

ENGINEERSnews

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IMPORTANT ELECTION COMMITTEE NOTICE

See page 19 for important information regarding the election of the Election Committee members who will be conducting the August 2000 election of officers and Executive Board members.

Cover Photo by
Amy Modun

Dredging for dollars

To meet new demands and maintain economic viability, the Port of Oakland must expand



FOR THE good & welfare



by
DON DOSER

business
manager

AMERICA HAS A PROBLEM AND UNION POLITICAL INVOLVEMENT IS THE SOLUTION

How could it be true, as the headline of the main story in last month's *Engineers News* stated, that working people, despite a sizzling economy, are embroiled in "The Fight of Our Economic Lives?"

Every year government studies reveal the dismal truth about the New Economy: The rich are getting richer and working families are falling financially further and further behind. Our nation's unprecedented prosperity is not being distributed equitable among all segments of society.

The latest Congressional Budget Office study reveals how serious the situation has become. Four out of five U.S. households, about 217 million people, take home less income today than in 1977, when adjusted for inflation. The average after-tax income of the poor has fallen 12 percent since 1977.

Meanwhile, the richest 2.7 million Americans, the top 1 percent, now have as many after-tax dollars to spend as the bottom 100 million, a ratio that has more than doubled since 1977, when the top 1 percent had as much as the bottom 49 million. Our once strong and abundant middle class is in danger of degrading into an aristocracy in which privilege and social class determine one's economic status.

How did the United States get to where one in four full-time workers now earns poverty-level wages? The answer can be best described using a metaphor from America's favorite pastime – football.

After World War II, the labor movement moved its offense efficiently down the field, gaining one first down after another throughout the 1960s and 1970s. More than 30 percent of the U.S. workforce was unionized. Working families with one breadwinner could afford to buy a home, send the children to college and buy a new car once in a while.

Then, in the early 1980s, labor's offense bogged down and it had to punt. Corporate America caught the punt on the run, swung right and picked up a wall of heavyweight blockers, like President Ronald Reagan, a corps of anti-union congressional leaders, and powerful corporate lobbyists who vigorously sought a union-free environment for big business.

During the decades of the 1980s and 1990s, Corporate America and its wall of blockers knocked America's working families on their backs: deregulated

entire industries, downsized breadwinners into minimum-wage jobs, moved factories and their good-paying union jobs overseas, used corporate mergers and acquisitions to bust unions, and reclassified long-term, full-time employees as part-timers, temps and independent contractors to avoid paying health insurance and pension costs.

As the recent World Trade Organization conference in Seattle, Wash. taught us, multinational corporations, many American owned or dominated, want to create a new global economic and legal system free of taxes, labor unions and environmental regulations, a trend that threatens to further exacerbate wealth inequities here and abroad.

The only obstacle preventing Corporate America from reaching pay dirt – total dominance of the global economy – is the punter, organized labor, the only institution in America with the people, power and energy to close the nation's widening economic chasm.

No other institution or program in American history has helped distribute wealth more equitably than the labor movement. Union members as a group earn substantially more money, receive better benefits and have greater job security than non-union workers thanks to collective bargaining. A strong labor movement is indeed the best solution to our nation's growing economic divide.

But rebuilding our nation's labor movement to heights it enjoyed in the 1950s and 1960s requires a political climate conducive to organizing new members and collective bargaining. We must elect worker-friendly candidates at all levels of government so that this nation's economic inequities can be addressed through legal, legislative and regulatory remedies.

The most important action a union member can take is to get involved, by participating in grass-roots political activities such as phone banks and precinct walks for labor-friendly candidate in your area, then cast your ballot on election day. The question we must ask ourselves: Are we going to merely dive at Corporate America's feet and hope it trips and falls just before it reaches the goal line, or are we going to stick our helmets between Corporate America's numbers and drive it to the turf? It's up to us.

contents

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Dredging for dollars

To meet new demands and maintain economic viability, the Port of Oakland must expand. p.11-13

Election 2000	p.4-7
Primary Endorsements	p.8-9
Credit Union	p.10
Hornet Semi-Annual	p.14
Organizing	p.15
Talking to Techs	p.16
OCCR	p.17
Fringe Benefits	p.18
Notices and Departed Members	p.19-20
District Meetings	p.21
Swap Shop	p.22
District Reports	p.23
Scholarship Contest	p.24



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NEWS UPDATE

PROP. 25 IS PHONY CAMPAIGN FINANCE REFORM

Initiative on California's March 7 primary ballot works great for millionaire candidates but not for working families

If you thought the 1998 anti-worker initiative Prop. 226 was bad for working families, spend a few minutes reading about Prop. 25, which is on California's March 7 primary ballot. Called the "Son of Prop. 226," this initiative is a classic example of a remedy that's worse than the disease it's trying to cure.

Prop. 25 is a poorly conceived attempt at campaign finance reform. If approved, it will limit the size of campaign contributions to \$3,000 per individual for legislative and local races and \$5,000 per individual for statewide contests.

Prop. 25 is bad for working families because it discriminates against unions just like Prop. 226 did in the 1998 primary. Under section 85309, local and international unions count as one donor for campaign contribution purposes.

Prop. 25 is designed to benefit wealthy candidates like Michael Huffington, who spent over \$17 million of his own money in an unsuccessful run against Dianne Feinstein for U.S. Senate in November 1994, and Al Checchi, who spent millions trying to defeat Gray Davis in the June 1998 Democratic gubernatorial primary race.

Prop. 25 makes politics even more of a rich man's game and gives wealthy people and incumbents a huge advantage against new challengers because the initiative places no limitations on candidates who use personal fortunes to finance their own campaigns.

The initiative's author, Ron Unz, the multimillionaire Silicon Valley software magnate, made sure of that. Unz spent millions of his own fortune

to run against Pete Wilson in the June 1994 Republican gubernatorial primary, then spent millions more in support of the June 1998 ballot initiative Prop. 227, which all but outlawed bilingual education in California public schools. Unz also personally financed the cost of gathering the signatures required to put Prop. 25 on the ballot.

Prop. 25 proponents say they put the initiative on the ballot because special interest campaign contributions have corrupted the political process. Yet Prop. 25 allows special interests to give an unlimited amount of money, known as "soft money," to political parties. This will allow corporations to continue outspending unions 11 to 1 on political campaigns.

Another ill-conceived part of the initiative is a provision that allows candidates to spend taxpayers' money for campaign advertising. Candidates and ballot initiative campaigns that agree to voluntary campaign spending limits would be given public funds for print, broadcast and Internet advertising. The money, as much as \$55 million a year, would come out of the state's general fund. That means taxpayers would foot the bill for candidates and referendums they may not support.

Prop. 25 is a major step in the wrong direction. It would allow millionaires to spend whatever they want on their personal campaigns and anti-worker initiatives. It also allows corporate executives to spend more and unions less. Prop. 25 changes the rules for unions, making it harder for average working families to have their voice heard in state and local politics.

Local 3 urges you to vote No on Prop. 25.

FIGHT TO THE DEATH

Last month I addressed jurisdictional disputes. I talked about the problems we face when other crafts steal our work, and I reminded you to stay alert and report incidents to your business representative. Even though we're all enjoying plenty of work, we must protect our name and our skills so that others can't compromise them later.

As in many cases, the threat starts small. Our situation is no different. Most jurisdictional disputes we handle involve small equipment — boom trucks, tractors, paving and hoisting equipment. Operators watch as a person from another trade sneaks into the seat of one of these machines to perform a task outside his or her classification. Over time, these small incidents become very big threats to our own classification, reputation and wages.

In fact, we're already starting to see other trades push for Operating Engineer classification in their contracts — the biggest threat of all. Imagine what would happen if they get their way. If other trades could perform the same duties as Operating Engineers, what would we be left with?

We must never let that happen. Operating Engineers work hard to learn the craft and earn respect. This is our work, our fight. We've got to go after it. Remember, threats start small. As members, it's your duty to report even the smallest ones to your business representative. From there, it's our duty to enforce.

To do our part, we've brought in two of our most experienced people, Sacramento District Rep. Frank Herrera and former Stockton District Rep. Dave Young. Together they have more than 30 years experience in the industry. Frank and I will work closely to file and enforce each grievance, while Dave works in the field to train business agents and members how to identify and approach jurisdictional situations.

Together we will fight to the death to solve these disputes. But until we completely eliminate the threat, we can't relax for even a moment. Just because everybody wants to be an Operating Engineer doesn't mean they can be.

Talking Points



by
JOHN BONILLA
President

VIABLE ALTERNATIVE

A strong union movement is the best solution to solving our nation's growing income gap between the rich and poor

By Steve Moler • Managing Editor

Editor's note: Engineers News continues this month with the fourth in a lengthy, in-depth series of articles covering the 2000 election season. The series provides readers with useful and easy-to-understand information about this political season's issues and candidates so that working families can make informed decisions at the polls on election day.

Our nation's economy now stands as one of the great paradoxes in U.S. history. While the United States enjoys record prosperity, the country sinks deeper into an economic pit from which it may soon be unable to escape.

Our technology-driven New Economy creates fabulous wealth for a small, select group of high-tech executives, software engineers, corporate lawyers and wealthy shareholders, but fosters a huge underclass of workers who can barely provide for themselves and their families.

All the media attention given to young high-tech tycoons leaves the impression everyone working for upstart computer and Internet companies are earning fabulous six-digit incomes. The truth is the vast majority of new high-tech jobs are low-wage, low-skilled, monotonous positions inside the customer service departments of online shopping networks and in the technical support units of Internet service companies. Another huge block of jobs are being created in the burgeoning service sector, where minimum-wage jobs prevail.

As a result, an increasing number of low- and middle-income working Americans, most of whom don't have union representation, are slipping financially further behind despite holding full-time jobs. More than a quarter of the nation's workforce now earns poverty-level wages, even though the nation is enjoying its best economic times ever. The rich, meanwhile, just keep on getting richer.

THE INCOME GAP KEEPS GROWING

Never before in our history has the gap between the rich and poor grown so pronounced. Today, the richest 2.7 million Americans, the top 1 percent, now have as many after-tax dollars to spend as the bottom 100 million, according to the Congressional Budget Office. That ratio has more than doubled since 1977, when the top 1 percent had as much as the bottom 49 million.

The same study revealed that income disparity has grown so much that four out of five U.S. households — about 217 million people — are taking home less income today than in 1977, when adjusted for inflation. The average after-tax household income of the poor has fallen 12 percent since 1977.

Evidence of a growing economic divide is so overwhelming, almost no one in academia or government disputes the trend. If the chasm grows much larger, experts fear the nation will soon start feeling the harmful effects of a country replacing its strong middle-class economy with an aristocracy dominated by a handful of dot-com multibillionaires like Microsoft's Bill Gates, America Online Chairman Steve Case and Amazon.com founder and CEO Jeff Bezos.

But there's a surprisingly simple solution to solving our nation's gaping economic fissure. No other institution or program in American histo-



"Can't we just buy out the union and downsize it like we do everything else?"

ry has helped distribute wealth more equitably than the labor movement. Over the past century collective bargaining has helped millions of U.S. workers pull themselves out of poverty and into a middle-class lifestyle.

When a bargaining unit prepares for contract negotiations, the union thoroughly researches the employer's financial conditions. If the company is raking in big profits, the unit demands that profits be passed down to the workers through higher wages and improved benefits. As a result, union members as a group earn more money, receive better benefits and have greater job security than non-union workers. These union advantages are the most effective tools for combating our nation's growing economic inequities.

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ELECTION 2000

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UNIONS RAISE WAGES

According to the U.S. Department of Labor's Bureau of Labor Statistics, America's 16.2 million union members earn 32 percent more than non-union workers. Their median weekly earnings for full-time wage and salary work were \$659 in 1998, compared with \$499 for their non-union counterparts.

The union advantage is even greater for minorities and women. Union women earn 39 percent more than non-union women, while African American union members earn 45 percent more than their non-union counterparts. Unionized Latino workers earn 54 percent more than their unrepresented Latino counterparts.

