Dredging for dollars

To meet new demands and maintain economic viability, the Port of Oakland must expand
**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 equitably 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 candidates in your area, then cast your ballot on election day. The question we must ask ourselves: Are we going to merely drive 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.
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 $85 million a year, would come out of the state's general fund. That means taxpayers would foot the bill for candidates and referendum campaigns 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 your duty to enforce.

To do our part, we've brought in two of our most experienced people, Sacramento District Rep. Frank Herreras 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.
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

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 growing economic fissure. No other institution or program in American history has helped distribute wealth more equitably than the labor movement.

The 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.

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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 $499 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.

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 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.

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.

STONG 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 security; 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 again is 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.
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.

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

The rise of the New Economy, like the Industrial Revolution, is once again creating fabulous wealth for a small, select group of high-tech corporate executives, software engineers, 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.
Local Candidate Recommendations

From District 10 – Rohrert Park:
- Bill Merriman, Lake County Supervisor
- Tim Smith, Sonoma County Supervisor
- Patricia Gray, Judge
- Richard Sheehan, Mendocino County Supervisor
- Ed Robey, Lake County Supervisor
- Mike Cale, Sonoma County Supervisor
- Michael Delbar, Mendocino County Supervisor

Measure B – Vote YES

From District 20 – Oakland:
- Keith Carson, Alameda County Board of Supervisors (District 3)
- Scott Haggerly, Alameda County Board of Supervisors (District 1)
- Mark Kitszeski, Alameda County Superior Court Judge
- Mary Rocha, Contra Costa County Board of Supervisors (District 5)
- Robert Wieland, 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 2)
- Nancy Nadal, Oakland City Council (District 1)
- 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 20 – Oakland:
- Dolores Carr, Superior Court Judge (Seat 1)
- Forrest Williams, SJ City Council (District 2)
- Ken Keppeler, SJ City Council (District 6)
- Dave Cortese, SJ City Council (District 6)
- Nancy Nadel, Oakland City Council (District 3)
- Dolly Sandosky, SC County Board of Supervisors (District 5)
- Fernando Armenta, Monterey County Supervisor (District 1)

Local Candidate Recommendations

From District 20 – Oakland:
- Ken Bush, Eldorado County Supervisor (District 2)
- Marty Shadick, El Dorado County Supervisor (District 2)
- Roger Niello, Sacramento County Board of Supervisors
- Rob Kerth, City of Sacramento Mayor
- Lou Zimbardo, Elk Grove City Council
- Rex Bloomfield, Placer County Supervisor (District 5)
- Bonnie Pannell, Statewide Elections (District 6)

From District 60 – Marysville:
- Chuck Smith, Yuba County Supervisor (District 2)
- Ron Southard, Yuba County Supervisor (District 4)
- Rick Halt, Butte County Supervisor (District 5)
- Bob Beeler, Butte County Supervisor (District 1)
- Chris Billeci, Mendocino County Supervisor
- Mary Jane Hulme, Yuba County Supervisor (District 3)
- Craig Hall, Yuba County Supervisor (District 3)

California Ballot Propositions

PROPOSITION 1A:

Proposal 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, it does the need for adequate, accessible libraries.

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

By law, local government cannot spend funds on administrative costs. Prop 14 return 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."

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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, 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 raffles. 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 only 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:**

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 to 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 juveniles need incarceration 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 will 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 go up. 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 will 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 disinclination. Vote NO

**PROPOSITION 24:**

Removed from the ballot by the state Supreme Court.

**PROPOSITION 25:**

Also referred to as the "son of Proposition 22," 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.

A multi-millionaire candidate, this proposition threatens to make politics 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: millionaires 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. If passed, it would also make the giving of gifts -- including a $100,000 annual gift -- illegal, even for those with whom they disagree.

Voting no on Prop 25 would allow elections to continue as they are. 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 (1) any local government debt approved by the voters prior to July 1, 1978, or (2) bonds to buy or improve real property that receive more than $680 million a year from children's tax. Vote NO

**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 16, 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 offices, Prop 16 will not likely ever affect.

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 print 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 representatives of senators and representatives in Congress, 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 50 percent. The measure would allow 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, new compacts will replace the existing ones.

