairman George Dent and CEO of Tenco. "We'll

two worlds



Final of a two-part series

1. At Holt's Parts Department at the West Sacramento location are from left: Duane Sparks, Larry Burgess, Clete Sterrett, job steward John Vaars.
2. Chuck Harden of the Pleasant Grove shop.
3. Gary Williamson works on a D9N transmission at the Pleasant Grove shop.
4. At Holt's Forklift Division in West Sacramento are from left: Local 3 Business Rep. Frank Rodriguez, job steward Hank Page, David Thomas, Rick Biggs, Chuck Jones, Jerry Bland, Mike DiSalvo, Arthur Jones, Roger Dahm, Dan Carter and Rod Jonson.
5. Mechanic Cornell Randolph at the truck shop in West Sacramento.
6. Dan Carter works on a forklift transmission at the West Sacramento shop.
7. Mechanics Justin Walker, left, and Will Johnston at the Pleasant Grove shop.
8. Welder Bob Casey at the Pleasant Grove shop.
9. Rick Beck at the truck shop in West Sacramento.
10. At Holt's Engine Division in West Sacramento are from left: Jeff Borello, Russ Bochenski, Javier Hernandez, José Hernandez, Michael Knee, Hugo Hernandez, and Business Rep. Frank Rodriguez.



and Holt Bros. puts the new
tion to provide its employees
eeded to keep pace with the
nnovations.

tely reshaping the way it con-
ces Manager Kelly Waugh is
pany's training coordinator.
eam is Ken Radcliff, who used
lt Bros. and will now be avail-
s personnel at all nine compa-
om local community colleges
er breaks.

s, we'll have all these assets,"
ordon Beatie, the former presi-
be adding one plus one and

getting more than two. There's just so many complimentary
aspects about the merger."

Beatie added that the merger brings two very highly
skilled workforces together under one organization. Holt of
California will use mechanics with highly specialized skills
from the ranks of the old Tenco and Holt Bros. shops to train
companywide.

A good example is mechanic Gary Williamson of the
Pleasant Grove shop. Known as one of the best transmission
specialists around, Williamson can share his knowledge and
experience with mechanics at the Stockton and Los Banos
shops. Mechanics with specialized training and skills at the
Stockton and Los Banos shops can, in turn, provide assistance
to those at the other shops.

"It's a win-win situations for everyone involved," Beatie
said. "Not only do our customers benefits, but so do our
employees."

Holt of California is also upgrading its apprenticeship pro-
gram. The new system, Beatie said, will be much more formal
and technical, requiring apprentices to progress through vari-
ous formal steps, which include rigorous skills.

Holt of California's overall training package – both its
advanced training and apprenticeship program – will greatly
enhance the company's ability to meet the technological chal-
lenges of the approaching millennium.

NEWS FROM fringe benefits

by
CHARLIE WARREN

fringe
benefits

PENSION PROCESSING TIME TABLE

Be sure to carefully review the following time table. When you're ready to file your application for retirement, remember to apply early and to allow for a period of six to eight weeks from the time you stop working to the time you receive your first pension check.

Applications should be submitted to the trust fund office at least 90 days prior to retirement date. Your application will be valid for one year.

- Application is received at trust fund office.
- Receipt of application will be acknowledged within a week to 10 days.
- The member's work history is researched and a "paystub" letter is sent to the member.
- The member stops working, signs the paystub letter and submits it to the trust fund office along with a copy of the member's last three months worth of pay stubs.
- About three to four weeks later, the trust fund will send an award packet to the member.
- The member must complete and return the award packet to the trust fund office.
- Within three weeks, the trust fund will send the first check to the member. This check will include all payments retroactive to the effective date.

Retiree Association and pre-retirement meeting schedules

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

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

Schedules for both Retiree Association and pre-retirement meetings can be found on page 22.

Did you help build
Treasure Island?
Or the 1939-40 World's Fairgrounds?

If so, we know someone who would like to talk to you. A Master's student at Stanford University is making a documentary film about the history of Treasure Island and would like to interview people involved in the island's construction.

Please contact Vanessa Warheit at (650) 233-0805 ext. 2 or by e-mail at vanessaw@stanford.edu. You can also contact the San Francisco Building Trades Council at (415) 467-3330.



QUICK PHONE REFERENCE FOR ACTIVE MEMBERS Where to call for Hawaii benefit information

INFORMATION NEEDED	CONTACT THE FOLLOWING	
Honolulu Fund Office	Interisland	(808) 847-1763 (800) 660-9126
Honolulu District Office Maui District Office Hilo District Office		(808) 845-7871 (808) 871-1193 (808) 935-8709
Fringe Benefit Service Center		(510) 748-7450
Pension Annuity Vacation Pay	Honolulu Fund Office Interisland Trust Fund Office	(808) 847-1763 (800) 660-9126 or (800) 251-5014 or (510) 433-4422
For Eligibility, Claims, H&W Benefit Information	Honolulu Fund Office Interisland Maui District Office Hilo District Office HMSA Hawaii Dental Service Kaiser	(808) 847-1763 (800) 660-9126 or (808) 871-1193 or (808) 935-8709 or (808) 948-6109 (808) 521-1431 (808) 597-5310
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP)	(808) 842-4624