UNION PAY IS HIGHER IN ALMOST ALL OCCUPATIONAL GROUPS

Comparing the compensation of union and non-union workers is tricky because individual workers differ by age, length of time on the job and other characteristics. By comparing the wages of workers within occupational categories, the union difference becomes clearer.

Union membership brings one of the greatest pay differences in the protective services, where members earn \$736 per week, compared with \$450 for non-union workers – a difference of 64 percent. Meanwhile, union machine operators earn 49 percent more than non-union machine workers, and union administrative and clerical workers earn 35 percent more than their counterparts who don't belong to unions.

INCOMES ARE LOWER IN RIGHT-TO-WORK STATES

The union advantage becomes even more apparent when comparing right-to-work states with free states. In right-to-work states unions and employers are prohibited from negotiating union security agreements, which require every employee in a bargaining unit to join the union. Employees in right-to-work states instead can choose not to join the union even though the union is legally required to represent them.



Right-to-work laws are unfair to unions and bad for workers because these types of laws encourage employees to freeloader off the union, which leads to lower overall union membership and weaker collective bargaining. In 1997, the annual average pay in free states was \$29,843, compared with \$25,408 in right-to-work states – a 17 percent difference. Right-to-work states have lower levels of union membership – 8.1 percent compared with 16.2 percent in free states.

UNION WORKERS HAVE BETTER BENEFITS

Another factor contributing to the growing wealth gap is the tendency of employers to shift financial burdens to workers. Many of the nation's largest companies are turning long-term, full-time workers into part-timers, temps, independent contractors and telecommuters to avoid paying health insurance and pension costs.

UNION AND NON-UNION EARNINGS
By Occupation, 1998

Full-Time Wage and Salary Workers' Median Weekly Earnings

Occupational Group	Union	Non-Union
Exec., administrative, mgr.	\$801	\$753
Professional	\$787	\$759
Technicians	\$708	\$590
Sales	\$496	\$502
Administrative-clerical	\$563	\$418
Service, protective	\$736	\$450
Service, other	\$403	\$295
Precision, craft, repair	\$753	\$514
Machine operators	\$559	\$375
Transportation, moving	\$655	\$468
Handlers, laborers	\$514	\$326
Farm, forestry, fish	\$471	\$299
Average Total	\$659	\$499

Because so many workers in the New Economy, almost one-third in California, are employed in non-traditional positions, they aren't likely to have health insurance and pension benefits. Nearly 44 million Americans, including 11 million children, currently don't have health insurance. Only 7 percent of temp workers have health insurance and just 1 in 10 is eligible for a pension plan.

The problem of so many workers not having health insurance and pensions can be corrected in large part through collective bargaining. Why? Because union workers are more likely than their non-union counterparts to receive health care and pension benefits, according to the U.S. Department of Labor.

In 1995, 85 percent of union workers in medium and large businesses had medical care benefits, compared with only 74 percent of non-union workers. Union workers also are more likely to have retirement and short-term disability benefits.

Some 87 percent of union workers have pension plans versus 78 percent of non-union workers. But the real difference comes from the 79 percent of union workers who have defined-benefit retirement coverage, compared with 44 percent of non-union workers.

Defined-benefit plans, like all Local 3 pension plans, are federally insured and provide a guaranteed monthly pension amount. They are far better for workers than defined-contribution plans, such as 401K plans, because benefits are paid for life and aren't dependent on how well the plan's investments perform.

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UNION WORKERS ENJOY MORE JOB SECURITY

The New Economy is creating yet another problem that's increasing wage inequities. Despite record-low unemployment, substantial numbers of workers live with job insecurity. A mind-boggling number of corporate mergers, acquisitions, takeovers and downsizing in recent years has led to hundreds of thousands of layoffs. Many workers nowadays wonder whether they'll have a job the next morning and, if so, for whom.

A recent University of California and Field Institute study found that in California a fifth of the workers surveyed said they had lost a job in the past three years, while 1 in 10 has been displaced in just the past year. About 13 percent live at or near the poverty level despite nearly half of this group working full time.

Again, unions are the answer to solving this problem. Although nearly 50 percent of union workers have been with their current employers for at least 10 years, only 32 percent of non-union workers can make the same claim. Union workers have greater job stability in part because they're more satisfied with their jobs, receive better pay, have better benefits and have access to fair grievance procedures. Even more important, most collective bargaining agreements protect union members from unjust discharge. Non-union workers, in contrast, are "at-will" employees who can be fired at any time for any reason—or for no reason.

STRONG UNIONS

Rebuilding America's labor movement will go a long way in solving the growing income gap between rich and everyone else. Unrepresented workers in emerging and low-paying industries must have the opportunity to bargain collectively for decent wages, fringe benefits and job secu-

rity; otherwise, they will languish indefinitely in low-paying jobs that provide limited opportunities for advancement.

But in order for the labor movement to thrive and take a lead role in taking back the economy, every union member must get involved. Union members must help create the political climate needed to organize new numbers and bargain collectively. When this happens, regulations, policies and laws favorably to working people can be enacted and implemented. Through a strong labor movement Corporate America can then be held accountable for maintaining good jobs that pay decent wages and provide health and retirement benefits for all workers.

IMPORTANCE OF THE NOV. ELECTION

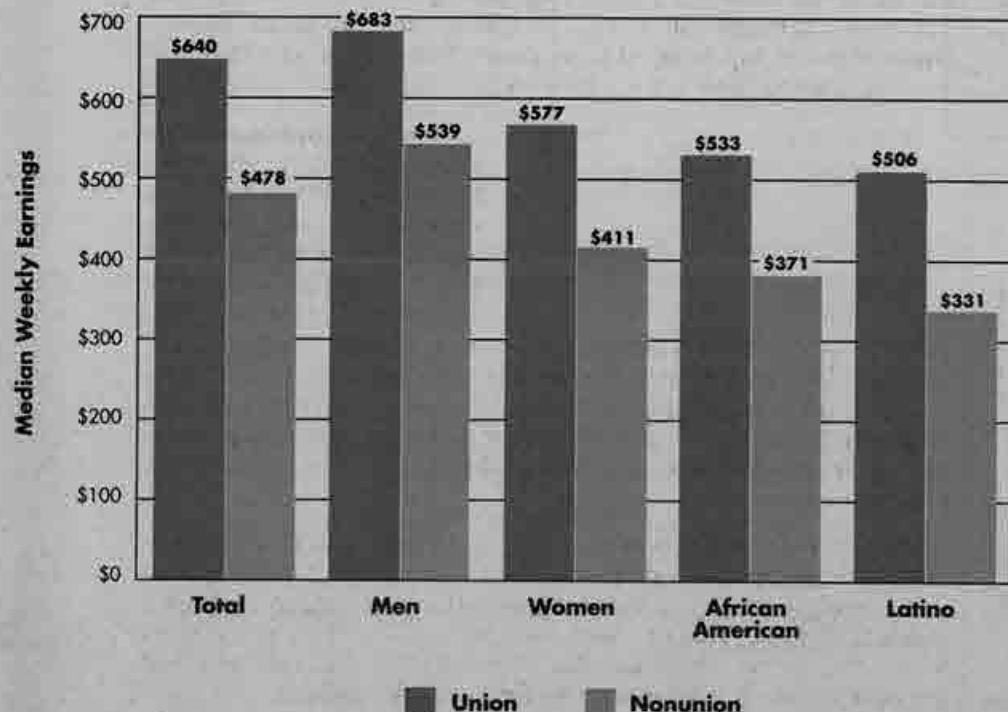
The outcome of the Nov. 7 general election could be a turning point for our nation's economic future. The next election is arguably the most important vote of the next decade. It could determine whether labor asserts a lead role in taking back the U.S. economy or drops further into insignificance.

The AFL-CIO and its affiliates, including Local 3, are now mobilizing to get worker-friendly candidates elected to office at all levels of government in the 2000 election, so that this nation's economic inequities can be addressed through legal, legislative and regulatory remedies.

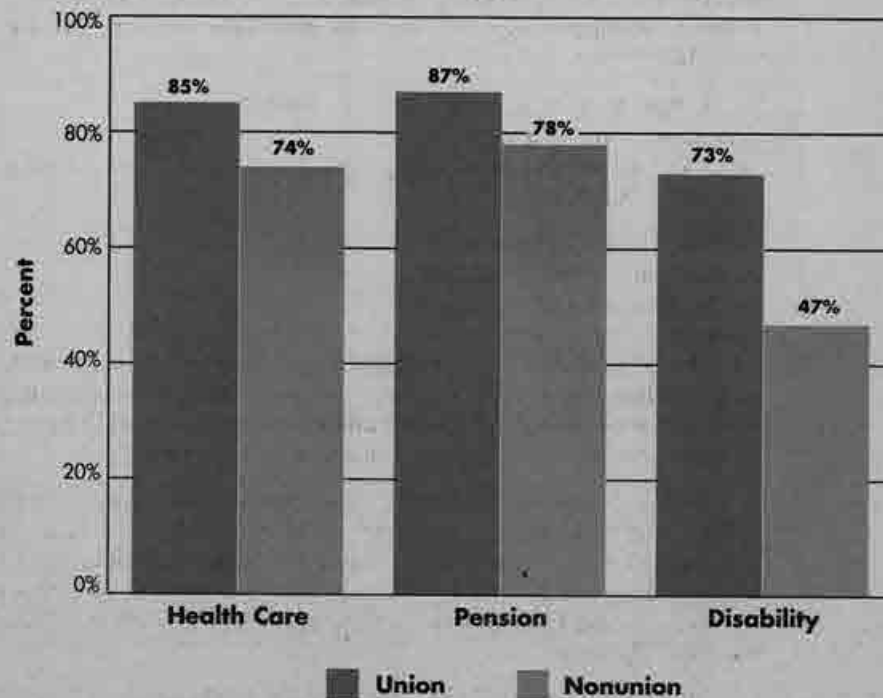
The most important action a union member can take is to get involved. Get registered to vote, then cast your ballot on election day. If you can, volunteer to participate in a phone bank or walk a precinct for a labor-friendly candidate in your area. You can get information about such grass-roots activities by calling your district office.

Next month: The major issues shaping the 2000 election campaign.

MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, 1998



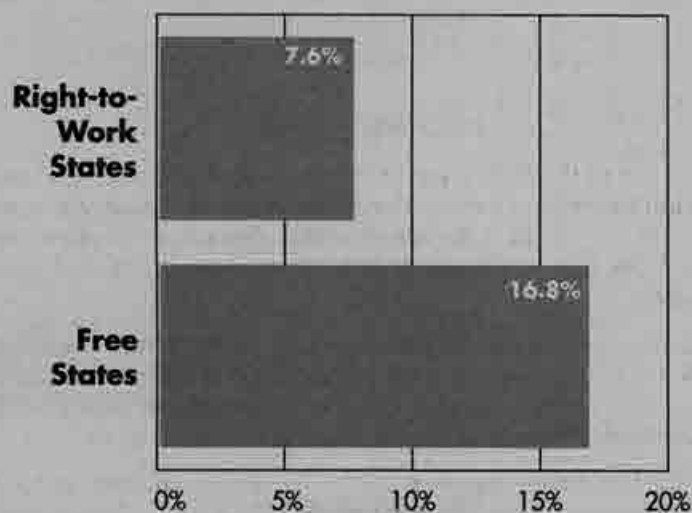
UNION WORKERS ARE MORE LIKELY TO HAVE HEALTH AND PENSION BENEFITS, 1995



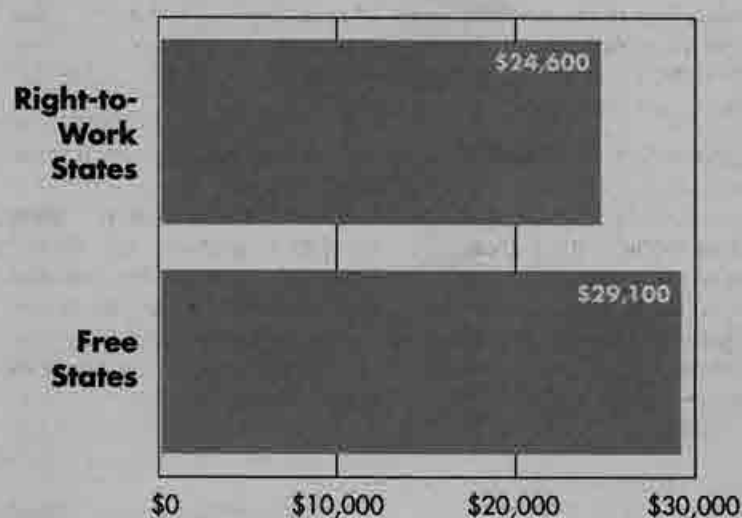
ELECTION 2000

INCOMES ARE LOWER IN RIGHT-TO-WORK STATES

UNION DENSITY, 1997



ANNUAL AVERAGE PAY, 1997



The trend most Americans have come to know as the "gap between rich and poor" started about 20 years ago at around the time another unfortunate trend began – the steady decline of union membership.