Voting no means the state law enabling 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 person'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 sue insurance companies for deceptive 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 amounts.
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 Alvarnez 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)
(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 waterfront of the former Navy Supply Center. For the marsh, project leaders want to block a section with rock dike. Then they start the actual digging.

With shears and clamshells 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.

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 scoops 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 clamshells 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

SINK OR DIG

The decision to expand is not tough - it's certainly one Operating Engineers welcome, with open arms. 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.
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.
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.
Sail with Local 3 into the new millennium

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!

When:
Sunday, March 26, 2000

Where:
Peer 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.

Activities:
Four major door prizes
Guest speakers
Visual presentations

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
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 contact.

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.

"Organizing Outreach 2000" Schedule

<table>
<thead>
<tr>
<th>DISTRICT</th>
<th>DATE</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eureka</td>
<td>March 2</td>
<td>9 a.m.</td>
</tr>
<tr>
<td>Fairfield</td>
<td>March 8</td>
<td>6 p.m.</td>
</tr>
<tr>
<td>San Jose</td>
<td>March 14</td>
<td>6 p.m. IBEW Hall, Castroville</td>
</tr>
<tr>
<td>Fresno</td>
<td>March 16</td>
<td>6 p.m.</td>
</tr>
<tr>
<td>San Jose</td>
<td>March 18</td>
<td>8 a.m.</td>
</tr>
<tr>
<td>Utah</td>
<td>March 22</td>
<td>8 a.m.</td>
</tr>
</tbody>
</table>

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"

(1-877-674-5493 is Operating Engineers Local 3 24 hour toll-free organizing telephone number)
**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.

---

**Prop 25 would cost taxpayers $55 million every year, money that could be 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

---

*Your union & the California AFL-CIO have researched the issue & recommend:*

**Vote NO on Prop 25**

**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 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**

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

* Voting rights for workers & federal election reform*

---

**by GERRY ORME**

director, technical engineers division
UNION STANDS UP TO DISCRIMINATION

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. 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 of 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.

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!
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.
Robert L. Wise, Recording- Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in confor-
mity 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 accoun-
tants, 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 nomi-
nate 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

- District 20, San Leandro, Sheet Metal Training Center, 1720 Marina Blvd.
- District 90, San Jose, Masonic Hall, 2500 Masonic Drive
- District 17, Kauai High School Cafeteria, Lihue
- District 17, Honolulu, Washington Inn, School Cafeteria, 1623 So. King Street
- District 17, Maui, HGEA, 2145 Kaahumanu Street, Conf. Room 207, Wailuku
- District 17, Hilo, ILWU Hall, 160 W. Lanikaula Street
- District 10, Rohnert Park, Engineers Building, 4225 State Farm Drive
- District 15, Casper, Engineers Building, 4225 Wardwell Industrial Drive
- District 12, Salt Lake City, Engineers Building, 1598 W. N. Temple

April 2000

- District 30, Stockton, Waterloo Gun & Bocci Club, 4443 N. Ashley Lane
- District 04, Fairfield, Engineers Building, 2540 N. Wainey Way
- District 80, Rancho Cordova, Machinists Hall, 2740 Citrus Road
- District 40, Eureka, Engineers Building, 2806 Broadway
- District 70, Redding, Engineers Building, 2308 Engineers Lane
- District 60, Yuba City, Sutter-Yuba Board of Realtors, 1558 N. Temple

May 2000

- District 50, Fresno, Laborers Hall, 5431 East Hedges
- District 11, Reno, Engineers Building, 1290 Corporate Blvd.
- District 01, Burlingame, Machinists Hall, 1511 Rollins Road

* Please note location change.

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
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" Journeyman
4. Must be a member in good standing
5. Cannot be an owner operator

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."