QUICK PHONE REFERENCE FOR HAWAII RETIREES Where to call for benefit information

INFORMATION NEEDED	CONTACT THE FOLLOWING	
Honolulu Fund Office	Interisland	(808) 847-1763 (800) 660-9126
Honolulu District Office Maui District Office Hilo District Office		(808) 845-7871 (808) 871-1193 (808) 935-8709
Fringe Benefit Service Center		(510) 748-7450
Pension & Annuity Information	Honolulu Fund Office Interisland Trust Fund Office	(808) 847-1763 (800) 660-9126 (800) 251-5014 or (510) 433-4422
For Eligibility, Claims, H&W Benefit Information and Contract Provider Updates	Honolulu Fund Office Interisland Trust Fund Office	(808) 847-1763 (800) 660-9126 (800) 251-5013 or (510) 676-3890
Utilization Review Organization Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition)	For pre-authorization or pre-service review, provider should call Prudent Buyer utilization review.	(800) 274-7767
Prescription Drug Programs: Diversified Pharmaceuticals Services (DPS) network walk-in pharmacy and mail order program	Diversified Customer Service	(800) 842-2012
Non-network pharmacy claims	Obtain a claim form from the Fund Office or call DPS Customer Service.	
American Diversified Pharmacies (ADP) mail order program (walk-in pharmacy - Sacramento Office only)	ADP	(800) 568-2177 or (916) 263-0233
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP)	(800) 562-3277
Vision Service Plan		(800) 877-7195
Hearing Care Plan		(800) 322-4327
Health Examinations, Inc. Mobile Health Testing Unit		(800) 542 6233

FROM ROHNERT PARK EBOW BOHNERT BVBK

NEWS FROM THE districts

Contract negotiations going smoothly for both sides

ROHNERT PARK - The Rohnert Park business representatives have completed three of the four pending contract negotiations with the drilling contractors. We are currently starting negotiations with Baxman Gravel Company, Inc. out of Ft. Bragg.

Negotiations have gone well for both the union and the employers. During the course of negotiations, there has been good faith bargaining on both sides and no attorneys were involved. Honesty, integrity and harmony prevailed and employers and employees are all satisfied with their new three-year agreements.

Everyone is looking forward to another busy work year in 1999.

Notes from Tech Engineers

If the weather allows, the out-of-work list should be trimmed down to the bare bones very soon. The upcoming spring season should be a busy one and some of you may have already received calls from prospective employers looking to increase their rosters. Make sure your dues are up to date and that your certifications and licenses are current.

Good-bye to a dear friend

From time to time, we have all been fortunate enough to work with some extraordinary people. These people possess talents or skills that simply set them



common theme — that Joe had an exceptional ability to cut the grade. In December 1997, Joe was presented with his 35-year pin. I raise my glass in your honor, Joe. You will be missed.

apart from the rest. The Rohnert Park District is sad to report the passing of one such legendary operator, Joe Riley, on Jan. 5.

Joe was one of a kind, a proud Irishman and union man, who was known as a "blademan extraordinaire."

I first heard stories of Joe's almost superhuman abilities on the blade about five or six years ago, before I had the pleasure of meeting and working with him. The tales I heard came from several different sources but had one

ABOVE PHOTO:

Pictured at the December 1997 District Meeting are District Rep. Gary Wagon, Tech Engineers Rep. Gerry Orme, Financial Secretary Darell Steele, Doug Reed, Joe Riley and Recording-Corresponding Secretary Rob Wise

District Rep. Gary Wagon, Business Reps. James Killeen and Greg Gunheim, Tech Engineers Rep. Gerry Orme and Crane Rep. Russell Burns

FROM STOCKTON EBOW STOCKTON

Housing developments flourish in Central Valley

STOCKTON - District 30 housing developments continue to be on the rise. There is \$4 million worth of work to be done at Saddle Creek development. Award Homes Inc. has filed a letter of intent and has put a \$10,000 deposit in with the City of Lathrop for a proposed 2,000-home project that could also trigger growth in the 3,000-home Mossdale Village project.

Construction on Califia, the development

formerly known as Gold Rush City that was featured in the March 1998 issue of the *Engineers News*, also begins this year.

Along with highway overlays, freeway development and flood protection projects, 1999 looks to be another promising year for Local 3 members.

We are pleased to announce that Stockton Business Rep. Tom Aja has been selected as the

San Joaquin County Central Labor Council's new secretary-treasurer. Tom replaces Jim Beno, who has taken over other duties at the council. Although Jim's shoes will be hard to fill, I have every confidence that Tom will do an exceptionally fine job.

District Rep. Dave Young

NEWS FROM THE districts

FROM SACRAMENTO EBOW SACRAMENTO

A new voice for a new year

SACRAMENTO - For those of you who have called recently to get on our out-of-work list, you probably heard an unfamiliar voice. That is because long-time dispatcher Beverly Blagg retired as of Jan. 29. Dennis "Tiny" Freeman, a former member of the Sacramento District's Grievance Committee, has taken over dispatching duties. We welcome Tiny and wish him the best of luck in his new position.

Beverly gave several years of wonderful service to the Sacramento District and will be missed by the members and staff more than words can say. I'm sure many of you have great stories about Beverly. If you'd like to share them, please call Toni or Kathi in our office. We might put them in our next *Engineers News* article.

Work picture

It's snowing in the High Sierras, so the only work happening in the Tahoe region is snow removal. Work is expected to pick up in El Dorado County. In Pollock Pines, Pacific Mechanical picked up a water treatment plant project, although we have no starting date at this time.

There is a lot of private work coming to El Dorado County. Perini picked up a job in South Lake Tahoe, and in Tahoe City, Sierra Pacific Electric has put a job out for bid guaranteed to go union. Be ready, members, the work season is almost here.

Blue Iron started its \$1.7 million storage facility for the city of Sacramento at the U.C. Davis Medical Center. The project entails excavating, grading and setting the structure.