The rising income gap and the steady decline of union membership as a percentage of the overall workforce have followed strikingly similar statistical paths. If you superimposed a graph of union membership trends over the past 20 years with a graph illustrating the growing income gap between rich and poor, the two would almost line up exactly. For every percentage-point drop in union membership has come a corresponding increase in the gap between the rich and everyone else.

Is this merely a coincidence or is there a connection? The answer is buried in our nation's history.

The Industrial Revolution, which emerged on the American scene in full force in the late 1800s, created fabulous wealth for a select group of bankers, businessmen and industrialists like Andrew Carnegie, who exploited new technology, an abundance of inexpensive land, unlimited resources and cheap labor to create enormously profitable business enterprises.

But the Industrial Revolution also produced massive poverty for millions of men, women and even children who went to work in the new factories and mines for extremely low wages and often under terrible working conditions. Children as young as 12 years old left school to work 10- and 12-hour days in factories and mines, often side by side with their parents.

Only after large numbers of exploited workers formed labor unions

did many of these workers pull themselves out of poverty and indentured servitude. During the first half of the 20th century, the U.S. labor movement helped create the largest middle class of any industrialized nation in the world. By 1955, more than 35 percent of the U.S. workforce was unionized. Families, most with only one breadwinner, could afford to buy a home, send the children to college and buy a new car every three or four years.

But at the onset of the computer age history once again started repeating itself. As the United States made the transition from the Industrial Age to the Information Age during the late 1970s and early 1980s, union membership began to take its slow but steady plunge. Union membership dropped from about 25 percent of the U.S. workforce in 1980 to close to 14 percent today.

WHEN IT COMES TO INCOME GAP, HISTORY REPEATS ITSELF

The technology-driven New Economy, like the Industrial Revolution, is once again creating fabulous wealth for a small, select group of high-tech corporate executives, software engi-

neers, corporate lawyers, bankers and wealthy shareholders, but is producing a large underclass of otherwise talented, motivated workers who can barely provide for themselves. The vast majority of these low-wage service and high-tech workers have no union representation. It's no wonder more than one-quarter of the U.S. workforce now earns poverty-level wages.

The solution, as it was at the onset of the Industrial Revolution, is for working people to rise up and build a strong labor movement so that low-wage workers in emerging industries can bargain for higher wages, better benefits and increased job security. Unionism helps reduce the income disparities that ultimately hurt our economy and the working families who are being financially left behind.

California Primary Recommendations

The following are Local 3's recommendations for California's March 7 primary. Candidates have been selected based on their legislative records and commitments in support of unions and their members. Regarding statewide ballot initiatives, it is Local 3's policy to make recommendations only on those propositions that have a direct impact on the individual member or, in some cases, on union members in general.

President

Al Gore

U.S. Senator

Dianne Feinstein

Congress

Dist. 1	Mike Thompson
Dist. 2	Stan Morgan
Dist. 3	Bob Kent
Dist. 4	Mark Norberg
Dist. 5	Robert Matsui
Dist. 6	Lynn Woolsey
Dist. 7	George Miller
Dist. 8	Nancy Pelosi
Dist. 9	Barbara Lee
Dist. 10	Ellen Tauscher
Dist. 11	No recommendation
Dist. 12	Tom Lantos
Dist. 13	Fortney 'Pete' Stark
Dist. 14	Anna Eshoo
Dist. 15	Mike Honda
Dist. 16	Zoe Lofgren
Dist. 17	Sam Farr
Dist. 18	Gary Condit
Dist. 19	Dan Rosenberg
Dist. 20	Cal Dooley

Calif. Senate

Dist. 1	Thomas Romero
Dist. 3	John Burton
Dist. 5	Michael Machado
Dist. 7	Tom Torlakson
Dist. 9	Don Perata
Dist. 11	Byron Sher
Dist. 13	John Vasconcellos
Dist. 15	No recommendation

Calif. Assembly

Dist. 1	Virginia Strom-Martin
Dist. 2	Virgil Parks
Dist. 3	Benjamin Witschatter
Dist. 4	No recommendation
Dist. 5	John Molina (write in)
Dist. 6	No Recommendation
Dist. 7	Patricia Wiggins
Dist. 8	Helen Thomson
Dist. 9	Darrell Steinberg
Dist. 10	Debra Gravert
Dist. 11	Joe Canciamilla
Dist. 12	Kevin Shelley
Dist. 13	Carole Migden
Dist. 14	Dion Louise Aroner
Dist. 15	Greg Rolan
Dist. 16	Wilma Chan
Dist. 17	Barbara Matthews or Tom Montes
Dist. 18	Ellen Corbett
Dist. 19	Lou Papan
Dist. 20	John Dutra
Dist. 21	Joe Simitian
Dist. 22	Elaine Alquist
Dist. 23	Manny Diaz
Dist. 24	Rebecca Cohn
Dist. 25	No recommendation
Dist. 26	Dennis Cardoza
Dist. 27	Fred Keeley
Dist. 28	Simon Salinas



Local Candidate Recommendations

From District 10 – Rohnert Park:

Bill Merriman, Lake County Supervisor
Tim Smith, Sonoma County Supervisor
Patricia Gray, Judge
Richard Shoemaker, Mendocino County Supervisor
Ed Robey, Lake County Supervisor
Mike Cale, Sonoma County Supervisor
Michael Delbar, Mendocino County Supervisor

Measure B – Vote YES

From District 80 – Sacramento:

Ken Bush, Eldorado County Supervisor (District 2)
Sandy Sheedy, Sacramento City Council (District 2)
Roger Niello, Sacramento County Board of Supervisors
Rob Kerth, City of Sacramento Mayor
Lou Zimmerle, Elk Grove City Council
Rex Bloomfield, Placer County Supervisor (District 5)
Bonnie Pannel, Sacramento City Council (District 8)

From District 60 – Marysville:

Chuck Smith, Yuba County Supervisor (District 2)
Mark Long, Sutter County Supervisor (District 5)
Ron Southard, Sutter County Supervisor (District 4)
Rick Hall, Butte County Supervisor (District 5)
Bob Beeler, Butte County Supervisor (District 1)
Chris Billeci, Marysville City Council
Mary Jane Griego, Yuba County Supervisor (District 3)
Craig Hall, Yuba County Supervisor

From District 20 – Oakland:

Keith Carson, Alameda County Board of Supervisors (District 5)
Scott Haggerty, Alameda County Board of Supervisors (District 1)
Mark Kilszewski, Alameda County Superior Court Judge
Mary Rocha, Contra Costa County Board of Supervisors (District 5)
Robert Wieckowski, Fremont City Council
Olden P. Henson, Hayward City Council
William H. Ward, Hayward City Council
Jane Brunner, Oakland City Council (District 1)
Nancy Nadel, Oakland City Council (District 3)
Ignacio De La Fuente, Oakland City Council (District 5)
Larry Reid, Oakland City Council (District 7)
John Russo, Oakland City Attorney
Kerry Hamill, Oakland School Board, (District 1)

From District 90 – San Jose:

Dolores Carr, Superior Court Judge (Seat 1)
Forrest Williams, SJ City Council (District 2)
Ken Yeager, SJ City Council (District 6)
Dave Cortese, SJ City Council (District 8)
Nancy Pyle, SJ City Council (District 10)
Dolly Sandoval, SC County Board of Supervisors (District 5)
Fernando Armenta, Monterey County Supervisor (District 1)

From District 50 – Fresno:

Alan Autry, Dan Ronquillo or Sal Quintero, Fresno Mayor
Bryn Forhan, Fresno City Council (District 2)
Yvonne Brown, Fresno City Council (District 4)
Jerry Duncan, Fresno City Council (District 6)
Susan B. Anderson, Fresno County Board of Supervisors (District 2)
Juan Arambula, Fresno County Board of Supervisors (District 3)
Bob Waterson, Fresno County Board of Supervisors (District District 5)
Marc Scalzo, Madera County Supervisor (District 3)
John V. Silva, Madera County Supervisor (District 4)
Jack Elam, Tulare County Supervisor (District 1)
Bill Maze, Tulare County Supervisor (District 3)

California Ballot Propositions

PROPOSITION 1A:

Proposition 1A would allow Indian tribes to legally operate slot machines and banked and percentage card games. Voting yes encourages Indian self-reliance by providing a way for tribes to maintain jobs and fund education.

The state of California previously approved 57 tribal-state gambling compacts. However, if Prop 1A is not passed, the compacts will not go into effect.

Passing this measure means Indian tribes can continue to enjoy the economic benefits of legalized gambling, such as education and higher employment rates.

If 1A fails, tribal gaming could shut down, and the effects could be bad for California Indian tribes and for California taxpayers. Vote yes to protect both. **Vote YES**

PROPOSITION 12:

Supporting Prop 12 helps promote clean drinking water by protecting the area around lakes, rivers and streams. The measure would also protect forests and plants and improve air quality.

The initiative seeks to preserve farmland and open space from the effects of unplanned development. In addition, Prop 12 will repair and improve park safety in neighborhood and state parks. This measure also offers wildlife habitat and coastal protection. **Vote YES**

PROPOSITION 13:

To prevent future problems, support Prop 13 to ensure protection against water contamination and shortages.

If passed, the state could sell \$1.97 billion in bonds to improve drinking water, water quality and flood protection.

Clean water is a limited resource that voters must not take for granted. Future shortages and contaminations could have a devastating impact on the state. Help California ensure water availability by approving Prop 13. **Vote YES**

PROPOSITION 14:

A yes vote would allow the state to sell \$350 million in bonds to build new libraries, to repair facilities, and to build larger reading and homework centers for children, without raising taxes.

Approving Prop 14 lets the state provide grants to local agencies that would use the money to construct and renovate libraries. These funds could not be used for books, certain administrative costs of the project, interest costs of the project, or ongoing operating costs of the new or renovated facility.

For years, libraries have promoted literacy and learning. They provide a safe place for students to study and complete assignments. As California population continues to increase, so does the need for adequate, accessible libraries.

Many California libraries are in need of drastic remodeling, as they often lack even the most basic elements such as books, tables and chairs.

By law, local government cannot spend funds on administrative costs. Prop 14 returns money to local communities and provides a way for voters to make sure library projects are successfully completed. **Vote YES**

PROPOSITION 15:

After a crime has been committed, law officials collect and send the evidence to labs that analyze and interpret it. These facilities are called "forensic crime laboratories."

(continued on next page)

California Ballot Propositions (continued)

This initiative allocates \$220 million for the construction and renovation of forensic laboratories. Supporting this measure provides money for local law enforcement agencies to refurbish labs that would aid them in solving crime. New and improved facilities mean officials will have better ways to analyze criminal evidence. Once officials can synthesize data more accurately and rapidly, cases can go to trial more quickly. And less trial time means voters pay fewer taxes. **Vote YES**

PROPOSITION 16:

Without raising taxes, Prop 16 would let the state use \$50 million for California veteran retirement homes. Approving this measure offers a way to compensate veterans for military service.

