

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3

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Highway Rescue

After I-5 bridge collapse
in Fresno County,
MCM and Granite team up
to build in less than a
week a temporary span
made of flatbed railcars

Photo by Diana Baldrice
of the Fresno Bee

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GOP "right-to-work" campaign • Davis-Bacon update • Clinton's striker replacement ban • Caltrans' truck scale employees



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

A mother with her kids walks through the picket line at their neighborhood Safeway store. She loads up her cart with groceries, while her kids ask her about the strike that has hit Safeway stores from Fresno to the Oregon border. The more she explains the issues to them, the more uncomfortable she feels.

By the time she gets to the checkout counter, the guilt is too much for her. She leaves her grocery-filled cart at the counter and walks out the store.

She tells her kids that "believing in a principle is more important than getting what you want."

When we refuse to cross a picket line, we are upholding the fundamental, life-giving principles of union democracy. We are saying, "I will not cross that line, because what is happening to these good workers today may happen to me tomorrow. They need my support just as I will need theirs."

Thousands of United Food and Commercial Workers are striking Safeway for the same reason workers everywhere must strike their employers these days; they are trying to simply hold on to what they have while the corporation that benefits from their hard work squeezes them further.

Safeway is enjoying unprecedented profits. Shareholders reaped a 51 percent increase in Safeway stock last year. It's not yet illegal in this country to screw workers for the sake of pumping up company profits, but as far as I'm concerned it's still a crime.

As they make that corporate climb, far too many management types submit to pure, unrelenting greed. The higher they get, the more they cast off the life-saving equipment that every company needs to survive the long haul: items like compassion, fairness, vision and basic human dignity.

This strategic game plan by American business to slash and burn their employees in the name of "competition" not only lacks principle, it will kill them in the end. America is great because America has (or had) a middle class that earned decent wages. Factory workers, construction hands and yes, meat cutters and grocery clerks had the means to raise a family, buy a car and a home and send their kids to college on wages that were negotiated by their unions.

Business leaders of principle know that their employees are their most valuable resource. They know that if the company is to prosper, they will include their employees in their equation for success. They will share their profits with the workers that made the company successful and shun any program that places short term stock prices and shareholders above their own hard working people.

The demise of that system will leave an ugly hole in America's gut. A few rich and a mass of lower-income families cannot sustain our economy.

The success of the Safeway strike depends on one thing - whether or not the customers who generally shop at their local Safeway, Lucky or Savemart store will decide that upholding a principle is more important than convenience. I am confident our family is only one in thousands of families in Local 3 that will shop elsewhere because "believing in a principle is more important than getting what you want."

Thoughts on the Safeway strike

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IMPORTANT NOTICE:

New starting time for District Meetings

In response to inquiries from Local 3 members, Business Manager Tom Stapleton directed that a questionnaire be published in the September 1994 issue of *Engineers News* seeking input from the membership on whether or not the starting time for district meetings should be moved to 7 p.m. from the former starting time of 8 p.m. (except for Hawaii, which has always had a 7 p.m. starting time). Based upon the results of the survey, the Local 3 Executive Board and each District Grievance Committee concurred unanimously in a recommendation that **all Local 3 district membership meetings will begin at 7 p.m., effective January 1, 1995.**

ENGINEERS NEWS



T.J. (Tom) Stapleton	Business Manager
Don Doser	President
Jerry Bennett	Vice President
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Max Spurgeon	Financial Secretary
Pat O'Connell	Treasurer

• Engineers News Staff •

Managing Editor	James Earp
Assistant Editor	Steve Moler
Graphic Artist	Ed Canalin

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Clinton signs order banning striker replacements

President Clinton has given American workers something the U.S. Senate wouldn't: a ban on the permanent replacement of striking workers.

Clinton has signed an executive order barring federal contractors from receiving government contracts if they permanently replace lawfully striking workers. Clinton's Executive Order 12954 calls on

the secretary of labor to establish procedures for investigating whether a contractor has permanently replaced strikers. After deciding that a contractor has done so, the labor secretary can either terminate the contractor's contract or debar the contractor from renewing its existing contract or prevent it from obtaining any future contracts.

The order affects some 28,000 contractors that do business with the federal government, with 90 percent of all government procurement dollars covered by

the order. Among the first companies likely to be affected by the order is tiremaker Bridgestone/Firestone Inc., which has permanently replaced 2,500 members of the United Rubber Workers of America.

Clinton's reasoning for issuing the executive order is to help federal contractors "develop stable relationships with their employees" so the government can "operate as effectively as possible, by receiving timely goods and quality services." The order goes on to say that permanent replacements disrupt the "important balance between allowing businesses to operate during a strike and preserving worker rights."

In addressing the executive order at the February AFL-CIO's Executive Council meeting in Bal Harbour, Fla., Labor Secretary Robert Reich said replacement workers do not have the same experience as regular workers, and the products they make are not of the same quality. He added that there's no reason why the federal government should have to stand for low quality.

At a news conference following the signing of the executive order, AFL-CIO President Lane Kirkland said that previously unsuccessful efforts to enact legislation banning striker replacements in the

102nd and 103rd Congress was "based on the clear proposition that you cannot expect to get good quality goods and services from a company or an employer that is engaging in warfare against its work force."

As expected, Republicans attacked Clinton's order, saying the president has overstepped his constitutional authority. Sen. Nancy Kassebaum (R-Kan), the senator who also introduced Davis-Bacon repeal legislation, said: "Congress has the responsibility to decide labor-management policy through legislation. The Executive Branch should not attempt to use the federal procurement process to make changes in our labor laws."

Kassebaum's statements seem filled with hypocrisy considering President Bush used his executive authority as a weapon against the interests of working people twice during his presidency. In April 1992, Bush issued Executive Order 12800 that required employers to post notices informing unionized workers of their rights not to pay union dues that cover the costs of a union's political activities. And six months later, Bush issued Executive Order 12818 that barred union-only labor pacts for federal and federally funded construction work.

On the day Clinton signed the executive order, Kassebaum introduced legislation to overturn the order. She attached to a Department of Defense supplemental appropriations bill a rider that would prohibit the administration from spending any funds during fiscal 1995 to implement or enforce any executive order that would limit federal contractors or subcontractors in their use of permanent replacements.

But Republicans received a dose of their own medicine when they couldn't muster the 60 votes required to end a Democratic filibuster, the same tactic Senate Republicans used to kill striker replacement legislation in the 102nd and 103rd Congress. Sen. Bob Dole (R-Kan) announced March 15 that Senate Republicans would no longer seek to amend the defense department appropriation bill.

The battle over Clinton's executive order has now moved to federal court, where the U.S. Chamber of Commerce, joined by Bridgestone/Firestone, filed suit to block the order, claiming it usurps Congressional authority to set federal labor policy and violates the separation of powers.

White House Counsel Abner Mikva has determined that Clinton's executive order is consistent with his authority to enforce federal procurement law. If Congress legislate away the president's power, he said, lawmakers would be setting a precedent that would preclude a president from enforcing existing law. Mikva pointed out that several former presidents, including Bush and Ronald Reagan, have used their executive authority in federal contracting issues.