Granite Construction has picked up a \$6 million panel replacement job on I-80 between Penryn and Newcastle. Operators will have to work double shifts on this project, and Granite expects to employ 40 to 50 of our members.

Granite had about 10 to 15 operators working through the winter on the

Elk Grove crossing on Bond Road. Diamond Creek will start employing 40 to 50 operators to install 72-inch pipe and complete all roadways, curbs and gutters.

Ford Construction is still working on the wastewater treatment plant and this year will get a good start on its \$17 million, 108-inch interceptor pipe project on Elk Grove-Florin Road in Sacramento.

E.C.L. just started its \$7.7 million grade separation project on Power Inn Road and Folsom Blvd. The company will be hiring five to 10 operators for this job.

Ladd is still clearing at the Foresthill job site. The company is also lobbying Placer County to allow two work shifts this spring. This will allow Ladd to cut the project time in half and will help with traffic problems.

Syblon Reid picked up the Foothill Water Treatment Plant in Newcastle.

The Wolf Creek Interceptor Phase 4 in Grass Valley is coming up to bid. The project is estimated at \$1.85 million. There have been three non-union and two union bids.

We would like to thank all the members and their spouses for coming to Teichert's meeting about its new mining site located about 4 miles north of Lincoln. The project will create dozens of new local jobs and will generate \$2.4 million per year in economic benefits, including \$1 million in school revenues. Placer County officials are expected to release the environmental review of the project, followed by a round of town hall meetings for the public. Please make sure you attend these meetings to support Teichert and project union jobs. A big thanks to Teichert for supplying food and drinks for the meeting.

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

FROM RENO EBOW BEHO



The Staff and members of the Reno District 11
congratulate and wish Rita Griffith
a Happy Retirement!
After 18 years, you deserve it!



Members are invited to stop by the office
on **Tuesday, March 30, 1999**
to say good-bye to Rita

FROM SAN FRANCISCO
FROM SAN FRANCISCONEWS
FROM THE
districtsSan Mateo County
Government Center
gets new building

At the San Mateo County Government Center in Redwood City, an additional building is being constructed by Turner Construction Co. The new five-story addition will mean more space for the San Mateo County Sheriff and the Department of Public Works. Huskey Crane & Rigging of Stockton is also working on the building, hanging the precast with the company's new Manitowac 888. Local 3 member Dan Hudson, *pictured above left*, is the operator and his son, Carl, is working as the oiler.

Sheedy Hoist is doing the vertical engineering with member Rich Fargo on the manlift, *pictured above right*.

personal
notesOakland District Office

The Oakland District office would like to express its condolences to Local 3 member Mark T. Beam on the death of his son, Mark Andrew Beam, on Sept. 20, 1998.

Also, our condolences to the family of James C. "J.C." Ross, 65, of Comstock, who passed away Jan. 20 in San Antonio, Tex. He was born Dec. 21, 1933 in Tologa, Okla. Ross retired from Granite Construction Company in Livermore, Calif., after 25 years of service. He was a member of the Oddfellow Lodge and the Del Rio Chamber of Commerce.

Rohnert Park District Office

The Rohnert Park District office wishes to express its sincere condolences to the families of the following departed:

Thomas Aguilar, on Jan. 21; Mark Alvarado, on Jan. 8; George Augusta, on Dec. 6, 1998; Richard Beebe, on Nov. 22, 1998; John F. Brown Jr., on Dec. 3, 1998; Pete A. Carver, on Dec. 29, 1998; Lee Hunter, on Jan. 14; J.H. Neely, on Dec. 8, 1998; Sylvan J. "Joe" Riley, on Jan. 5; Harold P. Withers, on Dec. 19, 1998.

Congratulation to the following:

James Hall and his wife, Regina, on the birth of their daughter, Jamaica Marie Hall, on July 9, 1998. James works at Northbay Construction.

Joel Duckworth and Jennifer Green on the birth of their son, Willis Morris Green-Duckworth, on Nov. 11, 1998.
Walter Spain and his wife, Traci, on the birth of their son, Logan

Walter Spain, on Jan. 5. He weighed 7 pounds 1 ounce.

James Barrett and Jame Detels on the birth of their son, James Walker Detels-Barrett, on Jan. 21. He weighed 7 pounds, 2 ounces, measuring 19 1/2" long.

Sacramento District Office

The Sacramento District office would like to express its condolences to Clyde Kemp on the passing of his wife, Irene. We would also like to send our condolences to Walter Miller on the passing of his wife, Anna.

Also, our condolences to the families of the following recently deceased members: Ray Ruport, Oct. 18, 1998; George Lockhart, Nov. 5, 1998; Frank Reese, Nov. 15, 1998; Bernard Cullen, Dec. 11, 1998; Fred Arnold, Dec. 31, 1998 and Lawrence Lowery, Jan. 12.

LOCAL 3 OKAY WITH Y2K

Business Manager Don Doser announces that Local 3 is nearing completion on a program to prepare the union's computer system for the arrival of the new century, a phenomenon commonly referred to as Y2K. The union will bring up its mainframe computer July 31 as if it were the year 2000 to see if all systems are go. If there's any problems, the union will have five additional months to iron out any last-minute glitches.