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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Date of Retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edward Bardelmeier**</td>
<td>1128359</td>
<td>09-08-99</td>
</tr>
<tr>
<td>Robert E. Coriel</td>
<td>1171780</td>
<td>01-01-00</td>
</tr>
<tr>
<td>Alvino Davis</td>
<td>1181847</td>
<td>01-02-00</td>
</tr>
<tr>
<td>Gary A. Dickson</td>
<td>1067415</td>
<td>01-07-00</td>
</tr>
<tr>
<td>Joseph A. Edmond</td>
<td>0982936</td>
<td>01-08-00</td>
</tr>
<tr>
<td>Howard Garrison</td>
<td>0948456</td>
<td>01-09-00</td>
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<tr>
<td>J. D. Green</td>
<td>1121779</td>
<td>01-10-00</td>
</tr>
<tr>
<td>Herbert Grutzmacher</td>
<td>1150670</td>
<td>01-11-00</td>
</tr>
<tr>
<td>James Hamilton**</td>
<td>1178108</td>
<td>01-12-00</td>
</tr>
<tr>
<td>Cullen Jones</td>
<td>1786470</td>
<td>01-13-00</td>
</tr>
<tr>
<td>Samuel Kamae</td>
<td>1181808</td>
<td>01-14-00</td>
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<tr>
<td>Leonard Lyon</td>
<td>1175069</td>
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<td>Jack L. Miller</td>
<td>1175090</td>
<td>01-16-00</td>
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<tr>
<td>John Montgomery</td>
<td>1178173</td>
<td>01-17-00</td>
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<tr>
<td>Duane W. Nye</td>
<td>1178235</td>
<td>01-18-00</td>
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<tr>
<td>Bruno C. Pagdannler</td>
<td>1187270</td>
<td>01-19-00</td>
</tr>
<tr>
<td>William R. Parker*</td>
<td>0863915</td>
<td>01-20-00</td>
</tr>
<tr>
<td>Earl E. Peterman</td>
<td>1187270</td>
<td>01-21-00</td>
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<tr>
<td>Ralph W. Phillips</td>
<td>1142830</td>
<td>01-22-00</td>
</tr>
<tr>
<td>Raymond Robinson**</td>
<td>1176126</td>
<td>01-23-00</td>
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<tr>
<td>W. H. Sharp</td>
<td>1175357</td>
<td>01-24-00</td>
</tr>
<tr>
<td>Dwight Stanaway</td>
<td>1187417</td>
<td>01-25-00</td>
</tr>
<tr>
<td>Robert J. Tennant</td>
<td>0692883</td>
<td>01-26-00</td>
</tr>
<tr>
<td>Bill J. Wallen</td>
<td>1181711</td>
<td>01-27-00</td>
</tr>
</tbody>
</table>