A President Clinton signs an executive order banning federal contracts with companies that permanently replace strikers. Looking on are Labor Secretary Robert B. Reich, AFL-CIO President Lane Kirkland, Vice President Gore and AFL-CIO Secretary-Treasurer Thomas R. Donahue.

Free-loaders delight

GOP-sponsored 'right-to-work' legislation would allow private-sector employees in Calif. to reap benefits of union membership without paying dues

If GOP attempts to repeal the Davis-Bacon Act haven't yet convinced you that Republicans aren't acting in your best interest, try this one: Republicans in the California Assembly have introduced legislation that would turn California into a "right-to-work" state, a law, that if enacted could severely weaken your union's ability to represent you.

"Right to work" – sometimes referred to as "open shop" – is a term used to describe states that pass laws prohibiting unions and employers in the private sector from negotiating "union shop" or "union security" agreements, which require all workers who receive the benefits of collective bargaining to share the cost of union representation. In California, Hawaii and the 26 other non-"right-to-work" or free bargaining states, all employees of a collective bargaining unit must pay union dues.

But the "right-to-work" bill introduced in the Assembly, AB 549, sponsored by freshman Assemblyman George House (R-Modesto), would amend the state labor code to prohibit any person, as a condition of employment or continuation of employment, from being required to join a labor organization. The bill would also make it unlawful for any employer to deduct from wages, earnings or compensation of an employee any union dues or fees unless the employee provides written consent.

Subsidizing free-loading non-members

Under AB 549, employees of a collective bargaining unit could choose between union membership or non-membership. However, unions would still be legally obligated to represent non-members. In other words, AB 549 would force dues-paying union members to subsidize free-loading non-members.

It doesn't take a rocket scientist to figure out that under a "right-to-work" law financial support for the union could

When hearings began April 5 on AB 549, "right-to-work" proponents, led by the National Right To Work Committee, tried to convince the Assembly that AB 549 is a powerful tool for job creation and strengthening California's troubled economy. In a letter to Assembly Speaker Willie Brown, National Right To Work Committee President Reed Larson wrote, "Right-to-work" plays a big part in building up state economies and attracting jobs, jobs, jobs."

Why "right-to-work" doesn't work

Unfortunately for the "right-to-work" lobby, the facts don't support their arguments. Studies by the federal government and research organizations have concluded that "right-to-work" laws put states at a tremendous economic disadvantage.

The proof is that open-shop states have been losing ground over the past two decades to free collective bargaining states in per capita income, average hourly earnings and unemployment compensation. These states also lag behind the rest of the nation when it comes to fair employment practices laws, state minimum wage legislation, spending on public education and infant mortality.

According to 1993-1994 official U.S. government statistics from the Department of Labor and Bureau of Census, workers in "right-to-work" states earn an average of \$4,343, or 18 percent, less than their counter-



Engineers News graphic by Ed Canalin

parts in non-"right-to-work" states. Not a single "right-to-work" state is among the top 15 states that have the highest average annual pay, and not a single one of them has a pay level above the national average.

Lower benefits in open shop states

Unemployed workers in free bargaining states receive on average of \$31, or 20 percent, more in weekly benefits than their counterparts in open shop states. Of the 15 states with the highest level of weekly unemployment benefits, all are non-"right-to-work" states.

Workers in "right-to-work" states suffer job fatality rates far above those in

By Steve Moler
Assistant Editor

non-"right-to-work" states because there are fewer unions to help enforce job safety standards. Of the 20 states with the highest rates of on-the-job fatalities, 15, or 75 percent, were right-to-work states.

Workers in non-"right-to-work" states have better health insurance coverage, having a 23 percent higher rate of overall individual health care insurance coverage than workers in "right-to-work" states.

Individuals and families are more likely to live in poverty in "right-to-work" states than in states with free collective bargaining. According to U.S. government statistics, poverty rates in "right-to-work" states are 15 percent higher than free collective bargaining states.

GOP hypocrisy

When debating the merits of "right-to-work," Republicans violate one of their most sacred principles: that government should play a minimal role in regulating the private sector. However, by denying workers the freedom to negotiate a union security agreement, "right-to-work" imposes government on private-sector bargaining by taking away the rights of employees to make their own decisions about the structure and administration of their collective bargaining agreements.

When Republicans promote "right-to-work" as an "end to forced unionism," they overlook the fact that employees become unionized in the first place only after a majority of employees of a collective bargaining unit chose to have union representation.

Union hiring halls threatened

Another extremely detrimental provision of AB 549 is section 1107.2(d), which states: "No person shall be required, as a condition of employment, or continuation of employment, to be recommended, approved, referred, or cleared by or through a labor organization."

This section of the bill would essentially eliminate the requirement that signatory contractors hire exclusively from union hiring halls. Under AB 549, Local 3 employers would gain total control of hiring, able to recruit equipment operators from wherever they wanted, a change that would plunge the union's Job Placement Centers into chaos and force union members on the out-of-work list to fend for themselves.

Although AB 549 has been put on temporary hold, it can be reconsidered anytime during the current legislative session. So, if you want to keep your hiring hall and want California to remain a free collective bargaining state, write to members of the Assembly Labor and Employment Committee urging them to oppose AB 549.

Other GOP-sponsored anti-labor bills in Calif. Legislature

Since winning eight additional California Assembly seats in last November's mid-term election, Republicans are using their newfangled power to attack unions and their members. Some of the worst anti-labor bills introduced this year will be heard over the next several weeks in either the Assembly Labor and Employment Committee or the Senate Industrial Relations Committee. Write letters to these committee members urging them to oppose these potentially harmful bills.

SB 906, by Sen. Tim Leslie (R-Lake Tahoe) - would exempt all local government public work projects from paying prevailing wages in counties with populations less than 250,000. There are 37 such counties in California, with all but five located in Northern California.

AB 138 by Assemblyman Jan Goldsmith (R-Poway) - would require the Department of Industrial Relations to use an average of wages for a craft to determine the prevailing rate instead of the current "modal rate," which is calculated by determining the wage paid to the largest single group of workers doing comparable work within a particular area.

AB 1881 by Assemblyman Tom Bordonaro (R-Pismo Beach) - would exempt the construction of all jails from prevailing wages.

AB 865 by Assemblyman Fred Aguilar (R-Chino) - would exempt public works projects of less than \$250,000 from prevailing wage requirements, and would also exempt any project for which more than 50 percent of the costs are paid for from private funds.

AB 1149 by Assemblywoman Barbara Alby (R-Fair Oaks) - would exempt special districts' public works from prevailing wage requirements.

AB 1499 by Assemblyman Steve Baldwin (R-Lemon Grove) - would exempt school construction projects of less than \$100,000 from the payment of prevailing wages.