Local 3 has actually been working on the Y2K problem since early 1996. "We've known for quite a few years that we needed to tackle this problem," said Business Manager Don Doser. "Every time we reprogrammed the system for any reason, we set the new program up to accommodate four-digit years." The union's billing systems, Doser added, is already able to accept payments for the year 2000.

meetings AND announcements

OFFICIAL NOTICE

BYLAWS RESOLUTIONS - MAIL REFERENDUM VOTE

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

ARTICLE XIV

Section 2

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

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

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

(1) A mail referendum vote of the Membership of this Local Union shall be conducted during the period of April 19, 1999 through May 11, 1999, under the supervision of the Bylaws Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(2) The mail referendum vote shall be conducted by a committee known as the Bylaws Committee, composed of one (1) Member from each District and the six (6) Constitutional Officers of Local 3. The District Member was nominated and elected by secret ballot at the January, February, and March 1998 quarterly District Meetings by vote of those Members present.

(3) The Bylaws Committee shall be responsible for the conduct of the mail referendum vote, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, and giving official notice of Bylaws Resolutions as printed in the *Engineers News* not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

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

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

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

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

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

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

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

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

DISTRICT AND SPECIAL-CALLED MEETINGS

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

MARCH 1999

1st	District 17: Lihue, Kauai, HI ILWU Hall 4154 Hardy Avenue <i>Special called mtg.</i> 10:00 a.m. District 17: Lihue, Kauai, HI Kauai High School Cafeteria <i>Regular Dist. mtg.</i> 7:00 p.m.	10th	District 60: Marysville, CA Friday Night Club Live (Packard Library) 301-4th Street <i>Special called mtg.</i> 2:00 p.m. District 60: Oroville, CA Cannery Workers 3557 Oro Dam Blvd. <i>Regular Dist. mtg.</i> 7:00 p.m.
2nd	District 17: Honolulu, HI Jikoen Temple 1731 N. School Street <i>Special called mtg.</i> 2:00 p.m. District 17: Honolulu, HI Washington Inter. School Cafeteria 1633 So. King Street <i>Regular Dist. mtg.</i> 7:00 p.m.	16th	District 90: San Jose, CA Italian Gardens 1500 Almaden Road <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
2nd	District 04: Fairfield, CA Engineers Building 2540 N. Watney Way <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.	18th	District 50: Fresno, CA Laborer's Hall 5431 East Hedges <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
3rd	District 17: Wailuku Maui, HI ILWU Hall 896 Lower Main Street <i>Special called mtg.</i> 10:00 a.m. <i>Regular Dist. mtg.</i> 7:00 p.m.	24th	District 80: Auburn, CA Auburn Recreation Center 123 Recreation Drive <i>Special called mtg.</i> 10:00 a.m. District 80: Sacramento, CA Engineers Building 4044 N. Freeway Blvd., Ste. 200 <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
4th	District 17: Hilo, HI Hilo Hawaiian Hotel 71 Banyan Drive <i>Special called mtg.</i> 10:00 a.m. District 17: Hilo, HI Hilo ILWU Hall 100 W. Lanikaula Street <i>Regular Dist. mtg.</i> 7:00 p.m.	25th	District 10: Ukiah, CA Discovery Inn 1340 N. State Street <i>Special called mtg.</i> 10:00 a.m. District 10: Rohnert Park, CA Engineers Building 6225 State Farm Drive <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
5th	District 17: Kailua-Kona, HI King Kamehameha Hotel 75-5660 Palani Road <i>Special called mtg.</i> 11:00 a.m. District 17: Holualoa, HI Holualoa Imin Comm. Center 76-5877 Mamalahoa <i>Regular Dist. mtg.</i> 7:00 p.m.	29th	District 12: Salt Lake City, UT Engineers Building 1958 W. N. Temple <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
8th	District 40: Eureka, CA Engineers Building 2806 Broadway <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.	30th	District 11: Reno, NV Engineers Building 1290 Corporate Blvd. <i>Special called mtg.</i> 2:00 p.m. <i>Regular Dist. mtg.</i> 7:00 p.m.
9th	District 70: Anderson, CA Frontier Senior Center 2081 Frontier Trail <i>Special called mtg.</i> 2:00 p.m. District 70: Redding, CA Engineers Building 20308 Engineers Lane <i>Regular Dist. mtg.</i> 7:00 p.m.	31st	District 70: Elko, NV Engineers Building 1094 Lamaille Highway <i>Special called mtg.</i> 9:00 a.m. <i>Special called mtg.</i> 8:00 p.m.

DISTRICT MEETINGS

all meetings convene at 7:00 p.m.

APRIL 1999

1st	District 30: Stockton, CA Stockton Waterloo Gun & Bocci Club 4343 N. Ashley Lane
15th	District 80: Sacramento, CA Engineers Building 4044 N. Freeway Blvd., Ste. 200 Sacramento, CA 95834
20th	District 40: Eureka, CA Engineers Building 2806 Broadway Eureka, CA 95501
21st	District 70: Redding, CA Engineers Building 20308 Engineers Lane Redding, CA 96002
22nd	District 60: Marysville, CA Friday Night Live Club 301-4th Street
29th	District 04: Fairfield, CA Engineers Building 2540 N. Watney Way Fairfield, CA 94533

MAY 1999

6th	District 50: Fresno, CA Laborer's Hall 5431 East Hedges
13th	District 01: Burlingame, CA Machinists Hall 1511 Rollins Road
26th	District 12: Orem, UT Steelworkers Hall 1847 South Columbia Lane
27th	District 11: Reno, NV Engineers Building 1290 Corporate Boulevard Reno, NV 89502

meetings AND announcements

Bring Your Dues Card

Recording-Corres. Secretary Robert L. Wise wishes to remind all members to carry their paid up Local 3 dues card. When attending a semi-annual, quarterly district or special called meeting of the union, your paid up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.



meetings AND announcements

VOTING INSTRUCTIONS

BYLAWS RESOLUTIONS MAIL REFERENDUM VOTE

In accordance with the Official Notice of Bylaws Resolutions as adopted by the Bylaws Committee on October 20, 1998: "The certified public accountants shall mail the ballots and return envelopes to the eligible voters on Monday, April 19, 1999, and shall open the post office box for the first and last time on May 11, 1999 at 10:00 a.m."