If passed, the state could replace \$24 million in currently authorized lease payment bonds for veterans' homes. The other \$26 million would serve as additional bond proceeds for veterans' homes.

Veterans deserve recognition and reward for their dedication and service during dangerous periods in U.S. history. Voting yes ensures that they have a place to live if they can't care for themselves.

In addition, Prop 16 would build a special treatment center for veterans with dementia and Alzheimer's disease. **Vote YES**

PROPOSITION 17:

Currently, only the State Lottery raffle is legal under California law. Any person or organization that conducts a raffle commits a misdemeanor crime, punishable by up to six months in jail. Even when police know about a charitable raffle, they must shut it down or look the other way. This unfair situation hurts legitimate charities and invites law enforcement to play favorites.

Prop 17 would end this by granting legitimate, non-profit organizations the legal status to conduct raffles for fund-raising purposes.

Charities could use the profits from raffles to benefit education, health, parks and wildlife, libraries, food banks, religious organizations and art. This measure would not approve commercial raffling. **Vote YES**

PROPOSITION 18:

First degree murderers who ambush, or who kidnap their victim in addition to killing, may receive the death penalty or life in prison without parole, if voters pass Proposition 18.

As it stands, a person who kidnaps or ambushes a victim in addition to murdering may receive imprisonment for 25 years to life. Voting yes allows more severe punishments to be imposed on those who commit these crimes. **No recommendation**

PROPOSITION 19:

Voters would mandate longer prison terms for people guilty of second degree murder of San Francisco Bay Area Rapid Transit (BART) or State University peace officers.

Under certain circumstances, Prop 19 would allow those convicted of murder to receive 25 years to life imprisonment without the possibility of parole.

Passing Prop 19 validates the California Legislature's overwhelming support of this measure, which would apply the same standard of punishment for those who murder state police officers to those who murder peace officers. **Vote YES**

PROPOSITION 20:

A portion of revenue from the California State Lottery goes to public schools and community colleges. Officials use this money to buy safety equipment, textbooks, computers and other instructional materials.

Voting yes on Prop 20 would mean schools must use 50 percent of any increase in the state lottery revenues (above the 1997-98 total) toward textbooks only.

This creates a problem for schools that don't have a textbook shortage, but do have other supply shortages. Schools in this situation would not be able to appropriately use the money. **Vote NO**

PROPOSITION 21:

Current law states that when juveniles commit crimes, juvenile courts decide whether to move the case to an adult court, while probation departments determine when secure detention or placement of a juvenile is necessary. In addition, 14-year-olds in California can be tried and sentenced as an adult with life imprisonment.

Prop 21 seeks to change this by requiring more juveniles to be tried as an adult and requiring certain juveniles to be held in local or state correctional facilities. This initiative would also increase penalties for gang-related crimes, and would expand the list of violent and serious crimes for which longer prison sentences are imposed.

Passing this measure will cost hundreds of millions of dollars each year. Taxes could increase. In addition, Prop 21 offers little prevention, only punishment. More juveniles who commit crimes at young ages will spend a lifetime in prison, with little chance to reintegrate into and become productive members of society. **Vote NO**

PROPOSITION 22:

California defines marriage as a civil contract between a man and a woman. If voters pass Prop 22, California would continue to define marriage the same way, legalizing only those contracts between a man and a woman. **No recommendation**

PROPOSITION 23:

During an election, voters cast ballots by choosing from a list of candidates. The candidate who receives the most votes wins.

Prop 23 seeks to include a "none of the above" option on each ballot during elections. This would not affect the election process; the candidate who receives the most votes would still win, regardless of how many "none of the above" votes were counted.

This measure would accomplish little — it certainly doesn't empower voters. If Californians want more proportional representation, it's far better to accomplish this through greater education and voter turnout. A "none of the above" option offers no solution to voter disenchantment. **Vote NO**

PROPOSITION 24:

Removed from the ballot by the state Supreme Court.

PROPOSITION 25:

Also referred to as the "son of Proposition 226," this initiative would expand campaign contribution requirements, ban corporate contributions, limit the fund-raising period, provide public funding of media ads, and require candidates to list top contributors in ballot pamphlets.

Authored by a millionaire candidate, this proposition threatens to make politics even more of a rich man's game. It limits the amount of money candidates can raise for their campaigns, unless the candidate is wealthy. Prop 25 makes an exception for the rich: millionaire candidates can spend unlimited amounts of their own money to get elected. Prop 25 also includes a \$55 million annual tax increase, with automatic increases every year to fund political ads. In other words, taxpayers will fund TV ads — even the ones with which they disagree.

Vote no on 25 to keep elections fair for candidates who aren't millionaires. Like Prop 226, this measure would be every rich candidate's best friend, but every voter's worst enemy. **Vote NO**

PROPOSITION 26:

The California Constitution limits property taxes to 1 percent of the value of property. Property taxes may only exceed this limit to pay for (1) any local government debts approved by the voters prior to July 1, 1978 or (2) bonds to buy or improve real property that receive two-thirds voter approval after July 1, 1978.

Prop 26 would let schools, community colleges and county offices issue bonds for construction and replacement of school facilities if a majority of the jurisdiction's voters approve.

Currently, California schools are among the nation's most crowded. Many need repair and most still lack Internet access. To reduce class size, schools must build more classrooms. Schools also need more, newer computers to keep students technologically proficient.

This initiative requires independent audits twice a year to ensure that schools appropriately spend the money. It also gives local communities more power to decide how to allocate the bonds. **Vote YES**

PROPOSITION 27:

Federal law does not limit the number of terms a person may serve as senator or representative in Congress. In 1992, California voters adopted Prop 164, which established term limits for California's senators and representatives in Congress. However, because the Supreme Court ruled that only an amendment to the U.S. Constitution can change the qualifications of office for federal elective officials, Prop 164 will not likely take effect.

Prop 27 would allow candidates to voluntarily sign a declaration stating whether they intend to limit the number of terms they serve. Candidates could also ask the secretary of state to place a statement on the ballot indicating their choice.

If passed, California could lose power and money to other states without term limits. Since

federal money is distributed by committee chairs who are mostly selected by representative seniority, the state could see a significant decrease in money used for schools, police, freeways, seniors and clean water. **Vote NO**

PROPOSITION 28:

The tobacco industry put Prop 28 on the ballot to curb anti-smoking campaigns that have reduced tobacco sales by 30 percent. The measure would repeal the additional 50 cents per pack tax on cigarettes and the equivalent increase on other tobacco products.

If passed, the repeal would eliminate funding for child development and anti-smoking programs, and would terminate California's Children and Families Trust Fund.

Prop 28 is not good for children. It could cut more than \$680 million a year from children's health and preschool education programs. The measure would also eliminate other programs that help children from families with drug and alcohol problems, and programs that help mothers care for themselves and their children during pregnancy and infancy. **Vote NO**

PROPOSITION 29:

Voting yes approves a 1998 law that authorized certain tribal-state gaming compacts and provided procedures for future negotiations between tribes and the governor.

Approval means 11 Indian gambling compacts will go into effect, but only if voters also reject Prop 1A. If voters approve Prop 1A, newer compacts will replace the 11 existing ones.

Voting no means the state law enacting Indian gambling compacts will not take effect. **No recommendation**

PROPOSITION 30:

If Prop 30 passes, voters could sue another person's insurance company for unfair practices in handling their claim.

Gov. Davis and both houses of legislature worked hard to restore a person's right to sue a bad insurance company that illegally delays a valid claim.

Paying premiums on time should guarantee the right to collect compensation from an insurance company following an accident. **Vote YES**

PROPOSITION 31:

Voters would impose limits on when an injured person can sue another's insurance company for unfair practices in handling their claim.

Prop 31 is linked to Prop 30. If voters approve the former but not the latter, people may sue bad insurance companies without any imposed limits. If voters approve both measures, people may still sue insurance companies for delinquent compensation, but may face some restrictions when doing so.

Supporting Prop 31 helps reduce the number of frivolous lawsuits and keeps insurance premiums from skyrocketing. Prop 31 also keeps voters from having to pay an unreasonable taxes. **Vote YES**

NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer and
local 3 recording
corresponding
secretary

MAKE THE CREDIT UNION YOUR CAR HEADQUARTERS

If you think of the credit union when you think about car shopping, there's a good reason. Your credit union has several money and time saving resources for car buyers.

The Credit Union Direct Lending (CUDL) network is one resource. Local 3 members in Northern California have taken advantage of CUDL since it began five years ago. Now CUDL dealers can also be found in the Nevada cities of Reno, Fallon and Carson City. CUDL continues to expand into the California Central Valley and has recently added dealerships in Tracy, Manteca, Lodi and Fresno.

How CUDL works

Dealerships on the CUDL network are connected to the credit union. You can apply for your credit union loan at these dealerships even when the credit union is closed, including evenings and weekends. Credit union member Kim Alvarez of San Jose, Calif. used CUDL recently and said the experience was fast and accurate.

Paperwork is kept to a minimum and it often takes less than three minutes to receive an answer to your loan request when you apply at a CUDL dealership. Although CUDL lets you apply for your loan at the dealership, your loan still goes through the credit union, at the credit union's fair rates, not through the dealership or other financing sources. This means you support the union movement by "banking union."

"The credit union has been great every time we bought a vehicle,"

Local 3 member, Nick Pokovich, Novato, Calif.

that is, choosing to go through the union for your car loan.

To find the location of a CUDL dealer near you, call 1-888-CUDIRECT or go to www.oefcu.org then click on the CUDL logo on the home page. Any credit union branch can also help you find the closest CUDL dealer. You can also call 1-800-877-4444.

Save time car shopping

Sometimes the truck or car you need is not readily available at a dealership. Also, you may not have the time or inclination to shop or negotiate prices. This is when Car Craft Services can help.

The Car Craft staff specializes in finding vehicles up to five years old. This service is available throughout California. You may reach them by calling (510) 357-8430. Tell them what you're looking for and they will go to work for you, at no charge. Be sure to identify yourself as a Local 3 member when you call.

Another service that can help you quickly find the truck or car you want at the right price is the Independent Fleet Manager's Association (IFMA). You reach dealers in Northern California by calling 1-800-409-IFMA or by surfing to www.IFMAautopurchase.com. Make an appointment with an IFM representative to get your new truck or car at fleet pricing.

Pay less with our auto pay discount

Through the credit union, if you choose an automatic payment method for your vehicle, the annual percentage rate for your loan will be 1 percent lower. For example, if your annual percentage rate were 9.5 percent without auto pay, it

would be 8.5 percent with auto pay. Rather than writing a check each month to mail in with a coupon, your payment is conveniently deducted from the credit union checking or savings account of your choice. You may

choose to have the payment deducted on the 10, 15, or 25 of the month.

Getting the most car or truck for your money starts with a call to your credit union. Contact your nearest branch or 1-800-877-4444 or (925) 829-4400.

Attention Wyoming and South Dakota members! Hazmat Training Classes

40-Hour Class
April 17-21

Eight-Hour Refresher Class
April 17

Where: Operating Engineers Local 3
4925 Wardwell Industrial Drive
Casper, WY 82602

Register early, 40-hour class has limited seating

For information and registration, call (307) 265-1397



Dredging for dollars

To meet new demands and maintain economic viability, the Port of Oakland must expand

by Amy Modun • Associate Editor

Envision this: the Port of Oakland swells with activity as an entirely new generation of mega-container ships deliver everything from computers and car parts to artichokes and almonds.

If all goes as scheduled, Vision 2000 intends to make this a very real scenario. By 2004, and with the help of Operating Engineers, the port promises to keep its current status as the fourth-largest in the United States.

Currently, the Port of Oakland harbors 20 percent of all U.S. exports. This activity tremendously impacts the Bay Area economy by providing some 24,000 jobs for local residents. The expansion alone will create almost 9,000 more jobs and generate 9,000 more truck trips to the port per day.