How to reach Senate & Assembly committee members

Senate Industrial Relations Committee

Sen. Hilda Solis, Chair
4090 State Capitol
Sacramento, CA 95814
Fax: (916) 445-0485

Sen. Bill Leonard
5087 State Capitol
Sacramento, CA 95814
Fax: (916) 327-2272

Sen. Richard Mountjoy
4062 State Capitol
Sacramento, CA 95814

Sen. Herschel Rosenthal
4070 State Capitol
Sacramento, CA 95814

Sen. Rob Hurtt, Vice Chair
3076 State Capitol
Sacramento, CA 95814
Fax: (916) 323-8985

Sen. Milton Marks
5035 State Capitol
Sacramento, CA 95814
Fax: (916) 327-7229

Sen. Nicholas Petris
5080 State Capitol
Sacramento, CA 95814
Fax: (916) 327-1997

Assembly Labor & Employment Committee

Assemblyman Wally Knox, Chair
4112 State Capitol
Sacramento, CA 95814
Fax: (916) 445-0119

Assemblyman Peter Frusette
5175 State Capitol
Sacramento, CA 95814
Fax: (916) 324-0986

Assemblyman Jan Goldsmith
5160 State Capitol
Sacramento, CA 95814
Fax: (916) 324-2782

Assemblyman Antonio Villaraigosa
4144 State Capitol
Sacramento, CA 95814
Fax: (916) 445-0764

Assemblyman George House, Vice Chair
4017 State Capitol
Sacramento, CA 95814
Fax: (916) 445-7344

Assemblyman Martin Gallegos
4117 State Capitol
Sacramento, CA 95814
Fax: (916) 327-9696

Assemblyman Paul Horcher
3123 State Capitol
Sacramento, CA 95814
Fax: (916) 324-6973

Assemblyman Ted Weggeland
2176 State Capitol
Sacramento, CA 95814
Fax: (916) 323-7179

The fight's on

Labor launches counterattack against GOP efforts to repeal Davis-Bacon Act

On the very first day of the 104th Congress, Republicans launched the most aggressive assault in years on the unionized construction trades by introducing legislation to abolish the Davis-Bacon Act, the 64-year-old federal statute that requires contractors on federally financed construction projects to pay prevailing wages. And with Republicans in control of Congress, the legislation has a fairly good chance of passing.

But as hearings began in February on Davis-Bacon repeal, organized labor, with help from congressional Democrats, launched its own counteroffensive to stymie any attempt by Republicans to lower the living standards of construction workers. Local 3 has joined the fight by establishing a write-in campaign and circulating petitions calling for congressional representatives to oppose Davis-Bacon repeal legislation.

The Davis-Bacon Act was enacted in 1931 to prevent irresponsible contractors from underbidding their opponents and increasing profits by paying substandard wages. Under the law, all contractors — union or non-union — must pay their workers wages and benefits "prevailing" in the area of the construction project. The U.S.

minimum wage yet supports tax cuts for the wealthy.

Sigurd Lucassen, general president of the United Brotherhood of Carpenters, testified that Davis-Bacon is not a union versus non-union issue, rather a matter of preserving the middle-class. Lucassen pointed out that economists have predicted that the annual income of construction workers covered by Davis-Bacon would drop \$1,500 if the act is repealed. The loss of tax revenue and costs associated with lower construction quality and longer completion times from less skilled workers would more than nullify any alleged savings, which the GOP claims would be \$3.1 billion over the next five years.

In addition to strong support from congressional Democrats, organized labor has on its side President Clinton, who has vowed to veto the bill. Testifying on behalf of the Clinton administration, Bernard Anderson, assistant labor secretary for employment standards, told the Senate Labor and Human Resources Committee that Davis-Bacon provides "essential protections" to workers and that the administration would veto any repeal bill. However, Anderson did say the administration would be willing to work with the committee to develop meaningful and balanced reform of the act.

On the day hearings began on HR 500, Rep. William Clay (D-Mo), the ranking Democrat on the House Economic and Educational Opportunities Committee, introduced a Davis-Bacon reform bill, HR 967, that would raise the current threshold on contracts covered under the act from \$2,000 to \$15,000 for repairs or renovation projects and to \$100,000 for new construction. HR 967 would also ease payroll reporting requirements and provide civil remedies for violations. A companion bill is expected to be introduced in the Senate.

The AFL-CIO Building and Construction Trades Department and some 14,000 contractor groups, including the California Associated General Contractors, have joined a coalition in support of Davis-Bacon reform. Members of the coalition will be working towards defeat of out-right repeal because of the chaos it would bring to the construction industry.

According to Thomas Holsman, AGC's executive vice president for the state chapter in Sacramento, repeal would leave the industry with nothing, while reform "would provide an opportunity to do things in everyone's interest. More contractors are coming to realize the true benefits of Davis-Bacon and the act's validity," he said.

During a March 2 hearing, Democratic members of the House Economic and Educational Opportunities Subcommittee on Workforce Protections and some 75 union construction workers in the audience staged a walkout after the nine Republican subcommittee members refused to delay markup of HR 500. The ranking minority subcommittee member, Rep. Major Owens (D-NY) accused Subcommittee Chair Cass Ballenger (R-NC) of failing to give Democrats adequate warning of the markup and sought to postpone subcommittee action until early May.



*"It's a repetitive stress injury . . .
have you been bashing unions again?"*

Department of Labor conducts periodic wage surveys to determine what the "prevailing rate" for a particular craft in the region should be.

Without Davis-Bacon, non-union contractors could pay their workers substantially less than union contractors, thereby gaining an unfair competitive advantage when bidding on public works jobs. Within a short time, non-union contractors would begin to grab a much larger share of the construction market, ultimately leading to lower wages and considerably less work for unionized construction workers.

Hearings on Davis-Bacon repeal — S 141 in the Senate and HR 500 in the House — began in mid-February. Sen. Paul Simon (D-Ill) said he considered the bill a "sad irony" that GOP lawmakers want to respond to the stagnation of middle-class wages by repealing a law designed to protect the wages of construction workers. He said Davis-Bacon repeal fits a pattern in which the GOP opposes an increase in the

Local 3 members tell Congress 'No' to Davis-Bacon repeal

Local 3's write-in campaign, in response to GOP-sponsored legislation to repeal the Davis-Bacon Act, HR 500 and S 141, has been a huge success. At press time, the union has received over 3,000 petition signatures, 1,000 response forms and more than 50 letters, a sampling of which appears below. These forms and letters have been delivered to the appropriate congressional representatives.

"I am proud to say I have been a member of Operating Engineers Local 3 since April 1953. If I hadn't been a member, my family and I would not have had the standard of living that we have had . . . Do not allow Newt Gingrich and his cohorts to take away what was enacted for the betterment of the ordinary working man in the U.S.A. . ."

George W. Coleman (Redding, Calif.)

"As an Operating Engineers union member with a 10th-grade education, I was able to give my kids a college education and they have become productive citizens. Without the Davis-Bacon Act, I would have never been able to accomplish this goal . . ."

John A. Ramirez (Carson City, Nev.)

"I will work diligently to unseat you in the next election if you vote to repeal the federal Davis-Bacon Act . . ."

Ron Herrera (Auburn, Calif.)

"Time and time again legislators attack wages and benefits of the working man. It is these wages that give us the ability to buy a new car, house, washing machine, clothes and other products. The ability to purchase goods is what keeps our economy going . . . with wages cut, this will cut into the government's ability to pay its own bills. I have never seen a legislators cut his wages . . ."

Darrell Hutton

"I am a union man. I have been in the Operating Engineers since 1946. I am particularly proud of my union as we have always given our employers a good days work . . . Anything you do, or fail to do, that weakens my union will have a negative reaction from me. My wife and I have a sizeable stake in the strength of unions . . ."

Stanley Wood (Napa, Calif.)