DEPARTED MEMBERS

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Date of Death</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merrill Ball</td>
<td>Clovis, CA</td>
<td>12-29-99</td>
</tr>
<tr>
<td>Edward Brown</td>
<td>Novato, CA</td>
<td>12-24-99</td>
</tr>
<tr>
<td>Bruce Burch</td>
<td>Vallejo, CA</td>
<td>12-25-99</td>
</tr>
<tr>
<td>E. Butler</td>
<td>San Rafael</td>
<td>01-10-00</td>
</tr>
<tr>
<td>Lawrence Casselli</td>
<td>Novato, CA</td>
<td>12-24-99</td>
</tr>
<tr>
<td>Bill Connors</td>
<td>Malin, OR</td>
<td>12-31-99</td>
</tr>
<tr>
<td>Duane Decker</td>
<td>Libby, MT</td>
<td>01-01-00</td>
</tr>
<tr>
<td>H. Edmondson</td>
<td>T or C, NM</td>
<td>01-05-00</td>
</tr>
<tr>
<td>Robert Erickson</td>
<td>Santa Rosa, CA</td>
<td>10-23-99</td>
</tr>
<tr>
<td>Jimmy Estes</td>
<td>Provo, UT</td>
<td>10-23-99</td>
</tr>
<tr>
<td>Tom Findley</td>
<td>Arvada, CO</td>
<td>12-22-99</td>
</tr>
<tr>
<td>William Graves</td>
<td>Elko, NV</td>
<td>01-02-00</td>
</tr>
<tr>
<td>Paul Gridley</td>
<td>Willow Creek, CA</td>
<td>04-03-00</td>
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<tr>
<td>Leonard Hand</td>
<td>Napa, CA</td>
<td>01-04-00</td>
</tr>
<tr>
<td>Clarence Johnson</td>
<td>Midway, UT</td>
<td>01-05-00</td>
</tr>
<tr>
<td>Les Kennedy</td>
<td>Oroville, CA</td>
<td>01-06-00</td>
</tr>
<tr>
<td>Nick Lobato</td>
<td>Brentwood, CA</td>
<td>10-16-99</td>
</tr>
<tr>
<td>Kenneth Lowe</td>
<td>Central Pt, OR</td>
<td>01-16-00</td>
</tr>
<tr>
<td>H. Lutzow</td>
<td>Eureka, CA</td>
<td>01-21-00</td>
</tr>
<tr>
<td>Don McMeek</td>
<td>Lake, HI</td>
<td>01-22-00</td>
</tr>
<tr>
<td>Clifford McCann</td>
<td>Bay Point, CA</td>
<td>12-23-99</td>
</tr>
<tr>
<td>Clarence McKee</td>
<td>Hemet, CA</td>
<td>01-04-00</td>
</tr>
<tr>
<td>John Mellon</td>
<td>Fowler, CA</td>
<td>12-26-99</td>
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<tr>
<td>Les Norris</td>
<td>Sacramento, CA</td>
<td>10-19-99</td>
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<tr>
<td>James O'Brien</td>
<td>San Francisco, CA</td>
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<tr>
<td>Enos Olsen</td>
<td>Sacramento, CA</td>
<td>12-23-99</td>
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<tr>
<td>Albert Palmer</td>
<td>Hayward, CA</td>
<td>12-27-99</td>
</tr>
<tr>
<td>Lloyd Palmer</td>
<td>Lower Lake, CA</td>
<td>01-09-00</td>
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<tr>
<td>Bertha Powell</td>
<td>Downeyville, CA</td>
<td>01-10-00</td>
</tr>
<tr>
<td>F. Reese</td>
<td>Oakdale, CA</td>
<td>01-11-00</td>
</tr>
<tr>
<td>Rudolph Rogers</td>
<td>San Jose, CA</td>
<td>01-12-00</td>
</tr>
<tr>
<td>Maximo Sandoval</td>
<td>Honolulu, HI</td>
<td>01-13-00</td>
</tr>
<tr>
<td>Albert Seeno</td>
<td>Concord, CA</td>
<td>01-14-00</td>
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<tr>
<td>Wilbert Sevier</td>
<td>Modesto, CA</td>
<td>12-20-99</td>
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<tr>
<td>Leo Shefer</td>
<td>Pilot Hill, CA</td>
<td>12-21-99</td>
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<tr>
<td>Homer Stark</td>
<td>Sacramento, CA</td>
<td>01-01-99</td>
</tr>
<tr>
<td>Frank Stilpianch</td>
<td>Daly City, CA</td>
<td>12-06-99</td>
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<tr>
<td>Eugene Thorn</td>
<td>Mapleton, UT</td>
<td>01-18-00</td>
</tr>
<tr>
<td>Yoshio Tokumoto</td>
<td>Honolulu, HI</td>
<td>01-04-00</td>
</tr>
<tr>
<td>Clark Toma</td>
<td>Millard, HI</td>
<td>01-07-00</td>
</tr>
<tr>
<td>Robin Wise</td>
<td>Morgan Hill, CA</td>
<td>12-07-99</td>
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DECEASED DEPENDENTS