Not only is the expansion a positive endeavor, it's critical. Without it, the port could eventually sink. As shipping countries merge and build larger ships with greater cargo capacity, ships sit lower in the water and require greater port depth, more water volume and larger landside facilities.

Competition with Seattle, Los Angeles, Long Beach and Mexico for Asia import business threatens the Port of Oakland's livelihood. If these other ports can more readily accommodate larger ships carrying more goods, Asia will likely dock with the competition. Port of Oakland Chief Engineer Tom Daniels knows how important it is to keep this from happening.

"It all comes down to money," Daniels explains. "We haven't added any new facilities since the 1980s. L.A. and Long Beach just finished adding longer areas for moving containers. We need to be able to offer our clients additional container area too."

(continued on next page)



Operators pile crushed rock in holding areas.



(continued from previous page)

Capital Programs and Budgets Manager Gay Joseph also agrees that the expansion is critical to the Bay Area economy.

"If we don't expand now, the port will continue to grow at a much slower rate. In five to seven years when the port reaches capacity, the growth would end completely and we'd even start to see a decline as customers go elsewhere for accommodation," Joseph said.

Plans to deepen the port an additional 8 feet – from 42 to 50 feet – are under way. The process involves dredging up layers of earth – mud, rock and other material from the bottom of the port. Additional plans to demolish 850,000 square feet of concrete dock, move 600,000 yards of dirt, and install 560,000 square feet of interlocking pavers is expected to be completed in January.

Other plans are to create a midharbor park, wildlife marsh and beach area along the water front of the former Navy Supply Center. For the marsh, project leaders want to block a section with rock dike, then fill the area with shallow water and eelgrass to attract various plant and animal life. The park will run along the port's perimeter from Union Pacific Mall to the Seventh Street terminal.



GET TO THE DIRT

General Construction and Seaworks Construction (JV) does the dredging, with the help of Local 3. Using floating cranes with giant, mechanical claws, Operating Engineers dig and scoop 700,000 yards of material from the port. But first Operators must clear the water of trash before they start the actual digging.

With shears and clambuckets to sift through the water and grasp large pieces of debris, Operating Engineers continue in this phase until the first part of April. Material removed from the port will be placed in various holding locations where other Operators, using scissors and munchers, can pulverize it. Operators then use the finely crushed rock to create the park and

beach areas.

Once complete, greater port depth means greater water volume. And more water means more ships and more revenue. A lot more.

"Right now, port activity brings about \$1.4 billion to the Bay Area economy. After we complete the entire Vision 2000 project, including the rail intermodal facility, we estimate bringing \$3.3 billion to the Bay Area economy," Joseph said.

The rail intermodal facility will carry goods by train to other locations throughout the United States after they reach the Port of Oakland. Project

leaders expect to complete this part of Vision 2000 by August 2001.

Joseph also estimates that the number of jobs related to the expansion will more than double – from 8,500 to 17,300 at completion.

SINK OR DIG

The decision to expand is not tough – it's certainly one Operating Engineers welcome, with open buckets. Already, ships too large to enter the port during regular tide must wait for high tide before they can dock and unload cargo, or else hit bottom. If the Port of Oakland is to stay afloat, dredging must be the top priority, or else clients will sail away.



5

1. Dwayne Reeves pulls trash from the port.

2. Randy Alexander on a dozer.

3. Operating Engineers dismantle part of a pier at the Port of Oakland.

4. An aerial photo of the Port of Oakland Project.

5. Operator Dennis Hintze.

6. Operator Tim Lomax.

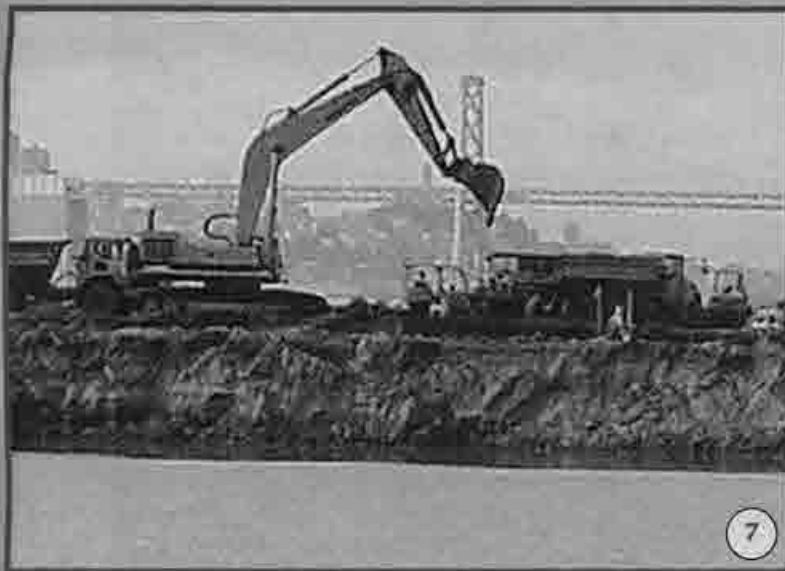
7. Operating Engineers transfer and haul dirt from the port.

8. Local 3 members carry dirt to a new location.

9. A giant clamshell digs and lifts material from the bottom of the port.



6



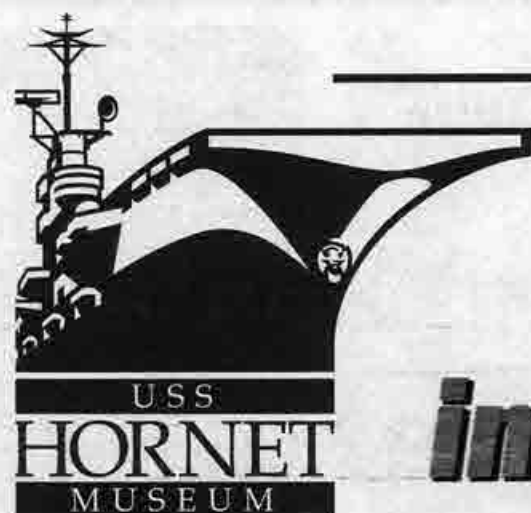
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9



Sail with Local 3 into the new millennium

When:

Sunday, March 26, 2000

Where:

Pier 3, Alameda Point
(Formerly the Alameda
Naval Air Station)

Time:

Registration begins at 11
a.m. Those with physical
limitations should arrive
no later than 12 noon.
Meeting starts at 1 p.m.

- Box lunch provided
- Ship reserved all day
exclusively for Local 3
- Ship is
open from
11 a.m. to
5 p.m.

- Take a self-guided tour
of the ship or just walk
around the HORNET
after the meeting

- Members and their
spouses invited

- Plenty of free parking
near the ship

Activities:

Four major door prizes
Guest speakers
Visual presentations

Join your fellow union members at the

Semi-Annual

aboard the aircraft carrier museum the U.S.S. Hornet based in Alameda, Calif.

A full-size poster similar to this ad will be
given out free at the Semi-Annual!



NEVADA MEMBERS REACH FOR POWER

From Reno to Elko to Hawthorne, Local 3 members in Nevada eagerly attended Organizing Outreach 2000 classes in January.

In Reno, members learned the one-on-one communication skills they'll need to obtain rank-and-file contacts at non-union companies. District Rep. Pete Cox said the classes taught members how to get organized.

"We do great public works jobs in the Reno area, but these classes gave members ideas about how they help us organize non-union companies that do some of the private work in the area," Cox said.

Even nurses who attended from the recently organized Washoe Medical Center took away new ideas in their fight for a first contract.

The agenda in Elko and Hawthorne varied slightly, where the emphasis was on internal organizing. Nevada is a right-to-work state, so members know that a high percentage of union involvement means more power at the negotiating table.

Most Elko members work in the mining industry. Even though their next contract negotiations aren't scheduled for another three years, they're already starting to organize for more respect and power.

A couple of hundred miles south, a Local 3 billboard greets all who enter the city of Hawthorne. The primary source of employment for Local 3 members in Hawthorne is an ammunition plant located on a nearby Army base. Even a recent round of layoffs can't dampen the spirits of these proud members. With just nine months until their contract ends, they're on the move.

Already, people sign up new members on a weekly basis. The Organizing Outreach class gave them a chance to sharpen their skills and gain new ones as they intensify the effort to organize at their facility. By reaching out to unorganized co-workers and building coalitions with concerned members of the community, these members prepare to take on their employer and get the fair contract they deserve, Nevada style.



Reno class members, Jan. 18.



The Hawthorne class, Jan. 28



Members of the Elko class, Jan. 19

NEWS
FROM THE
organizing
dept.



BOB MILLER
Local 3 Treasurer

"ORGANIZING OUTREACH 2000" SCHEDULE

	DISTRICT	DATE	TIME
	Eureka	March 2	9 a.m.
	Fairfield	March 8	6 p.m.
New Date ➡	San Jose	March 14	6 p.m. IBEW Hall, Castroville
	Fresno	March 16	6 p.m.
	San Jose	March 18	8 a.m.
	Utah	March 22	8 a.m.

NOTE: Except for San Jose March 14, all classes take place at the Local 3 district office union hall.

Help your union organize.

and help other workers achieve a better life

Business Manager
Don Doser says:

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

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



NEWS
FROM
**talking
to techs**



by
GERRY ORME

director,
technical
engineers
division

Members muscle political arm

We closed 1999 with more than a 10 percent increase in hours from 1998 – most of that with two-person crews. It's great to see our surveyors doing well.

This economic prosperity should continue for five to 10 more years according to analysts in the construction industry. As members, we must encourage and ensure that the political climate continues for labor. To do this, we must participate in our union's political arm.

As I write this, our grievance committees, which also serve as the district's political action committee, are interviewing prospective members for local and state elections. They select people who help labor create better benefits and conditions for workers and their families.

As Techs, we must look at how we want to approve our contracts. Please call our office at (510) 748-7431 with any suggestions for future negotiations.

I also strongly recommend that you continue to improve your technical skills through the journeyman upgrade classes and the certified party chief status.

And remember, last year we had some very serious accidents, so work safely.

Vote **NO** on Prop 25

YOUR UNION & THE CALIFORNIA AFL-CIO HAVE RESEARCHED THE ISSUE & RECOMMEND:

IT'S ANTI-WORKER CAMPAIGN FINANCE REFORM

Working families need a proven fighter and a voice in our political system.

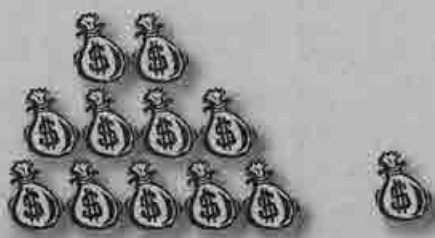
Too often, the voice of workers can't be heard over the big checks written by corporate executives.

Corporate executives outspend working families 11 to 1 in politics.* Now anti-worker politicians and a millionaire former candidate have put Prop 25 on the ballot, claiming they'll reform campaign finance.

BUT INSTEAD OF LEVELING THE PLAYING FIELD, PROP 25 MAKES A BAD SITUATION WORSE.

It allows CEOs and corporate fat cats to give more to anti-worker politicians, but reduces what unions can do. It has more loopholes for big business and "soft money" than federal law for Congress. It provides the first public financing of ballot initiatives in the nation, so that taxpayers would have to pay for anti-worker initiatives.

**Vote
March 7**



Corporate executives
outspend working families
11 to 1 in politics*

* Center for Responsive Politics & Federal Election Commission

Produced for your union by the California Labor Federation, AFL-CIO. For more information, visit our website at www.calaborfed.org.

- Prop 25 would cost taxpayers \$55 million every year, money that could spent on education, health care and transportation.

Independent office of the
Legislative Analyst

- Prop 25 is "hopelessly complicated ... and probably counterproductive... Let's not fool ourselves. Prop 25 isn't the answer."

San Francisco Examiner, 2/4/00

- "This navigation around the soft-money issue is a serious, if not fatal flaw in Prop 25 ... We recommend a no vote."

Santa Barbara News-Press, 2/4/00

- Prop 25 is "a step backward, not forward."