"I have been in the construction industry for 32 years. I make a fair living and I pay an equally fair amount of taxes. If the government continues to undermine the wage base by repealing or weakening Davis-Bacon, who is going to finance this country? I could just as likely end up being a financial burden instead of a productive taxpayer."

Jerry S. Hayes

"I think most of you people vote on bills before you completely understand who it affects and what it does. I hope you will look and see our side of this controversy and get an insight of our views . . ."

Terry Farris (Kerman, Calif.)

"I have been fortunate enough to be a product of the construction industry where I work hard each hour for a union contractor, who in turn, pays a decent wage and benefit package. Because of this arrangement I am able to be a positive role model for my children and for society. I know that the prevailing wage (i.e. Davis-Bacon Act) is the avenue that makes all the above mentioned possible . . ."

Steve Stewart (San Leandro, Calif.)

"If you vote to cut my wages by repealing the federal Davis-Bacon Act, I believe the public should start thinking to cut your wages and benefits . . ."

Frederick E. Consaris

"I believe that the Republican honeymoon will be of short duration the way the party is trying to do things."

E.G.

"If all people in politics really want to protect their income, they'd better step back, take a good look and quit destroying the middle class . . . What a terrible thought—when you have destroyed us, we will be the lower class living off of you . . ."

Jerry Amonette





ADDICTION RECOVERY PROGRAM

Is an employee who comes to work drunk protected by the ADA?

Shawn M. Flynn, a janitor at Raytheon Company, reported for work one morning visibly intoxicated. Since company rules prohibited being under the influence of alcohol or drugs, Flynn was fired. He had been with the company for nine years and had never been drunk on the job before.

However, he had been discharged provisionally twice before and later reinstated: once when he was misidentified as an illegal drug user due to his use of a prescription drug and an anti-histamine, and once for misrepresenting facts in connection with a physical disability claim.

After his termination, Flynn entered a substance abuse treatment program on his own. He then attempted to have his job restored through a union grievance, but was unsuccessful.

Flynn went to the Equal Employment Opportunity Commission for permission to sue his employer under the Americans with Disabilities Act (ADA). He charged that Raytheon had failed to accommodate his disability - alcoholism - in violation of the ADA. He had been discriminated against, because other employees who had reported to work drunk had not been fired, and workers who had been charged with criminal activity had been reinstated after participating in drug treatment programs. In federal court, Flynn argued that Raytheon should have accommodated his disability by giving him a chance to seek treatment.

Selective enforcement?

In addition, he said he was fired for his alcoholism, not for reporting to work drunk, since other workers who violated the no-alcohol-or-drugs rule were not similarly disciplined. Raytheon countered that under the ADA, an employer may forbid workers from being under the influence of alcohol or drugs on the job.

The ruling

The employee has no ADA claim based on his coming to work drunk, but does have a claim based on his allegation that he was treated differently from other workers, held a U.S. district court.

The ADA states that an employer "may require that employees shall not be under the influence of alcohol or be engaging in the illegal use of drugs at the workplace," the court noted. This means that an employer can prohibit employees from showing up to work under the influence, and can fire them for violating that prohibition.

Misconduct

In addition, the ADA "permits an employer to hold illegal drug users and alcoholics to the same standards of behavior that it requires of its other employees, even if unsatisfactory behavior is related to the drug use or alcoholism," the court said, adding that "it is clear that a company need not tolerate misconduct such as intoxication on the job."

The court also noted that Flynn had not asked for reasonable accommodation until after he was terminated. In fact, Flynn had been "in denial" regarding his alcoholism, by his own admission, so it would have been difficult for Raytheon to approach him to send him to treatment.

Furthermore, an employee cannot take advantage belatedly of the reasonable accommodation provisions of the ADA, after violating company rules, the court said.

When it comes to discrimination, however, Flynn may have a basis for a claim. For although it is legal to fire an alcoholic for coming to work under the influence, if the employer doesn't also fire a non-alcoholic for the same offense, the alcoholic can cry foul. Selective enforcement is becoming one of the major pitfalls for employers under the ADA.

"The discriminatory enforcement of a lawful policy is, of course, unlawful," the court noted.

"Because Flynn alleges that Raytheon enforced its no-alcohol rule more strictly against him on account of his disability than it did against other employees who are not alcoholics but who nonetheless came to work under the influence, Flynn has stated a claim upon which relief can be granted."

Reprinted from March 1995 issue of *"Drugs in the Workplace."*

by Bud Ketchum

ARP Director

Addiction Recovery Program

(800) 562-3277 • Hawaii Members Call: (808) 842-4624



FRINGE BENEFITS

Vision care arrives at Sacramento District office

Local 3 is pleased to announce the opening of a full-service vision care center at the Sacramento District union hall.

Union Vision Services will provide Operating Engineers and their families with quality eye care and a wide range of eye wear and contact lenses. For those covered by the California Active and Retirees Health & Welfare Vision Service Plan, most of these services will be covered by the plan's \$7.50 deductible.

Along with the new eye care office at the Sacramento hall comes the services of Optometrist Dr. James Wu. A honors graduate of UC Berkeley, Dr. Wu has 20 years of experience and has practiced in California and abroad. Dr. Wu is a Vision Service Plan provider and has served as the Director of the Optometric Center for Education and Research. He has published numerous articles in the field of eye care and vision. Dr. Wu and his staff will provide the membership with friendly, personalized service

by Charlie Warren

Fringe Benefits

Director

JAMES D. WU
Doctor of Optometry

UNION Vision Services

Optometric Center

4044 North Freeway Blvd., Suite 160
Sacramento, CA 95835-1220
(916) 567-0888 Local
(800) 567-0188

designed to maximize your vision care benefit.

For vision care benefits, obtain your Vision Service Plan benefit form and call Union Vision Services at 916-567-0888 to schedule an appointment. A toll-free telephone number will be available soon. In the near future, Union Vision Services plans to establish relationships with optometrists in each district who

continued next page

How to save on auto insurance

One of the biggest insurance expenses that people have each year is the premiums on health and life insurance policies. But the hidden expenses of auto, homeowner's and liability insurance can also be substantial. Maybe it's time to look at what you are paying to insurance companies.

A good time to consider auto insurance costs is when you are buying a new car. Here are some ways you can hold down cost of auto insurance.

- If you are looking at several different models, check with your insurance agent before you buy and determine how much it will cost to insure them. There can be substantial variations between models because some are at a higher risk for theft or damage in accidents.

- If you have already decided on a particular model, check with your agent before buying anyway, so you know how much the insurance is going to cost. It's always good to know in advance that the insurance – as well as the car – fits your budget.

- Consider dropping your collision and comprehensive on a car that's four to five years old, unless it's a very expensive model. Paying for "liability only" coverage often saves 35 to 50 percent off your premiums for an older car.

- If you don't want to drop collision, consider raising your deductible. Also, call your insurance agent before filing a claim to see how much the claim might raise your premiums. It may be cheaper in the long run to pay out of pocket to fix a small dent.

- Shop around for coverage before you choose a particular company and agent because premiums can vary between companies.

- If you have a high net worth or are nearing retirement, you may want to buy more liability coverage than companies normally offer on their regular policies. Such policies can provide \$1 million in liability coverage for your car. They also cover you for

the same amount for any mishaps that might occur in your home or on your property.