In an envelope marked "OFFICIAL BALLOT," you will receive a business reply envelope with voting instructions. When you receive your Official Ballot envelope, open it, and remove the contents. Follow the voting instructions. When you have made your choice and marked the ballot card accordingly, place the ballot card in the secrecy envelope, seal it and insert it in the business reply envelope.

IMPORTANT: Remove stub from ballot card before placing it in the secrecy envelope. After you have sealed your ballot card in the secrecy envelope and then in the business reply envelope, you must sign your name and enter your Social Security number or Register number on the reverse side of the business reply envelope or your ballot will be voided (not counted). Your signature will only identify you as an eligible voter, but in no way indicates how you voted.

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., May 11, 1999 at the P.O. Box in Alameda. You should vote and mail your ballot early. Ballots arriving in the P.O. Box after this time and date will not be counted. Do not mail dues payments or any other material with your ballot.

If you have a foreign address, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange otherwise. In the event you do not receive a ballot by April 26, 1999 or your ballot is destroyed or lost, you should call Thomas Havey LLP at a toll free number 1-800-560-1826. This service will be available 7 days a week, 24 hours a day until May 7, 1999.



OFFICIAL BALLOT I.U.O.E. LOCAL 3 Special Election Amendments to Bylaws May 11, 1999

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT I.U.O.E. LOCAL 3 AMENDMENTS TO BYLAWS

Whereas, the competitive market place has presented this Local Union with ever greater demands, responsibilities, and opportunities, and,

Whereas, to meet these challenges it is imperative that the Local Union update and continually maintain a set of Bylaws that are progressive, flexible, and responsive to the changing needs of this Local and its Membership, and,

Whereas, the Bylaws of this Local Union have not been substantially revised nor updated in nearly 40 years, and,

Whereas, each District has dutifully elected a rank and file member to serve as their Bylaws Committee representative, and,

Whereas, this Bylaws Committee and the Officers of this Local Union have laboriously worked to craft a comprehensive set of Bylaws that enhance the Union's ability to collectively bargain, negotiate, organize, participate in political activities and strengthen its current and future competitive position in the market place, and,

Whereas, this Bylaws Resolution has been unanimously endorsed by the rank and file Bylaws Committee and the Officers of this Local Union for presentation to the Membership, and,

Whereas, this Bylaws Resolution has been unanimously approved by the Executive Board at its December 1998 meeting and overwhelmingly adopted by the members of this Local at the January 1999 Semi-Annual Membership Meeting held in San Francisco,

Therefore, be it resolved that this Bylaws Resolution is hereby submitted to the Membership of the Operating Engineers Local Union No. 3 for acceptance.

YES TO ACCEPT BYLAWS RESOLUTION ☐

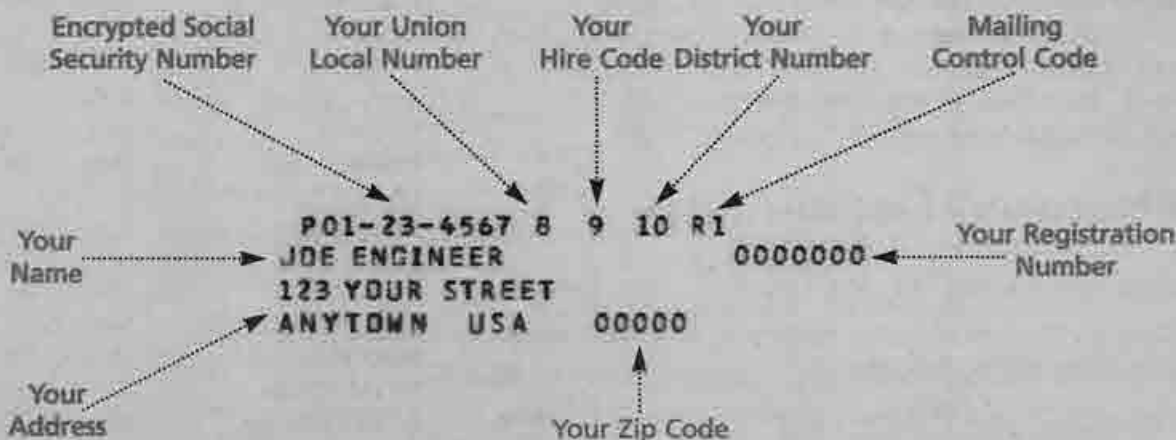
NO TO REJECT BYLAWS RESOLUTION ☐

OE3-101

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

Mailing label contains member registra- tion number

The member registration number on the *Engineers News* label makes it easier for you to properly fill out and return the election ballot with all the correct information.