Gail Dryden, president,
League of Women Voters



UNION STANDS UP TO DISCRIMINATION



New Recruiting Rep.
Marshall Massie

As a union, we'd like to think we don't need to worry about discrimination. We'd like to think the companies our members work for are free from equal employment opportunity problems. But we do need to worry.

The Office of Federal Contract Compliance has obtained more than \$180 million in total financial settlements for victims of discrimination under Executive Order 11246, Section 503 of rehabilitation Act of 1973 and section 4212 of the Vietnam era Veterans' Readjustment Assistance.

In the Act of 1974, many violations were found as a result of a routine OFCCP compliance review, not a complaint filing. Had federal contractors taken affirmative action responsibilities more seriously, they might have avoided the financial liability for the discrimination the OFCCP found.

The OFCCP states that the problem of a racially hostile work environment on construction sites is pervasive. It's common for non-minority employees to use racial slurs and jokes. Contractors cited for this must take affirmative action classes and pay large financial settlements.

The OCCR of Local 3 works hard with employers to avoid these problems. And we won't let a report from the OFCCP slow our progress. We need the help of our members, agents, employers, employers association and union officers to stay on top of this battle. Employers can no longer look the other way. We will provide equal representation to all, regardless of race or gender. We stand together as one.

Theresa Herrera and Marshall Massie are now full-time recruiters and look forward to working with all of you. They were apprentice coordinators for the JAC.

Theresa Herrera helped incorporate the "Apprentice on the month" in the *Engineers News*. Theresa will cover all districts south of Sacramento and Marshall will cover all Local 3 districts north of Sacramento.

Both Theresa and Marshall will also attend job fairs and school career days for recruitment.



New Recruiting Rep.
Theresa Herrera

APPRENTICE OF THE MONTH: Curt Hardy

Curt Hardy bears the honor of being chosen the Apprentice of the Month, a period three apprentice who passed JCT's on the excavator and the backhoe.

This young man is currently employed at Morrison Knudsen of Fresno. Curt credits his accomplishments to listening to journeymen regardless of his own opinions.

Curt's qualities include being cooperative, reliable and hard working. His outstanding job performance caught the attention of his coordinator and is the reason we featured him this month.

If Curt could counsel new apprentices, he would say, "Keep your eyes and ears open and do what you're told."

Outstanding apprentices like Curt are what the apprenticeship program is all about.

Way to go, Curt! Keep up the good work!



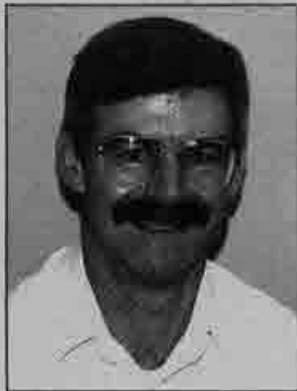
NEWS
FROM THE
OFFICE OF
compliance
&
civil rights



by
CURTIS BROOKS
director



NEWS FROM fringe benefits



by
CHARLIE WARREN

fringe benefits
director

CALIFORNIA HEALTH & WELFARE PLAN COVERS STUDENTS

The Operating Engineers Health & Welfare Plan covers unmarried, dependent children until age 19. Coverage extends to age 24 for full-time students (enrolled in nine units or more) at an accredited school or college.

The eligibility extension applies to participants in Kaiser and the regular plans. Students maintain their student status during the summer months if they enroll for the terms proceeding and following the summer break.

Students age 19 and up must submit proof of enrollment from the school registrar's office each semester or quarter. Failure to submit this documentation will result in claim payment delays. To avoid unnecessary delays, the trust fund office suggests the following:

At the beginning of each semester or quarter, submit a completed Student Dependent Certification (available from your district office, the Fringe Benefit Service Center or the trust fund office) to the trust fund office.

Keep a copy of the certification for your records.

Upon receipt, the trust fund office will note the information, and any claims submitted can be processed the regular way.

Students covered under Kaiser should also submit proof of enrollment to Kaiser when requested.

Trust fund records, for all dependents, are filed under the member's name and social security number. The trust fund office reports that students and schools often send the certifications without identifying information, such as the member's name and social security number.

It's important to remember that the trust fund handles the accounts for thousands of members, so be sure to include all the necessary information in your correspondence.

MAIL MAKES MEDICINE EASIER

For members and dependents covered by the California Health & Welfare Trust Fund and the Retiree Health & Welfare Trust Fund, the prescription mail order services of American Diversified Pharmacies Inc. are available to you.

For six years, the pharmacies have provided personalized prescription service to Operating Engineers and their families. American Diversified Pharmacies is located in the Operating Engineers Building in Sacramento, Calif. and proudly employs members of the Operating Engineers Local 3.

American Diversified Pharmacies is convenient and offers several advantages:

- ☐ No out-of-pocket expense to you
- ☐ No claim forms to file
- ☐ No waiting for reimbursement
- ☐ Your doctor may call or fax your prescription directly to the pharmacy
- ☐ American Diversified obtains refill authorizations for you

- ☐ Prescriptions shipped directly to your home
- ☐ Walk-in services available
- ☐ Toll-free customer service line (800) 568-2177
- ☐ New orders shipped next business day
- ☐ Pharmacist available for drug information 24 hours a day
- ☐ Friendly personalized service

IMPORTANT NOTE: Retirees or spouses enrolled in one of the trust fund's Medicare advantage programs through Kaiser, Health Net or Pacific Care are not eligible for these prescription drug benefits. They must use the prescription drug benefit provided by their Medicare advantage plan.



ELECTION COMMITTEE NOTICE

Robert L. Wise, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3(b), Elections, of the Local Union Bylaws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct an election in August 2000 of Officers and Executive Board Members.

ARTICLE XII, SECTION 3, ELECTIONS:

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

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

MEETINGS TO ELECT THE ELECTION COMMITTEE:

March 2000	2nd/Thurs	- District 20, San Leandro, Sheet Metal Training Center, 1720 Marina Blvd.
	9th/Thurs	- District 90, San Jose, Masonic Hall, 2500 Masonic Drive
	13th/Mon	- District 17, Kauai, Kauai High School Cafeteria, Lihue
	14th/Tues	- District 17, Honolulu, Washington Inter. School Cafeteria, 1633 So. King Street
	15th/Wed	* - District 17, Maui, HGEA, 2145 Kasha Street, Conf. Room 207, Wailuku
	16th/Thurs	- District 17, Hilo, ILWU Hall, 100 W. Lanikaula Street
	16th/Thurs	- District 10, Rohnert Park, Engineers Bldg., 6225 State Farm Drive
	29th/Wed	- District 15, Casper, Engineers Building, 4925 Wardwell Industrial Drive
	30th/Thurs	- District 12, Salt Lake City, Engineers Building, 1958 W. N. Temple
April 2000	6th/Thurs	- District 30, Stockton, Waterloo Gun & Bocci Club, 4343 N. Ashley Lane
	11th/Tues	- District 04, Fairfield, Engineers Building, 2540 N. Watney Way
	13th/Thurs	* - District 80, Rancho Cordova, Machinists Hall, 2749 Citrus Road
	18th/Tues	- District 40, Eureka, Engineers Building, 2806 Broadway
	19th/Wed	- District 70, Redding, Engineers Building, 20308 Engineers Lane
	20th/Thurs	- District 60, Yuba City, Sutter-Yuba Board of Realtors, 1558 Starr Drive
May 2000	4th/Thurs	- District 50, Fresno, Laborer's Hall, 5431 East Hedges
	11th/Thurs	- District 11, Reno, Engineers Building, 1290 Corporate Blvd.
	23rd/Tues	- District 01, Burlingame, Machinists Hall, 1511 Rollins Road

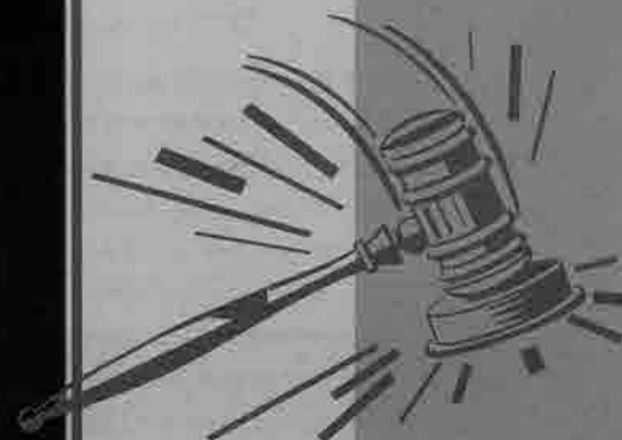
* Please note location change.

meetings
AND
announcements

Semi-Annual Meeting

Recording Corresponding Secretary Robert L. Wise, has announced that the next Semi-Annual meeting of the membership, will be held on Sunday, March 26, 2000 at 1:00 p.m., at the following address:

U.S.S. Hornet
Former Naval Air Station
Alameda, CA



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 2000 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 21 under "District Meetings."

NOTICE

2000 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 2000.

The schedule of the meetings in which these elections will be held appears on page 21 under "District Meetings."

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of January 2000 and have been determined to be eligible for Honorary Membership effective April 1, 2000.

Edward Bardelmeier**	1128359	Duane W. Nye	0908617
Robert E. Corcel	1171780	Howard Orr**	1144826
Alonso Davis	1181847	Bruno C. Pagendarm	1187270
Gary A. Dickson	1067415	William R. Parker*	0863916
Joseph A. Edmond	0982936	Earl E. Peterman	1181671
Howard Garrison	0841594	Ralph W. Phillips	1142830
J. D. Grady	1121779	Raymond Robinson**	1175126
Herbert Grutzmacher	1152670	W. H. Sharp	1175337
James Hamilton**	1178108	Dwight Stanaway	1187417
Cullen Jones	1786470	Robert J. Tennant	0692683
Samuel Kamae	1181808	Bill J. Wallen	1181711
Leonard Lyon	1175069		
Jack L. Miller	1175090		
John Montgomery	1178173		

* Effective October 1, 1999

** Effective January 1, 2000

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the January 2000 database):

Merrill Ball	Clovis, CA	12-28-99
Edward Brown	Novato, CA	12-24-99
Bruce Burch	Vallejo, CA	12-25-99
E. Butler	San Rafael, CA	01-13-00
Lawrence Caselli	Nevada City, CA	12-24-99
Bill Connors	Malin, OR	12-31-99
Duane Decker	Libby, MT	01-01-00
H. Edmondson	T or C, NM	01-05-00
Robert Erickson	Santa Rosa, CA	12-23-99
Jimmy Estes	Provo, UT	12-23-99
Tom Findley	Ardmore, OK	12-22-99
William Graves	Elko, NV	01-02-00
Paul Gridley	Willow Creek, CA	01-08-00
Leonard Hand	Napa, CA	01-04-00
Clarence Johnson	Midway, UT	01-10-00
Les Kennedy	Oroville, CA	01-05-00
Nick Lobato	Brentwood, CA	10-15-99
Kenneth Lowe	Central Pt, OR	01-18-00
H. Lutzow	Eureka, CA	01-21-00
Don McAfee	Laie, HI	01-02-00
Clifford McCarn	Bay Point, CA	12-23-99
Clarence McKeag	Hemet, CA	01-04-00
John Mellon	Fowler, CA	12-28-99
Les Norris	Sacramento, CA	12-19-99
James O'Brien	San Francisco, CA	01-08-00
Enos Olson	Sacramento, CA	12-23-99
Albert Palmer	Hayward, CA	12-27-99
Lloyd Palmer	Lower Lake, CA	01-09-00
Bertha Powell	Downieville, CA	01-11-00
F. Reese	Oakdale, CA	01-18-00
Rudolph Rogers	San Jose, CA	01-09-00
Maximo Santiago	Honolulu, HI	01-08-00
Albert Seeno	Concord, CA	01-21-00
Wilbert Sevier	Modesto, CA	12-20-99
Leo Shaeffer	Pilot Hill, CA	12-21-99
Homer Starks	Sacramento, CA	01-01-00
Frank Stipanich	Daly City, CA	12-06-99
Eugene Thorn	Mapleton, UT	01-18-00
Yoshio Tokumoto	Honolulu, HI	01-04-00
Clark Toma	Milliani, HI	01-07-00
Robin Wise	Morgan Hill, CA	12-07-99

DECEASED DEPENDENTS

Ruth Bustos, wife of Bonnie Bustos	01-07-00	Oichun Leong, wife of Lum Leong	12-04-99
Marjorie Cooper, wife of Ray C. Cooper	12-30-99	Genevieve Matthews, wife of Hugh Matthews	01-07-00
Te-Jawn Crawford, dtr of Jawnte Crawford	12-21-99	Ruby Mendell, wife of O. D. Mendell	12-21-99
Linda Daniels, dtr of James Daniels	01-12-00	Violet Monallm, wife of David Monallm	01-12-00
Joan Greene, wife of Don A. Greene	12-28-99	Pearl Pantaleoni, wife of Leo Pantaleoni	12-21-99
Anna Halbach, wife of Henry A. Halbach	09-13-99	Barbara Smith, wife of William J. Smith	12-19-99
Anna Halstead, wife of Merle A. Halstead	09-13-99	Maybell Steward, wife of J. B. Steward	01-08-00
Dorothy Haywood, wife of George Haywood	01-17-00	Jenie Stuart, wife of G. W. Stuart	01-01-00
Julia Hernandez, wife of Lupe Hernandez	11-25-99	Janet Wathen, wife of William Wathen	01-11-00
Eulalia Lemmon, wife of C. Lemmon	12-31-99		

DISTRICT MEETINGS

All meetings convene at 7 p.m.