- Check to make sure your insurance carrier has a clear picture of how much you are driving and your current driving record. If you move closer to work or take a new job closer to home, you may qualify for a discount. What's more, any premium penalties for speeding tickets or other violations get wiped off your record after three years, so make sure your agent knows that the time has passed.

Mechanical breakdown insurance

Mechanical breakdown insurance (MBI) is a type of insurance that covers new or used vehicles from the cost of mechanical breakdown. Your credit union can help save between \$700 to \$1,000 for similar coverage with similar benefits. The benefits include comprehensive bumper-to-bumper coverage, plus rental car and travel expense reimbursement, towing and road service, and road hazard and tire coverage.

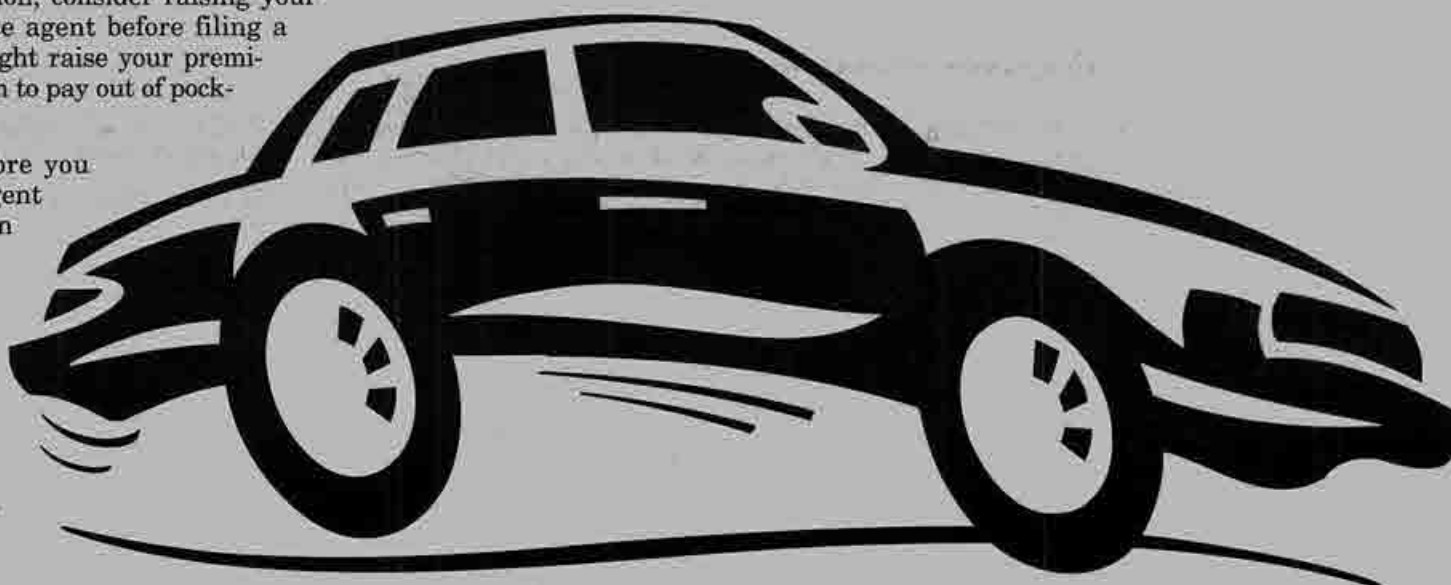
A good rule of thumb is shop around before you decide on insurance for your vehicle.



by Rob Wise

Credit Union

Treasurer



continued from previous page

will bring these services closer to home for all members.

Pension statements

Pension plan participants have recently received their 1994 pension statements. Your statement will show the following:

- The number of hours reported for you for the Plan Year 1994
- The monthly benefit for 1994 work
- The total accumulated credits and the monthly benefit payable at age 62

If you have earned at least 10 years of credited service without a permanent break in service, the statement says, "You are Vested."

If you worked as an Operating Engineer before the plan started in your state, you may be entitled to additional pension credits and an increased pension benefits. A review of your early history will be made when you have filed an application for pension benefits, and the exact amount of benefits will be determined at that time.

If you note any discrepancies in hours, social security number or birth date

between the trust fund records and your personal records, please notify the Trust Fund Service Center at (415) 777-1770 or the Fringe Benefits Service Center at (510) 748-7450.

Follow the written instructions on the back of the statement for corrections. If the discrepancy is in hours reported, please mail to the trust fund office, along with the top portion of your statement, copies of your check stubs for the month or months in question.

Retiree Assoc. meetings begin

Retiree Association meetings have begun. Be sure to check the schedule on page 20 and come to the meeting in your area. You will meet some of the members you have worked with over the years. So come join us and have a good time. We need your input regarding the union and the benefit plans. See you there.

Specially called meetings get underway

Specially called meetings for Local 3 active engineers and their spouses have begun. These meetings are being held to discuss all aspects of the fringe

continued on p. 13

Highway

After I-5 bridge collapse in Fresno County, MCM and Granite team up to build in less than a week a temporary span made of flatbed railcars

*By Steve Moler
Assistant Editor*

On the vast majority of days during a given year, the Arroyo Pasajero is a harmless dry creek that meanders out of the Diablo Range in western Fresno County, passes beneath I-5 at a point between Coalinga and Huron, and terminates about 20 miles downstream at the old Tulare lake bed.

But beginning on the Friday morning of March 10, a second powerful Pacific storm of the week began pounding the entire state from the Oregon border south to San Diego in what James Bailey, assistant chief of the California Flood Operations Center in Sacramento, called "the most widespread geographic storm in California in this century."

The rain was so intense throughout the day that by nightfall Arroyo Pasajero had been transformed into a 12-foot-deep torrent of brown-water rapids laden with silt and sand racing downstream at up to 30 mph.

Where the Arroyo Pasajero meets I-5 stood twin 122-foot-long concrete bridges that were built, along with the rest of this section of interstate, in the early 1960's. The bridges, designed to withstand a 100-year flood scenario of 26,000 cubic feet of water per second flowing down the creek, was supported by 12-foot-deep pilings.

But early on that Friday night, Arroyo Pasajero's floodwaters reached an estimated flow of 30,000 cubic feet per second, creating two phenomena. First, the enormous volume of water flowing down the channel caused the creek to change course at the point where the Arroyo Pasajero meets the bridge, forcing the structure to absorb unusual stress. Second, the creek's awesome power began rapidly eating away the earth that supported the pilings, an occurrence known in civil engineering as "scouring."

At around 10:20 p.m., the bridges could take no more. With little soil left to support the pilings, both spans collapsed, sending three cars containing a total of eight people into the raging river below. One of the victims, a 54-year-old Fresno man, was rescued a short time later after holding on to a tree on the creek bank. The other seven remained missing through the night.

The bridge collapse caused the indefinite

A 100-foot section of Interstate 5 which collapsed near Coalinga, Calif. is shown from the air on Sat., March 11, 1995. The collapse closed off a 200-mile stretch of the main artery through wet farmland about 50 miles west of Fresno. (AP Photo/Kevork Djansezian)



y Rescue

▼ **Volunteers work to free a vehicle buried in the mud several days after the bridge on Interstate 5 collapsed during a rainstorm.**

(Photo by Mary Lomari/Fresno Bee)

closure of a 200-mile section of the state's primary north-south artery from I-205 in San Joaquin County to the U.S. 99 junction in Kern County, forcing motorists and truckers, averaging 25,000 per day, to endure a 100-mile detour via U.S. 99.