HONORARY MEMBERS

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

Douglas B. Barringer	1142670
Howard Bayers	1148443
Carl D. Black	1112844
David Burch	1154323
Franklin D. Callahan	1092551
Jerry Deussenberry	1152860
Ronald Farrell	0841470
Hugh M. Floyd	1051407
John Gonzales	1148300
William Gregory	0928048
James Holway	0976279
Ramon E. Hopkins	1142750
William S. Jose	1154375
Jens Knudsen	1136298
Max J. Lennon	0939694
Donald P. Longacre	1142781
Thomas M. Lowe	0836994
Harold D. McQuillan	1123581
John C. Miller	1061950
Jake Missakian	1144714
M.G. Orear	1142822
Don M. Perry	1123534
Leslie Riggs	0894946
Frank P. Rios	1155594
Joseph E. Sabala	1154379
Mervin Santos	1006772
Lewis Shrader	1144736
Jack Solus	0990158
Fred L. Wilson*	1152926
John W. Wood*	1032502
James T. Yamauchi	1143131
Kiyoshi Yoshimoto	1107370

* Effective January 1, 1999



CORRECTION

In the February *Engineers News* on page 9 under Deceased Dependents, the newspaper listed "Marie Allen, wife of Phillip Allen." This was incorrect. It should have read: "Ruth Allen, wife of Phillip Allen." We apologize to the Allen family for this mistake.

Deceased Dependents

Amelia Amann, wife of Patrick Amann	12-09-98
Leola Burton, wife of Leland Burton	01-01-99
Virginia Henderson, wife of Harvey Henderson	01-17-99
Bertha Smith, wife of Vincent Smith	12-04-98
Joy Wagner, wife of Lavern Wagner	01-18-99

Departed Members

Our condolences to the family and friends of the following departed members: (Compiled from the January 1999 database)

Thomas Aguilar	Modesto, CA	01-21-99
Fred Arnold	Rocklin, CA	12-31-98
Oliver Atkinson	Lodi, CA	01-17-99
Forrest Bigler	Heber City, UT	01-05-99
Orvel Bird	Coos Bay, OR	12-08-98
James Brady	Incline Vlg., NV	12-22-98
J. Broadway	Auburn, CA	12-13-98
Elden Brown	Oroville, CA	01-08-99
Fred Burnett	Pauls Valley, OK	01-04-99
Bert Butterfield	Vacaville, CA	12-05-98
Harry Camden	Jamestown, CA	01-22-99
Gordon Carpenter	Redding, CA	12-22-98
Henry Contreras	Fowler, CA	01-15-99
Manuel Costa	Honolulu, HI	01-11-99
Harold Cotton	Oakland, CA	01-12-99
Chester Croll	Olympia, WA	12-25-98
Bernard Cullen	El Dorado Hills, CA	12-11-98
Jack Daugherty	Salt Lake City, UT	01-06-99
Leonard Dondero	Pleasanton, CA	01-09-99
Richard Elkin	S. San Francisco, CA	12-23-98
Thomas Federighi	Tracy, CA	01-19-99
John Funderberg	Reno, NV	01-12-99
Rayburn Guerin	Key West, FL	01-11-99
Herman Hamada Sr.	Kurtistown, HI	12-19-98
Richard Hanway	Oroville, CA	12-28-98
Harold Hedrick	Garnerville, NV	12-26-98
Lee Howell	Millipitas, CA	01-12-99
Ival Hunnel	Albuquerque, NM	01-10-99
Paul Hunsaid	Chico, CA	01-05-99
Lee Hunter	Clearlake, CA	01-14-99
Michio Ide	Hilo, HI	01-02-99
J. Jeffries	Rio Dell, CA	12-23-98
Daniel Johnson	Reserve, MT	12-31-98
James Kelley	Suisun City, CA	01-17-99
Lawren Kite	Santa Maria, CA	01-11-99
William Krouse	San Leandro, CA	01-15-99
Richard Lee	Pukalani, HI	01-10-99
Charles Lloyd	Provo, UT	01-05-99
Gordon Lovely	Bakersfield, CA	12-31-98
L. Lowery	Sacramento, CA	01-12-99
Bert Mares	Columbia, CA	12-12-98
Henry Marshall	Sun City, AZ	12-21-98
Hale Mason	San Pablo, CA	01-21-99
T. McHugh Sr.	Valley Springs, CA	01-01-99
B. Medders	Woodlake, CA	01-09-99
Lloyd Moore	Oakdale, CA	01-22-99
Clint Mortensen	Clinton, UT	12-13-98
J. Neely	Healdsburg, CA	12-08-98
Juan Olivas	San Jose, CA	12-19-98
Simon Oltman	Wilseyville, CA	12-03-98
Herman Pavao	Pearl City, HI	01-04-99
John Presto	Stockton, CA	12-28-98
Lewis Redden	Harbor, OR	12-25-98
Sylvan Riley	Redwood Valley, CA	01-05-99
David Russell	Yuba City, CA	01-01-99
Edwin Schmidt	Aiea, HI	01-15-99
M. Shrum	San Francisco, CA	10-27-98
Kenneth Smith	McMinnville, OR	01-26-99
Chester Southard	Vina, CA	12-27-98
James Stover	Burlingame, CA	12-30-98
Ernest Vegas	N. Las Vegas	01-02-99
T. Wasson	Clovis, CA	12-08-98
James Wilson	Napa, CA	01-13-99
Frank Wilton	Madera, CA	01-11-99
Harold Withers	San Rafael, CA	12-19-98
Edward Womack	Saratoga, CA	01-06-99
Earl Yeager	Napa, CA	12-27-98