MARCH 2000

- 2nd **District 20: San Leandro, CA**
Sheet Metal Training Center
1720 Marina Blvd.
- 9th **District 90: San Jose, CA**
Masonic Hall
2500 Masonic Drive
- 13th **District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue
- 14th **District 17: Honolulu, HI**
Washington Inter. School
Cafeteria
1633 So. King Street
- 15th **District 17: Maui, HI ****
HGEA
2145 Kashu St., Conf. Rm. 207
Wailuku
- 16th **District 17: Hilo, HI**
ILWU Hall
100 W. Lanikaula Street
- 16th **District 10: Rohnert Park, CA**
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928
- 29th **District 15: Casper, WY**
Engineers Building
4925 Wardwell Industrial Drive
Casper, WY 82602
- 30th **District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple
Salt Lake City, UT 84116

**Please note location change.

Bring Your Dues Card

Recording-Corresponding 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.

APRIL 2000

- 6th **District 30: Stockton, CA**
Waterloo Gun & Bocci Club
4343 N. Ashley Lane
- 11th **District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533
- 13th **District 80: Rancho Cordova, CA****
Machinist Hall
2749 Citrus Road
- 18th **District 40: Eureka, CA**
Engineers Building
2806 Broadway
Eureka, CA 95501
- 19th **District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 20th **District 60: Yuba City, CA**
Sutter-Yuba Board of Realtors
1558 Starr Drive

**Please note location change.

MAY 2000

- 4th **District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
- 11th **District 11: Reno, NV**
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502
- 17th **District 15: Rock Springs, WY**
Holiday Inn
1675 Sunset Drive
- 18th **District 12: Orem, UT**
Best Inn & Suites
1100 West 780 North
- 23rd **District 01: Burlingame, CA**
Machinists Hall
1511 Rollins Road

meetings
AND
announcements



RETIREE ASSOCIATION MEETINGS

CONCORD

Wed., March 1, 2000
10:00 AM
Concord Centre
5298 Clayton Rd.
Concord, CA

OAKLAND

Thurs. March 2, 2000
10:00 AM
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd.
Oakland, CA

WATSONVILLE

Thurs. March 9, 2000
10:00 AM
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE

Thurs. March 9, 2000
2:00 PM
Masonic Temple
2500 Masonic Dr.
San Jose, CA

UKIAH

Thurs. March 16, 2000
10:00 AM
Discovery Inn
340 N. State Street
Ukiah, CA

ROHNERT PARK

Thurs. March 16, 2000
2:00 PM
Operating Engineers Bldg.
6225 State Farm Dr.
Rohnert Park, CA

CASPER

Wed. March 29, 2000
2:00 PM
Operating Engineers Bldg.
4925 Wardwell Industrial Dr.
Casper, Wyoming

SALT LAKE CITY

Thurs. March 30, 2000
2:00 PM
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

MODESTO

Thurs. April 6, 2000 10:00 AM
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON

Thurs. April 6, 2000 2:00 PM
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
Stockton, CA 95215

FAIRFIELD

Tues. April 11, 2000
2:00 PM
Operating Engineers Bldg.
2540 N. Watney
Fairfield, CA

AUBURN

Thurs. April 13, 2000
10:00 AM
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

SACRAMENTO

Thurs. April 13, 2000
2:00 PM
Machinists Hall
2749 Citrus Rd.
Rancho Cordova, CA

EUREKA

Tues. April 18, 2000
2:00 PM
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING

Meeting and Potluck
Wed. April 19, 2000
1:00 PM
Frontier Senior Center
2081 Frontier Trail
Anderson, CA

YUBA CITY

Thurs. April 20, 2000
2:00 PM
Sutter-Yuba Board of Realtors
1588 Starr Drive
Yuba City, CA

FRESNO

Thurs. May 4, 2000
2:00 PM
Laborers Hall
5431 E. Hedges
Fresno, CA

RENO

Thurs. May 11, 2000
2:00 PM
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

SAN FRANCISCO-SAN MATEO

Tues. May 23, 2000
10:00 AM
Villa Hotel
4000 S. El Camino Real
San Mateo, CA

NOVATO

Wed. May 24, 2000
2:00 PM
Inn Marin
250 Entrada
Novato, CA

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

Or e-mail to:
www.oe3.org

*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.



FREE WANT ADS FOR MEMBERS

FOR SALE: '93 Cadillac Eldorado, diamond white, tan leather seats, exec. cont., 113K miles, \$12,500/offer, (209) 772-3002, #1963705.

FOR SALE: Trailer, 37-ft. Aljo 5th-wheel with 3 slideouts, spacious, big bathroom with full tub, storage, built-in entertain. center, comes with receiver hitch, leveling blks., jack stands, all connectors and adapters for RV parks and campsites, floor coverings, must sell, \$23,800/best offer, (209) 604-3590, #0802656.

FOR SALE: '93 Damon Daybreak RV, only 5,600 miles, fully self-cont., oversized shower, full awnings, hydraulic jacks, queen-size bed, walk around, storage, generator, Ford chassis w/ 460 engine, \$49,000, (209) 772-3002, #1963705.

FOR SALE: A LEVEL 1 ACRE VIEW LOT, In Copper Cove near Saddle Creek golf course. Fncd, gated, paved encroachment, CCWD water installed, elec., nearly level, all usable lot, \$27,500/obo (209) 785-2869 #113547.

FOR SALE: MOTORHOME HOLIDAY RAMBLER CROWN IMPERIAL, New GM 454 eng, trans, tires, awnings, f/ top-of-the-line extras, b/u monitor, gen, 3 AC units, very clean, ready to travel, family owned. \$28k (916) 979-1632, #1945305.

FOR SALE: FORD F-700 FLATBED DUMP 1994, 16' w/wood side rails and smooth steel bed, HD trailer hitch/tool box, 6 cyl Cummins dsl/6 speed trans, 32,000 mi. License reg thru 12/2000. \$19.5k obo. call (510) 351-1394. #2000150.

FOR SALE: KIT 5TH WHEEL 98' PATIO HAULER, 35 ft., like new/loaded, 4k Oran propn gen, 13 ft. slide/out \$28.5k (707) 984-8458/869-0450, #1115336.

FOR SALE: SEA BREEZE 5TH WHEEL 95', 30 ft. excnt cond. self contd full bth w/glass dr on shwr, slide out in lg rm/bdrm microwave ovn, must sell due to illness. 852-9263, after 6 p.m. #0535855.

FOR SALE: HONDA CL-175 SCRAMBLER '71, 11,000 mi. new bat. elec start, everything works, \$350 (925) 862-2249, #1820562.

FOR SALE: T-BIRD '95 Low mi (707) 678-1777, #1123477.

FOR SALE: DIAMOND XX TRACT. 2 1/2 bdrm 3-1/2 ba, 2644 sq ft country home on 21 acres ranch, oak cab, tile counters, jacuzzi, walk-in closet, 2-car garage, fenced, cross-fenced electric gate, lots of blacktop, 3 ponds, svc shop, pole barn. As is \$395,000/obo, (209) 785-2869 #1137547.

FOR SALE: JD M tractor w/front-end loader and mounted sickle bar mower, \$1,200. 2-bottom plow \$50, rotary mower \$75, posthole digger \$75, wood splitter \$100, for other related items to be used with above, call Mac (707) 425-5652, #1440428.

FOR TRADE: Teal Snap-On tool box, Pd \$5,500, purchased 2 yrs ago for p/u Chevy preferred, any make considered, contact George at www.cwnet.com or <http://www.cwnet.com> or call (916) 927-7212, #2346511.

FOR SALE: Fleetwood mobil home, '75, 12x45, gd cond, part furn, located near Roseville/Citrus Hgts, CA, \$7,000 (916) 334-1514, #1058704.

FOR SALE: CHEVY SUB 1/2 TON '85, V8 5 L, new auto trans, 4x4, 140K mil. Silverado, ac, pwr str, pwr win/locks. Tiltwheel, cruise control am/fm stereo cassette, 3rd seat, privacy glass, running boards, custom bumper, GrilleGard, tow pkg, wide tires, 4-in. lift, asking \$4k (775) 272-3464, #1750002.

"METABOBURN" All natural weight loss & energy capsule, \$26.50 for 120 capsules, millions taking with great success. Also Metaboburn for men, works great. To order call 1-800-270-0296-03. #0664011.

FOR SALE: MERCURY SABLE SW '93, under 50K mi, babied, \$5,300/obo, Stephen (510) 769-1539, #2057697.

FOR SALE: FORD '92 F-250 PS-PB, 5-spdr trans, 351 eng, brake control, bed liner, seat covers, 1owner, garaged, 17k mi, \$6,750. (775) 265-7923, #738760.

FOR SALE: BAYLINER, 2160 TROPHY, 22-ft., low hours, 3/4 hardtop cuddy (916) 421-0716. \$10,000/obo. #1230295.

FOR SALE: KAISER '52, rare "sweet-heart" model sedan, body in good cond, call for photo/details, Redseal motor, best offer. (801) 768-9737, #1750644.

FOR SALE: HOME in rural Redding, CA, 3 bdrm/2 ba family room, 1600 sq ft Spanish style w/ 1 acre, lg pool, patio, fruit trees, place for small farm, animals and garden, exc cond, \$150,000 (530) 365-0991, #1984908.

FOR SALE: 2 Polaris customized snowmobiles, like new, like new, lo-mi., also snowmobile Polaris trailer \$8,500; Lincoln welder, 300 amp. \$3,500, (209) 245-3532, #1812603.

FOR SALE: Dodge Explorer Van '76, fully self contained, 21k mi on rebuilt trans/eng, new tires, custom wheels, awning, have receipts, \$4,800 (530) 347-5343, #1142941.

FOR SALE: WINNEBAGO BRAVE '93, 27 ft., bought new in '94, 454 Chevy eng, 18k mi., queen-size island bed, couch makes into bed, large shower, 4-burner stove w/ oven, microwave over stove, large ref., roof and dash AC, \$3,000 for equity, assume payments, balanced owed \$29,000. (559) 299-3817, #0998883.

FOR SALE: CHEVY P/U '98, 1-ton longbed, 350 eng., new camper shell, trailer hitch, 10k mi., new cond, must sell, \$18,000, (916) 334-1514, #1058704.

FOR SALE: FORD FALCON 190, camping van, auto w/AC, p/w, p/b, 45k mi., stove, ref., shower, generator, sleeps 6, asking \$18k (707) 552-2123.