Within an hour of the disaster, Caltrans received authorization from Gov. Pete Wilson by way of executive order to contract for emergency repairs of the stricken spans. Since the Loma Prieta and Northridge earthquakes, Caltrans has been developing contingency plans to build temporary bridges using the frames of flatbed railroad cars, an idea originally hatched by KGO-radio talk-show host Bill Wattenburg.

Caltrans turned to MCM Construction to erect the makeshift structure because the company had recently completed a prototype of a railcar bridge at its main yard in Sacramento. Caltrans' plan called for MCM to build a two-lane bridge consisting of three railcars long and four cars wide supported by piles driven 45 feet into the creek bed to be erected in the I-5 median while a permanent replacement is built over the next couple of months. Steel grating would be placed over the railcars as road surface. Traffic would then be diverted off the main highway and onto the median via a one-lane detour leading to and from the temporary bridge.

The job of grading and paving the detours was awarded to Granite Construction. Because Granite was already doing an overlay of Hwy. 198 that goes from Coalinga to Lemoore, the company had plenty of resources already in the area to respond quickly to the disaster.

While Granite and MCM mobilized Saturday and Sunday, volunteers searched the still dangerously high waters of Arroyo Pasajero for victims. On Sunday, three victims, all from the same family, were found in

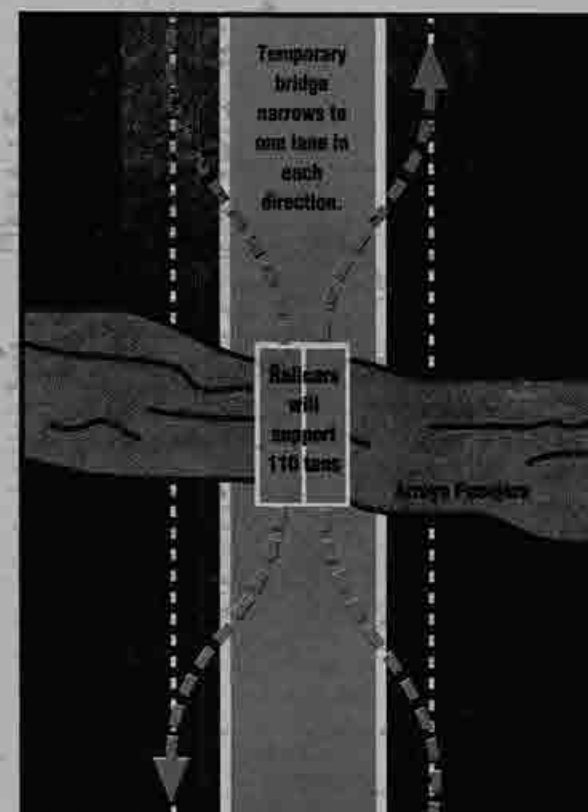
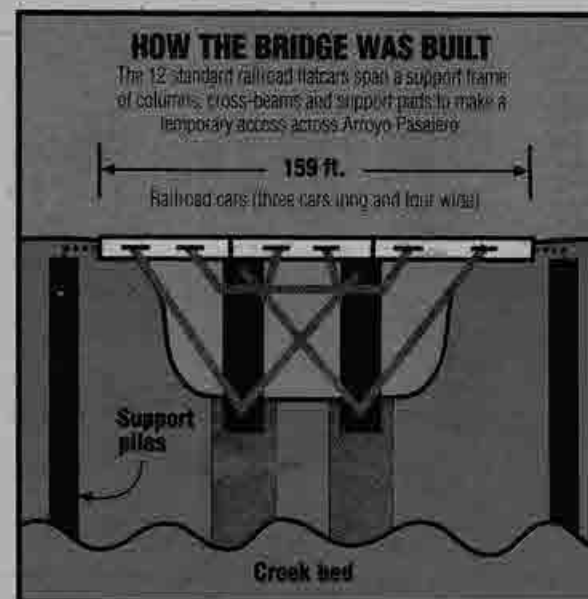
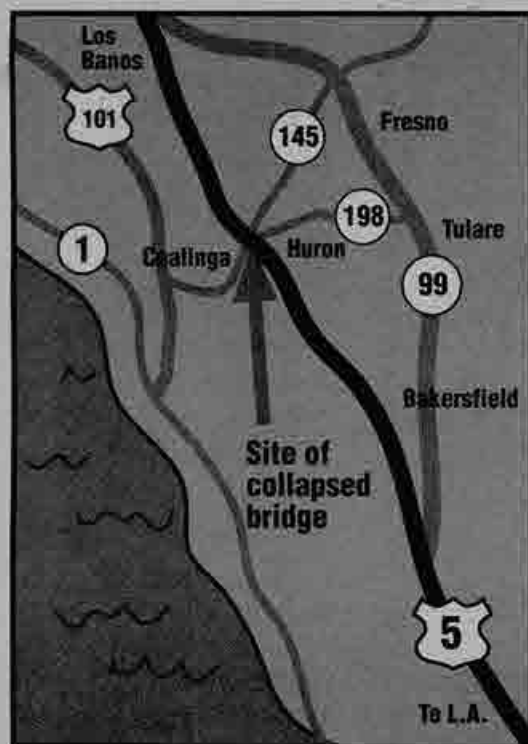
a submerged Pontiac. Three other bodies were discovered the next day about four miles downstream. The seventh and final victim was recovered eight miles downstream on Wednesday, March 15.

Meanwhile, Granite started building pads for MCM's cranes and excavating the I-5 median beginning on the Sunday night following the collapse. The flatbed railcar frames were brought from Caltrans's Lost Hills Maintenance Station about 45 miles south on I-5. MCM started erecting the temporary bridge the next morning using two 100-ton Link Belt cranes. After driving piles, MCM's crews welded I-beams across the railroad cars so the cranes could be walked out for the next pile driving.

Granite's Operating Engineers, working around the clock, had to first remove 4 feet of sand and topsoil from the median before bringing in base rock and laying down a 7-inch layer of asphalt on the detours—in all, about 50,000 tons of material. Work on the temporary bridge was completed

around noon Friday, with the new bridge taking traffic beginning early Saturday morning, March 18, just one week after the disaster.

During construction of the temporary bridge, Caltrans started accepting bids for construction of the replacement spans. C.C. Myers came out the winner at \$5.15 million. The contract calls for C.C. Myers to construct the replacement within 50 days. The company will receive a \$80,000-a-day bonus for finishing early or pay a \$30,000-per-day penalty if the bridge spans are finished late. At press time, Granite has been subcontracted to do the site preparation and Macco is doing the pile driving.





TEACHING TECH



by Art McArdle

Administrator

Hands-on competition to be held near Local 3 headquarters

At the annual Celebrate Women in the Trades brunch, the NCSJAC honored first-year apprentice Dawn Gilchrist as Apprentice of the Year.