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Date of Death</th>
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<tbody>
<tr>
<td>Ruth Bustos, wife of Bonnie Bustos</td>
<td></td>
<td>01-07-00</td>
</tr>
<tr>
<td>Marjorie Cooper, wife of Ray C. Cooper</td>
<td></td>
<td>12-30-99</td>
</tr>
<tr>
<td>Te-Jawn Crawford, dir of Jawnte Crawford</td>
<td></td>
<td>02-21-99</td>
</tr>
<tr>
<td>Linda Daniels, dir of James Daniels</td>
<td></td>
<td>01-12-99</td>
</tr>
<tr>
<td>Joan Greene, wife of Don A. Greene</td>
<td></td>
<td>12-08-99</td>
</tr>
<tr>
<td>Anna Halbach, wife of Henry A. Halbach</td>
<td></td>
<td>09-13-99</td>
</tr>
<tr>
<td>Anna Halstead, wife of Marie A. Halstead</td>
<td></td>
<td>09-13-99</td>
</tr>
<tr>
<td>Dorothy Haywood, wife of George Haywood</td>
<td></td>
<td>01-17-00</td>
</tr>
<tr>
<td>Julia Hernandez, wife of Lupa Hernandez</td>
<td></td>
<td>11-25-99</td>
</tr>
<tr>
<td>Eulalia Lemmon, wife of C. Lemmon</td>
<td></td>
<td>12-31-99</td>
</tr>
<tr>
<td>Oichun Leong, wife of Lum Leong</td>
<td></td>
<td>12-04-99</td>
</tr>
<tr>
<td>Genevieve Matthews, wife of Hugh Matthews</td>
<td></td>
<td>01-07-00</td>
</tr>
<tr>
<td>Ruby Mendell, wife of O. D. Mendell</td>
<td></td>
<td>12-21-99</td>
</tr>
<tr>
<td>Viola Monalim, wife of David Monalim</td>
<td></td>
<td>01-12-99</td>
</tr>
<tr>
<td>Pearl Pantaleoni, wife of Leo Pantaleoni</td>
<td></td>
<td>12-21-99</td>
</tr>
<tr>
<td>Barbara Smith, wife of William J. Smith</td>
<td></td>
<td>12-19-99</td>
</tr>
<tr>
<td>Maybell Steward, wife of J. B. Steward</td>
<td></td>
<td>01-06-00</td>
</tr>
<tr>
<td>Janie Stuart, wife of G. W. Stuart</td>
<td></td>
<td>01-01-00</td>
</tr>
<tr>
<td>Janet Wathen, wife of William Wathen</td>
<td></td>
<td>01-11-00</td>
</tr>
</tbody>
</table>
**DISTRICT MEETINGS**

All meetings convene at 7 p.m.

### MARCH 2000

<table>
<thead>
<tr>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd</td>
<td>District 20: San Leandro, CA&lt;br&gt;SHEET Metal Training Center-1270 Marina Blvd.</td>
</tr>
<tr>
<td>9th</td>
<td>District 90: San Jose, CA&lt;br&gt;Masonic Hall-2500 Masonic Drive</td>
</tr>
<tr>
<td>13th</td>
<td>District 17: Kauai, HI&lt;br&gt;Kauai High School Cafeteria-Lihue</td>
</tr>
<tr>
<td>14th</td>
<td>District 17: Honolulu, HI&lt;br&gt;Washington Int. School Cafeteria-1533 So. King Street</td>
</tr>
<tr>
<td>15th</td>
<td>District 17: Maui, HI **&lt;br&gt;HGEA-2145 Kaahui St., Conf. Rm. 207 Waikiki</td>
</tr>
<tr>
<td>16th</td>
<td>District 17: Hilo, HI&lt;br&gt;ILWU Hall-100 W. Laniakala Street</td>
</tr>
<tr>
<td>16th</td>
<td>District 10: Rohnert Park, CA&lt;br&gt;Engineers Building-6225 State Farm Drive Rohnert Park, CA 94928</td>
</tr>
<tr>
<td>29th</td>
<td>District 15: Casper, WY&lt;br&gt;Engineers Building-4925 Wardwell Industrial Drive Casper, WY 82002</td>
</tr>
<tr>
<td>30th</td>
<td>District 12: Salt Lake City, UT&lt;br&gt;Engineers Building-1958 W. N. Temple Salt Lake City, UT 84116</td>
</tr>
</tbody>
</table>

*Please note location change.