meetings
AND
announcements



RETIREE MEETINGS

MARCH 1999

1st	District 17: Lihue, Kauai, HI ILWU Hall 4154 Hardy Avenue 10:00 a.m.	10th	District 60: Marysville, CA Friday Night Club Live (Packard Library) 301-4th Street 2:00 p.m.
2nd	District 17: Honolulu, HI Jikoen Temple 1731 N. School Street 2:00 p.m.	16th	District 90: San Jose, CA Italian Gardens 1500 Almaden Road 2:00 p.m.
2nd	District 04: Fairfield, CA Engineers Building 2540 N. Watney Way 2:00 p.m.	18th	District 50: Fresno, CA Laborer's Hall 5431 East Hedges 2:00 p.m.
3rd	District 17: Wailuku Maui, HI ILWU Hall 896 Lower Main Street 10:00 a.m.	24th	District 80: Auburn, CA Auburn Recreation Center 123 Recreation Drive 10:00 a.m. District 80: Sacramento, CA Engineers Building 4044 N. Freeway Blvd., Ste. 200 2:00 p.m.
4th	District 17: Hilo, HI Hilo Hawaiian Hotel 71 Banyan Drive 10:00 a.m.	25th	District 10: Ukiah, CA Discovery Inn 1340 N. State Street 10:00 a.m.
5th	District 17: Kailua-Kona, HI King Kamehameha Hotel 75-5660 Palani Road 11:00 a.m.		District 10: Rohnert Park, CA Engineers Building 6225 State Farm Drive 2:00 p.m.
8th	District 40: Eureka, CA Engineers Building 2806 Broadway 2:00 p.m.	29th	District 12: Salt Lake City, UT Engineers Building 1958 W. N. Temple 2:00 p.m.
9th	District 70: Anderson, CA Frontier Senior Center 2081 Frontier Trail 2:00 p.m.	30th	District 11: Reno, NV Engineers Building 1290 Corporate Blvd. 2:00 p.m.

NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

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

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

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

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

The schedule of the meetings in which these elections will be held appears on page 19 under "District Meetings."

PRE-RETIREMENT MEETINGS

all meetings convene at 7:00 p.m.

SACRAMENTO

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

AUBURN

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

EUREKA

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

REDDING

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

MARYSVILLE

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

meetings
AND
announcements



NOTICE

1999 GRIEVANCE COMMITTEE ELECTION

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

The schedule of the meetings in which these elections will be held appears on page 19 under "District Meetings."

NOTICE

ELECTION OF EXECUTIVE BOARD MEMBER DISTRICT 80 (SACRAMENTO)

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

March 24, 1999
7:00 p.m.

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

FREE WANT ADS FOR MEMBERS

FOR SALE: 1987 Avenger Ski Boat, 115 Evinrude, 16.5 ft. new bimini top, new ss prop, just serviced. Partial trade for snap on/mac tools possible, \$4200.00/offer, (209) 728-8911, #2108649.

FOR SALE: Paradise House Reduced \$219,000 to \$212,900, 3br, 2ba, 2 car garage, 1996 sq. ft., Separate Shop, 32ft x 34ft, 220 v wiring, finished walls, 3/4 ba., hot water htr., elec. wall htr, 1 acre land, fenced, RV access, call Donna, (916) 872-6610, fax (916) 877-5169, #0338365.

FOR SALE: 1991 Holiday Rambler Monitor 5th Wheel, exc. cond., partial trade for snap on/mac tools possible, \$10,500/offer, (209) 728-8911, #2108649.

FOR SALE: Rockwell radial arm drill, 1/2 chuck 1/2 heavy duty motor, \$250.00, 2 section 10 ft. flexible harrow, like new, \$75.00, 10ft flex. harrow, built similar to chain link fence, 1/2 heavy steel links, super for spreading drop-pings in animal pastures, \$150.00/offer, (707) 425-5652, #1440428.

FOR SALE: 1995 Ford Explorer XL, 4 dr, 4 whl drive, 5 spd, manual trans., dual air bags, air cond. am/fm stereo, 62,000 miles, \$15,000/offer, (209) 728-8911, #2108649.

FOR SALE: 1978 Transamerica 35ft. fifth wheel with ramps and rear, remodeled and everything new or rebuilt, \$3,750.00/offer, (530) 878-1535, #2327523.

FOR SALE: 25 ft. Seamaster, 1993 custom built, aluminum, dual prop volvo, in board out board, cutty cabin, ref., stove, head, vhf radio, swim platform and rear door, ladder, four stroke trolling motor steering, charger, galvanized trailer, elec. winch and many other extras, \$45,000, (916) 655-3690, #1511187.

FOR SALE: 1984 Ford Super Cab XLT Lariat Dually, 6.9 turbo diesel with aux. trans. everything new, (too much to list), 18K miles, 26K invested, sacrifice \$12,500, Glass tite custom camper shell for sm. truck, like new, \$350.00, (530) 878-1535, #2327523.

FOR SALE: Trailer - Backhoe or equip- ment, Interstate 30 DA, air brakes, elect. hyd., ramps, chrome wheels, good tires, exc. cond., (209) 854-6007, #2332677.

FOR SALE: '96' Ford F350 XLT Crew Cab, 460, 4X4, 47,000 miles, auto trans, CD player, auto windows & door lock, air, towing package, privacy tinted windows, bed liner, white w/ grey interior, \$21,900.00, (801) 254-0771, #2329981.

FOR SALE: One large Marquise Diamond Solitaire ring, 1.06 ct., GIA D-E/SI 2, 6 prong, 14kt. gold leddel, finger size 7, paid over \$8,000.00 and appraised with all papers, the same, asking \$4,500, call (702) 754-6133, #2051516.

FOR SALE: Fifth Wheel Alpenlite 87, very clean, non smokers, used very little, \$9,000.00, (209) 357-3476, #1163188.

FOR SALE: 1984 Western 12.5 ft Aluminum boat with trailer, current registration on both, great shape for fishing or hunting, \$1,000.00/offer, (925) 963-0515 day, (707) 649-2229 evening, #2226534.