A native "Chicagoan," Dawn started her apprenticeship in April 1994. Prior to that, she was employed by various general contractors. Since beginning the surveyors apprenticeship program, Dawn has been employed by several contractors and engineering firms that have given her all-around survey experience.

She also obtained her BATT training and is now gainfully employed with Alhambra Surveys on the Shell Refinery project in Martinez. Dawn has done an outstanding job of keeping up with her related training as well as progressing through her hands-on skills. Congratulations Dawn. Keep up the good work.

Hands-on competition

Our hands-on competition will be held May 13 from 8:30 a.m. to about 2:30 p.m. in a vacant lot inside the Harbor Bay Business Park a short distance from the Local 3 headquarters in Alameda. The vacant lot in which the competition will be held is at the corner of North Loop Road and Harbor Bay Parkway.

As usual we are busy planning and coordinating the event. We are definitely looking forward to a good turnout and lots of fun. We are also planning a small complimentary barbecue to accompany the awards ceremony.

This year the project will consist of calculating and staking a lot, pad grade, slope stakes and curb grades. Crews will be doing

this with theodolites and chains. The elevations will also be carried by the theodolite. This will be a challenging project put together by our Oakland instructor Floyd Harley. It's a tough job to put a competition together, and we give a great vote of thanks to Floyd.

Local 3 and Bay Counties Civil Engineers and Land Surveyors Association will be providing the awards again, and, as in the past, everyone will get something for attending.

Let's get ready and be the next to get your names on the Arthur A. Pennebaker Hands-on Competition Trophy, which was donated by Ralph B. Hoyt, Esq. of the Bay Counties Association. See you there!

**▲ Apprentice
of the Year
Dawn
Gilchrist**



This vacant lot on the corner of N. Loop Rd. and Harbor Bay Pkwy. near the Local 3 headquarters will be site of May 13 hands-on competition.



TECH ENGINEERS

'95 work picture looks brighter than '94's

Over the past year, Local 3 has expended a lot of energy letting the non-union survey firms throughout Northern California know that there is a new game in town. To ensure preservation of your wages and working conditions, Local 3 has been enforcing the subcontracting provisions in various contracts with Local 3 signatory employers. These provisions require the non-union survey firm to be bound by the same terms and conditions as the prime contractor, such as union security, wages and fringes.

Additionally, non-union employers working on public works projects are finding Local 3 business agents filing requests more frequently for certified payrolls.

Lastly, organizing non-union survey firms remains a daily task. Local 3's Technical Engineers Division would like to thank district representatives and business agents throughout Northern California for their support this past year.

Work outlook

The work year ahead looks promising in all areas of construction. During 1994, surveyors working in the refineries have logged over 40,000 work hours – and 1995 will match or exceed that.

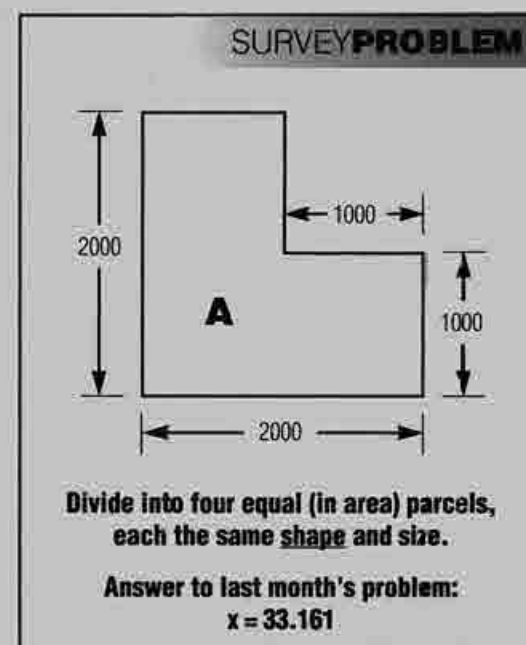
The housing market, according to the experts, will continue to gain momentum in 1995. California's economy is recovering despite setbacks in 1994 and 1995 from natural disasters. During 1994, nearly \$21 billion in new construction starts were recorded, and estimates for 1995 are around \$33 billion.

Surveyors hands-on competition

The Northern California Surveyors Joint Apprenticeship Committee will be conducting a hands-on surveyors competition on May 13 starting at around 8:30 a.m. near our Alameda headquarters. We would like to encourage you to come out and enjoy the fun. For more details, contact the NCSJAC at (510) 635-3255.

Closing comment

Now there are three things in life we cannot escape: death, taxes and the O.J. Simpson trial.



by Paul Schissler

Tech Agent

District & Retiree Picnics



Marysville District

Saturday, May 20
Yuba-Sutter Fairgrounds
11 a.m. to 4 p.m., lunch 1 p.m. - 3 p.m.
BBQ tri-tip, beans, salad, French bread,
free beer & soft drinks
Tickets: \$7 active, \$3.50 retirees,
under 12 free
Info: (916)743-7321

Retirees Picnic

Saturday, June 3
Rancho Murieta Training Center
11 a.m. to 4 p.m.
Arrive noon Friday, stay until Sunday
Plenty of RV parking, Local 3 picking up tab
Santa Rosa Retirees: For transportation by
chartered bus, contact Leon Calkins through
Santa Rosa District office (707) 546-2487.
San Jose Retirees: For transportation by
chartered bus, contact Mike Krainick through
San Jose District office (408) 295-8788.
Info: (510)748-7450

Hawaii District

Honolulu - Sunday, June 11
Kauai - Sat., June 10
Maui and Big Island dates not yet confirmed
Info: (808)845-7871

Redding District

Saturday, July 8
Anderson River Park
12 noon to 2 p.m.
BBQ roast beef, raffle, live music
\$9 adults, \$5 retirees, \$3 children,
under 6 free
Info: (916)222-6093

Fairfield District

Sunday, July 9
Pena Adobe Park, Vacaville
11 a.m. to 4 p.m.
Tickets: \$8 active, \$5 retirees, children
under 12 free
Info: (707)429-5008

Stockton/Ceres District

Sunday, July 23
Mickey Grove Park
11 a.m. to 4 p.m.
BBQ steak, hot dogs, beans, salad, French
bread, ice cream, free beer and soda
Games, prizes for kids
Tickets: \$10 active, \$8 retirees,
under 15 free
Info: (209)943-2332

Santa Rosa District

Sunday, July 30
Windsor Water Works
10 a.m. to 5 p.m., food served from 11 a.m.
to 3 p.m.
\$12 adults, \$9 retirees, \$1 children under 12
Discount water slide tickets extra
4 water slides, 2 swimming pools, children's
pool, raffle, door prizes, game arcade
Menu: Choice of chicken or tri-tip, hot dogs,
salad, rolls, beans, unlimited beer and soda
Limited number of tickets
Info: (707)546-2487

Sacramento District

Sunday, August 6
New location this year: Folsom Pavilion
next to Folsom Zoo
More info. to follow
Info: (916) 565-6170

Salt Lake City District

Saturday, August 26
12 noon, Murray Park, No. 5 Pavilion
(Enter park from 330 or 406 E. Vine in
Street) in Murray
\$6 per person, \$12 family
Swimming pool, ball fields
Info: (801)596-2677

San Francisco District

Saturday, September 16
Huddart Park, Woodside
Info: (415) 468-6107



FOREMEN TRAINING CLASS

Local 3 Research Director Bob Boileau, at podium, instructs Local 3's first-ever Foremen Training Program. Fifteen members completed the 28-hour, six-session course covering ten topics, among them leadership, problem solving, planning, safety, cost awareness. The program, developed by the AGC Education and Research Foundation, teaches the basics of heavy and highway construction supervision to aspiring construction foremen and those already working as construction foremen. In his opening remarks, Business Manager Tom Stapleton said: "Some people might think it odd that the union is training foremen. We believe in improving the skills of all of our members, and we believe in helping our signatory contractors to be competitive in the construction marketplace."