FOR SALE: PICK-UP, mocha/champagne colored, '96 F250 HD 4x2 suprcab XLT, pwr stroke diesel w/xtras Leer Crown shell, running boards, tow pkg., 7,100 mi, ready for travel. \$24,000/firm. (916) 988-3642, #0956148.

FOR SALE: SPORTWAGON 2000 Aljo 27w, Payoff \$17,500 or qualify & take over payments, room for jeep/3 atv's etc. Generator, air, xtra water, holding tanks, full-time bed, bath, stove w/oven, fridge, back screen, awning, outside lights, 2 spare tires, (530) 795-0668, #1152599.

FOR SALE: '85 Winnebago Chieftan, 33 ft., 19.5k original mi, \$15,900. Also, '95 overhead camper, model 910, like new, \$8,500. (559) 665-2724, 1124497.

FOR SALE: Condo., time share at Park Plaza in Park City, Ut. 1 week high season, bonus time also. Property is deeded and is for lifetime. Can be exchanged for condo in Texas, Calif., Hawaii, and Park Regency in Park City, Ut. RCI available also. \$6,000 (801) 798-2632, #88756.

FOR SALE: F250 extra cab 4X4 XLT, 5-speed, it's a goody. \$10,995, heavy duty, 2-horse trailer, large draft horse size, Circle J. Also, well-bred horses for sale, (530) 743-1909, #336937.

FOR SALE: 9K motorgrader, runs good for an old girl, good tires, (775) 424-6977, #1181665.

FOR SALE: '88 Merker Scorpio, excel. shape, asking \$2,700/offer, (408) 252-4537, #1003094.

FOR SALE: Two adjoining residential lots in Paradise, Butte County, septic approved, one has a water meter, 1.58 and 1.34 acres, blocks from shopping, a variety of trees, \$32,000 and \$42,000, (530) 514-2601, #1086987.

FOR SALE: Lg. home in Fresno, built about 1974, large pool, fireplace, new Lennox central AC, very large yard, located directly west of the Sunnyvale Drive-in theater, (559) 294-9708, (831) 440-1462, #1312793.

FOR SALE: '95 Salem 28-ft. travel trailer, excel. cond., used only a few times, \$8,750, (530) 389-2910.

FOR SALE: 7-plus private acres, 10 min. to Redding, Calif., 3bds, 1 bath, mt. views, lots of room for horses, etc., \$129,900, (530) 222-2871, #1144736.

FOR SALE: Motorhome, '85 35-ft. Country Coach, 31K miles, 9 new 12-ply tires, new computer board on ref. and 2 forced-air heaters, larger muffler system, top of the line, \$35,000, (530) 743-1909, #336937.

FOR SALE: '78 8-ft. Campaway cab-over camper, excel. cond., with inside bathroom, sleeps 6 comfortably, gas or elec. ref., gas cooking stove, new '99 jacks, it's a steal at \$1,500, call Dave at (707) 252-6281, #2260422.

FOR SALE: '88 32-ft. Bouncer motorhome, runs great, good brakes, under book \$10,000; 6 hp string mower, runs good, \$200; Billy Goat high-weed brush mower walk-behind, 3-speed, 1 rev, like new, \$1,500, (707) 544-9565) #0876129.

WANTED: Honda motorcycle XR 200 1990-1996, (209) 586-2730, Christina, #2210061.

FOR SALE: Cat D73T, with cable dozer, runs, needs main clutch, comes with 6-yr. pull scraper, \$2,500 (530) 679-2459, #1661399.

FOR SALE: Home in the country, no neighbors on 2 sides, 3 bd., 2 bath, 8 yrs. old, very clean, 4 miles from Brownsville, hunting and fishing area. Must see to appreciate, \$89,500, (530) 679-2391, #0826930.

FOR SALE: Springer spaniel pups, field-bred champion lines, both parents AKC OFA certified, liver and white, 8 females, 1 male, ready to go home today, \$500, (916) 922-4180, #3714146.

FOR SALE: '82 Chevy diesel 3/4-ton pickup, 6.2 liter, great workhorse, \$2,000, (916) 922-4180, #3714146.

FOR SALE: '85 Honda Gold Wing Interstate, needs new windshield and rear tire, runs good, only 40K miles, \$1,500/offer, (530) 268-8560 day or night, #2264345.

FOR SALE: Contour lounge-chair w/thermonic heat power glide vibration. Heat switches for upr/lwr sections. Tan Naugahyde heavy duty. Ext. cond. used very little. Cost over \$1,900. Will sell for \$600. obo. All booklets and manuals. Advertised by Art Linkletter. Paul A. Baer, #0531606.

WANTED: Shotgun, any condition new or old. (559) 645-6068 #2108512.

FOR SALE: Remington 12-gauge shotgun, model 870, double slide bar, adj. choke, stock checkering, \$200.. (925) 228-7808, #482746046.

FOR SALE: Modern 2-story 4,000-sq.-ft. home, 1/2 blk from ocean on 1/3 acre lot. Crescent City, CA 4 bdrms, den/wet bar, completely fenced, maint.-free front/back yds. RV/boat storage, 1,300 sq. ft. detached garage/shop; reasonably priced, (707) 464-5360.

FOR SALE: '85 Honda Gold Wing Interstate, needs new windshield and rear tire, runs good, only 40K miles, \$1500/obo. Day or night (530) 268-8560, Mark Duccini, #2264345.

FOR SALE: '96 Dolphin motorhome, 534G 34-ft. wide body, 460 Ford chassis, 8K miles, queen walk-around bed, generator, 2 roof AC, solar, extended warranty, hydraulic jacks, awning, lots of storage inside/out. Year 2000 license paid. \$59,900/obo. Much more. Call for more info. Butch or Judy Shaw (209) 845-8485, #226257.

FOR SALE: English bulldog pups. Excel. pedigrees, champ lines. Also stud service for bulldogs from son of #1 bulldog in US. Call (559) 271-0511, #2241865.

FOR SALE: New Home in Amador County, above Sutter Creek, 4.68 level acres, quality construction, 30-yr roof, 50-yr siding, Milgard windows, wrap-around deck and cathedral ceiling, oak cabinets, decorator color scheme part of 3 bdrm, 2 bath single-story home, \$225,000. (209) 296-3881, #1225541.

FOR SALE: '89 Jimmy, SLE package, full size, new engine w/10K miles, 50,000-mile warranty. New components: brakes, radiator, running boards and grill guards, looks and runs like new \$9,500. (925) 682-6802, #1136252.

FOR SALE: Complete series of Gun Digest, \$1,500, single copies, shooter bible, hand loader magazines, American Rifleman, Old True West, Frontier Times, \$2 and up. (916) 991-5530, #1191119.

FOR SALE: '88 F 150 LXT LARIAT, 2 wd short bed, cab-high shell, power locks & windows, AC, auto trans, 302 engine, motor needs work, nice interior, body straight, needs paint. 74K orig mi. \$4,500. (530) 583-1942, #1187268.

FOR SALE: Time share, London Bridge resort, Lake Havasu, AZ., 1 wk/yr, 1 bdrm sleeps 4, 3 pools, golf, Laughlin, Colo. River, great place, take over payments, (559) 297-9201 #2108512.

FOR SALE: 1990 Chevy Suburban, 2WD, 83k original miles, tinted windows, AC front and back, 3rd seat, tow package, 3/4 ton, 8500 series, new tires, good condition, clean, \$8,500.00/offer, (650) 726-2325, #2329898.

FROM HAWAII EBOW HAWAII

HAWAII – Work in Maui booms with \$116 million in shopping center construction.

Virtually every area of Maui has planned a new or improved shopping center, creating lots of work for Local 3 members.

The shop construction in Wailea is a limited partnership headed by Bill Mills. Hawaiian Dredging & Construction contracts this project, which is worth more than \$50 million. The complex features a mix of lifestyle, luxury and Maui-based retailers. The new complex is expected to open in summer 2000.

HUGE WAVES OF WORK IN MAUI



1. Abraham Kihe, 28-year member at the dozer controls.

2. Abraham Kihe works the dirt for Isemoto Contracting.

3. Local 3 member Earl Kuailani at the Wailea site.

4. Hawaiian Dredging and Construction and Local 3 crane operator Paul Kahana and oiler Alvin Kaohu work on the Wailea project.

5. Michael Akau, an 11-year Local 3 member, on his excavator at the Maunakea subdivision in Hawaii.

FROM MARYSVILLE EBOW MARYSVILLE

MARYSVILLE MEMBERS MOVE FORWARD DESPITE RAIN

MARYSVILLE – Shimmick Construction works on four projects at this time. In Bondereant Slough, members install fish screens and help irrigate the Glen-Colusa farm industry. The Hunters Creek job is also part of the expansion of the valley irrigation.

In Willows, Operating Engineers expand the storm drain system in the city to help prevent flooding.

In Hamilton City, members install a fish screen and diversion system for irrigation.

Kiewit Construction's fiber optics job operates between storms. It currently has about a dozen operators in District 60 working on trenches, tie-ins and boring under crossroads and canals.

Due to recent storms, our Caltrans members have put in some overtime plowing snow in the mountains around us. We still have some problems with the state as it tries to understand the new contract. However, we seem to be making progress and hope to have a

complete understanding soon. The new contract is a big step forward for our members in both wages and language. We continue to receive positive feedback from some of our members who appreciate the union's hard work at the bargaining table.

I hope our members have an outstanding season in 2000.

by J.L. White

OPERATORS WORK HARD TO BUILD YUBA SUTTER COMMUNITY

MARYSVILLE – Despite wet weather, Baldwin Contracting continues to lead our community with work and volunteer projects by helping to develop and sustain a positive environment for the Yuba Sutter area.

Baldwin donated the equipment and manpower to build soccer fields for Yuba College and a track for Cedar Lane School. Operating Engineers thank Baldwin and all our members who participated in these projects. Jaegar Construction also played a big part by donating men and equipment to help build the track.

Currently, Baldwin is upgrading its Hallwood plant. It also purchased a new asphalt plant. Baldwin already dismantled the old plant and hopes to have the new one operating by April.

by Travis Tweedy



Willie James loads the excess material to be hauled off site.



From left: Gradesetter Fred Preston, Blader Brad Barkley, Foreman Brian Wilson, Superintendent Chuck Harvey, District Rep. Dan Mostats, Loader Willie James, Teamsters Everett Cooke and Douge Friant.

NEWS
FROM THE
districts

more SCHOLARSHIP AWARDS

Local 3 to award 20 \$500 'Special Scholarships' at the July 17 Executive Board meeting

In fall 1999, 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 \$28,300 for the Scholarship Fund.

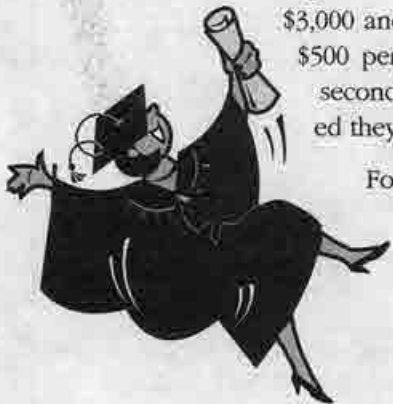
Due to the overwhelming success of this event, Local 3's Executive Board has decided to award 20 \$500 "Special Scholarships." These awards will be given in addition to the two \$3,000 and two \$2,000 Local 3 College Scholarship Awards given annually to the sons and daughters of Local 3 members. The 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 Executive

Board 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, 2000. 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 Executive Board 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.

Retirement becomes a family affair

R.C. Hultsman, third from left, retired in 1981 after 39 years in Local 3, mostly with Guy F. Atkinson. His son, R.D. Hultsman, second from left, retired in 1998 after 26 years of union membership. Then, last month, R.C.'s youngest son, John J. Hultsman, far right, retired after 24 years in Local 3. John worked for Delta Construction during his final six years as an active member. Sue Hultsman, second from left, is the wife of R.C. and mother of R.D. and John J.



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