FOR SALE: 1994 Ford Mustang GT, (30th yr. edition, limited) V8, 51,000 miles, Lazer Red, grey leather interior, auto trans, power windows & doors, tinted windows, Mach 460 sound system, CD player & cass., 16" wheels, extra set

of 17" wheels, \$10,900.00, (801) 254-0771, #2329981.

FOR SALE: 1994 Westport 5th Wheel Trailer by Fleetwood, 33 1/2 ft. long, with awning, 2 slideouts, 2 skylights, 2 expando fans, oak floor in kitchen, solid oak cabinet doors through out, generator ready, insulated storage, less than 500 miles of travel, \$22,000.00/offer, (530) 333-4557, #1795824.

FOR SALE: 1990 Lincoln Town Car Signature Edition, Immaculate, burgandy with leather interior, V8 5 liter engine, power everything, exc. Maintenance, recent tires, brakes, electronics, all records available, 91K miles, \$8,950.00, (530) 477-8837 anytime, #0865600.

FOR SALE: 1967 Camaro RS/SS-350 Trophy winning show car, restored in Vette Red poly, 400 HP 350, 4-bolt, headers 21/2" flowmaster exhaust, rebuilt front suspension with power disc brakes, rebuilt TH-400 trans, Dana 3.55 posi Crager SS chrome mags, new BFG Comp TA tires, \$15,000.00 invested, I got a new Harley and must sell, make offer or trade for motor home of equal value, (707) 787-3384, #2258224.

FOR SALE: Assume loan 30' 5th Wheel 1995 Dutchman Classic, very clean, 13' 6" hydrolic expando, microwave, swivel rocker, queen bed, stereo, awning, factory roof mounted A/C, large holding tanks, dual 7 1/2 gal. Propane tanks, 40 gal. fresh water tank, ref/water heater elec. or propane, loan approx. \$15,000.00, (800) 303-6038 pager, #1928909.

WANTED: Coot 4WD A.T.V., any condition, call Tom (916) 988-0993 or e-mail coottom@aol.com, #1148392.

FOR SALE: '97 Polaris Sportman 500, electric and pull start push button 4 wheel drive, 120 original miles, \$5,000.00, (916) 344-7971, #2335189.

FOR SALE: Tow Dolly, Kar Kaddy II by Demco, good condition, \$600.00, (916) 487-3872, #0566240.

FOR SALE: 1984 Southwind 27' Class A Motorhome, 454 cubic-inch engine, party model, rear bed and bath/shower combo, front side couch-bed, two swivel chairs with fold-down table between, driver door with recliner captain's chair seat, passenger side chair same, \$14,000.00, (530) 877-8749, #0868407.

FOR SALE: 25' Seamaster, 1993 cus- tom aluminum, dual prop volvo, inboard outboard, ref, stove, head, VHF, full canvas, 200' chain, loran, swim platform, rear door, ladder, 15 hp four stroke trolling motor with steering column, on board charger, tandem axle trailer with surge brakes, ele. winch and other extras 70k invested, asking \$45,000.00, (916) 991-2999, (916) 655-3690 evenings, #1511187.

FOR SALE: Membership in Thousand Trail - NACO, Gold card plus alliance program and affiliated with R.P.I., \$550.00 plus transfer fees, (530) 432-0667, #0892694.

FOR SALE: Large marquis diamond solitaire ring 1.06 ct. GIA D-E/SI 2. 6 prong, 14K gold. Finger size 7. Paid over \$8,000, appraised at same with papers included. Asking \$4,500. Call (702) 754-6133. #2051516

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

FOR SALE: '85 Toyota P.U. SR5 4x4

long bed with Duraliner. New engine, only 35K miles, manual transmission. Like new. \$3,500. Call Laurie at (925) 598-2088 or e-mail barnone@tanner-ins.com. #1904104

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

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

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

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

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

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

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

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

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

FOR SALE: '87 Coachman, 26-ft., chassis mount, fully loaded, twin beds in rear, queen bed above cab, 2 swivel chairs, separate shower/bathroom, new carpet & microwave, cable ready, heavy-duty tow pkg., 1000 miles on new engine. \$14,500/offer. Call (209) 835-8298. #2137838

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

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

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

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

FOR SALE: Home plus Car, Rual Redding, CA. 3 bdr., 2 bth., den, stucco w/ tile roof, lrg. inground pool, patio, fruit

trees. Room for horses with equestrian trails in quiet neighborhood. '65 Classic Ford Mustang Fastback Incl., \$150,000.00, (530) 365-0991, #1984908.

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

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

FOR SALE: Hydraulic in ground hoist, 2 post, 1 stationary, 1 sliding 24,000 lb (wagner), \$1000.00, (530) 529-3524 After 4pm., #2212871.

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

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

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

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

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

FOR SALE: '78 Transamerica 35-ft. 5th wheel trailer, ATV rear access with ramp, remodeled and updated, great if building home or rental, \$4,000/offer, (530) 878-1535, #2327523.

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

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

swap shop

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. No phone-in ads please. Limit 2 ads per issue.

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

Operating Engineers Local Union #3

1620 S. Loop Rd. Alameda, CA. 94502
ATTN: SwapShop*

Or fax ads to: SwapShop
(510) 748-7471

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



MORE SCHOLARSHIP AWARDS

Local 3 to award 20 \$500 'Special Scholarships' at July 17 Semi-Annual meeting

In fall 1998, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their third scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted about \$38,000 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 17 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 many of the jobs in the future 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.

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



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, 1999. 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 17, 1999 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.

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