### APRIL 2000

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6th</td>
<td>District 30: Stockton, CA&lt;br&gt;Waterloo Gun &amp; Bocci Club-3434 N. Ashley Lane</td>
<td></td>
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<tr>
<td>11th</td>
<td>District 04: Fairfield, CA&lt;br&gt;Engineers Building-2540 N. Watney Way Fairfield, CA 94533</td>
<td></td>
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<tr>
<td>13th</td>
<td>District 08: San Jose, CA&lt;br&gt;Machinists Hall-2749 Citrus Road</td>
<td></td>
</tr>
<tr>
<td>16th</td>
<td>District 040: Eureka, CA&lt;br&gt;Engineers Building-2006 Broadway Eureka, CA 95501</td>
<td></td>
</tr>
<tr>
<td>20th</td>
<td>District 08: Yuba City, CA&lt;br&gt;Sutter-Yuba Board of Realtors-1558 Starr Drive</td>
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</table>

*Please note location change.

### MAY 2000

<table>
<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>4th</td>
<td>District 50: Fresno, CA&lt;br&gt;Labors’ Hall-5431 East Hedges</td>
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</tr>
<tr>
<td>11th</td>
<td>District 11: Reno, NV&lt;br&gt;Engineers Building-1200 Corporate Boulevard Reno, NV 89502</td>
<td></td>
</tr>
<tr>
<td>17th</td>
<td>District 15: Rock Springs, WY&lt;br&gt;Holiday Inn-1675 Sunset Drive</td>
<td></td>
</tr>
<tr>
<td>18th</td>
<td>District 12: Orem, UT&lt;br&gt;Best Inn &amp; Suites-1100 West 780 North</td>
<td></td>
</tr>
<tr>
<td>23rd</td>
<td>District 01: Burlingame, CA&lt;br&gt;Machinists Hall-1511 Rollins Road</td>
<td></td>
</tr>
</tbody>
</table>

### RETIREE ASSOCIATION MEETINGS

- **CONCORD**
  - **Concord Centre**
  - **Masonic Hall**
  - **Oakland Zoo, Snow Bldg**
  - **Laborers Hall**
  - **Sacramento**
  - **San Francisco**

**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 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.
FOR SALE: 1985 Winnebago Chieftain, 31 ft., 195kw original ml., $15,800. Also, 95’ overhead camper model, $1,000. Next, best offer, (530) 268-9560.

FOR SALE: Condo, time share at Park Plaza in Park City, UT. 1 week high season, bonus time, plus 2 weeks, time share is deeded and is for lifetime. Can be converted for condos in Texas, Calif., Hawaii, and Park Regency in Park City, UT. Total available also, $2,600 (971) 738-2306, #1750002.


FOR SALE: 1992 winnebago Brave ‘93, over camper, excel. cond., with inside bathroom, sleeps 6 comfortably, gas or electric, awning, have receipts, $4,800 (530) 1909, #336937.

FOR SALE: Caterpillar D73T, with cable and rear scraper, 1990-1996, (209) 586-2730, Christina, $22,000. (52) 682-6802, #1136252.

FOR SALE: Complete series of Gun Digest, $1,500, single copies, select from magazine, American Rifleman, Old Time Western, Frontier Times, $2 and up. (916) 991-5530, #1191119.

FOR SALE: Complete series of Gun Digest, $1,500, single copies, select from magazine, American Rifleman, Old Time Western, Frontier Times, $2 and up. (916) 991-5530, #1191119.

FOR SALE: Ford F-150 1-XT LARIAT, 2WD, 6sft box, 14k miles, $1500/obo. #1926345.

FOR SALE: Ford F-150 1-XT LARIAT, 2WD, 6sft box, 14k miles, $1500/obo. #1926345.
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.

MARYSVILLE - Shimmick Construction works on four projects at this time. In Bondersenough, 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.

MARYSVILLE MEMBERS MOVE FORWARD DESPITE RAIN

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. Jaeger 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

Operators Work Hard To Build Yuba Sutter Community

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

Operators work hard to build Yuba Sutter Community.

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.
more

SCHOLARSHIP AWARDS

Local 3 to award 20 $500 'Special Scholarships' at the July 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.

Our Tax Time Loan is NOT just for taxes.
Use this outstanding value to start the year 2000 out right!

Borrow up to $3,000 at
a Special rate of 9.50% APR*
Take up to 12 months to repay.

Operating Engineers Local Union No. 3
Federal Credit Union

*Annual Percentage Rate

Expires April 15, 2000.