Fringe Benefits (from p. 9)

benefits programs. Representatives from the union and trust fund will attend to listen to your concerns regarding the benefit plans. They will also share information regarding the operation of the plans, including proper co-claims filings for medical, dental, prescription drugs and vision care, and will discuss the pension and annuity plans, how they work, how the funds build for your retirement, the differences between the two pension funds, and much more.

Members and spouses will receive an invitation to the meeting in their area. All meetings will begin at 7 p.m. and are listed on page 20 under "Specially Called Meeting." We hope you and your spouse will plan to attend this very important meeting.

Retiree picnic

Don't forget to mark your calendars for the upcoming retirees picnic to be held on Saturday, June 3 at Rancho Murieta.

Come on up on Friday afternoon and stay until noon on Sunday if you wish. There will be plenty of parking for your self-contained RV. Once again, Local 3 will be picking up the tab for this event. You and your wife can come up and enjoy a great day.

Santa Rosa Retirees: Please contact Leon Calkins through the Santa Rosa District office if you are interested in transportation by chartered bus (riders will share cost). San Jose Retirees: Please contact Mike Krainick through the San Jose District office if you are interested in transportation by chartered bus (riders will share cost).

Asbestos settlement requires second opt out

Deadline for filing an exclusion is May 5

In the January 1994 issue of *Engineers News*, there was an article concerning the proposed settlement of a class-action lawsuit (*Edward J. Carlough, et al. v. Amchem Products Inc. et al.*) seeking personal injury damages against 20 asbestos manufacturers. The article advised Local 3 members, who may have been exposed occupationally to asbestos products manufactured by the 20 defendant companies, that they would be included in the class unless they opted out by filing an "Exclusion Request" with the court.

Last year, some 260,000 Americans signed requests to be excluded from the lawsuit, now called *Georgine v. Amchem Products Inc., et al.* In doing so, they said they wanted to protect their right to file a lawsuit in their own state courts in the event they ever contracted a devastating asbestos-related disease.

The U.S. District Court in Philadelphia is requiring a second exclusion form because it found that some misleading statements were made by some lawyers concerning the settlement. In order to protect those rights, they must reaffirm their request to opt out of the class no later than by **May 5, 1995.**

If you personally opted out the first time, you should receive a package in the mail from the court that includes information regarding how to opt out again. If you don't receive a packet or need any information regarding this case, you can call the court-appointed class counsel at 1-800-666-7503, or call the law firm of Kazan, McClain, Edises, Simon and Abrams in Oakland at (510) 465-7728.



Brisk work season ahead for S.F. District

SAN FRANCISCO – Work in the district is going quite nicely despite the wet weather.

Tutor Saliba-Perini still has one entire bore to complete on the Muni Metro Turn Around. Shank Balfour Beatty, though it has less than 1000lf to bore on its tunnel, still has considerable work left to complete. Homer J. Olsen has a fair amount left on its Embarcadero project. The Army Street Basin is alive with work. On the job are the companies of S.J. Amoroso, Kulchin Condon, Kajima, Mendelian, Concrete Form Constructors.

It is a joy to see tower cranes in the air again. Concrete Form Constructors has a total of three tower cranes operating at San Francisco Towers and in the Army Street Basin.

There has been considerable bidding activity in the district as well. During the period from March 29 to May 3, there will have been over \$52 million gone to bid. We look for a brisk season and a good year.

The district is pleased to welcome Peak Engineering into the collective bargaining scenario. Peak is a small but aggressive minority-owned firm that has been in business for a few years.

We are also

pleased to welcome back Petaluma-based Bay Cities Concrete Pumping, which had been signatory with Local 3 for years but left us in 1993. We also welcome JMB Construction into our midst. JMB is an aggressive female-owned company focusing on underground construction.

District picnic

The San Francisco District is pleased to announce plans for a district picnic, to be held September 16 at Huddart Park in Woodside. We are anticipating a good turnout to partake in an excellent meal and fun time.

3 members retire

Leo Cummings retired December 31 of last year after serving 39 years as an Operating Engineer. Leo joined Local 3 in 1956 while working for Utah Construction Co. At the time, there was a new man named Tom Stapleton teaching gradesetting for Local 3, and Leo participated in Tom's early gradesetting classes.

When asked for his fondest memories or what advice he could offer to those of us remaining in the trade, he kindly remembered his first foreman, Chuck Jordan. Leo said, "If it were not for Chuck's guidance, I would have never made it in the trade."

Retiring brother Lewis "Buzz"

Peterson hands keys over to Mike Devine on his last day of work on the Shank Balfour Beatty Tunnel job.



Back in the old days, the old guys used to take care of the young guys. Leo feels very strongly about the benefits of having or being a mentor in the trade."

He kindly recalled having never exchanged a cross word with his coworkers. He urges his fellow members to arrive on time, ready to do eight hours work for eight hours pay. He also urges his fellow members to get involved in your quarterly district meetings and other union activities, and to observe the union's constitution and bylaws. Leo still has his original dispatch in his wallet, along with his union card.

Leo's employer, Sanitary Fill, presented him with a retirement watch. Cedar Kehoe of Sanitary Fill commented that Leo had been an exemplary employee for 31 years. During that time, he had never called in sick, never missed a shift or had been late.

His coworkers all chipped in and gave Leo and his wife, Pat, a short stay at the Sonoma Mission Inn. They will be driving in a new Ford Explorer that Pat gave Leo as a retirement present.

Malcolm Drilling operator Albert Burgos on about a 1 to 1 Slope drilling pier holes on Robert Ohbayashi - Market Heights.



▲ Don Garrett receives his 30-year pin at Shank Balfour Beatty Richmond Tunnel.

Dan Hawkins, who started his career with D. A. Parrish as an oiler in 1959, also retired. As time passed, he moved to drill rigs and various other equipment. Dan's last seven years were with Sanitary Fill.

Dan urges those starting their careers, or to those early in their careers, to be careful with their finances. If one carefully saves money, after a while, it will save itself. He and his wife are buying a new home in the Sun City area of Roseville.

Also retiring is Vince Tarrentino. Vince goes back a long way, having worked for such legends as Charlie Harney of Kaiser. Vince spent his last two years with Bode Gravel. There are very few concrete structures in the greater San Francisco area that Vince didn't batch the concrete for.

We wish Vince, Dan and Leo well in their retirement.

*Don Jones, District Rep.
and Jay Bosley, Business Rep.*

➤ **Operator
Larry Carey
hoisting the
muck car.**



▲ **At Dan's retirement party are from left:
District Rep. Don Jones, new retirees Leo
Cummings and Dan Hawkins, Business
Agents Jay Bosley and Pete Fogarty.**

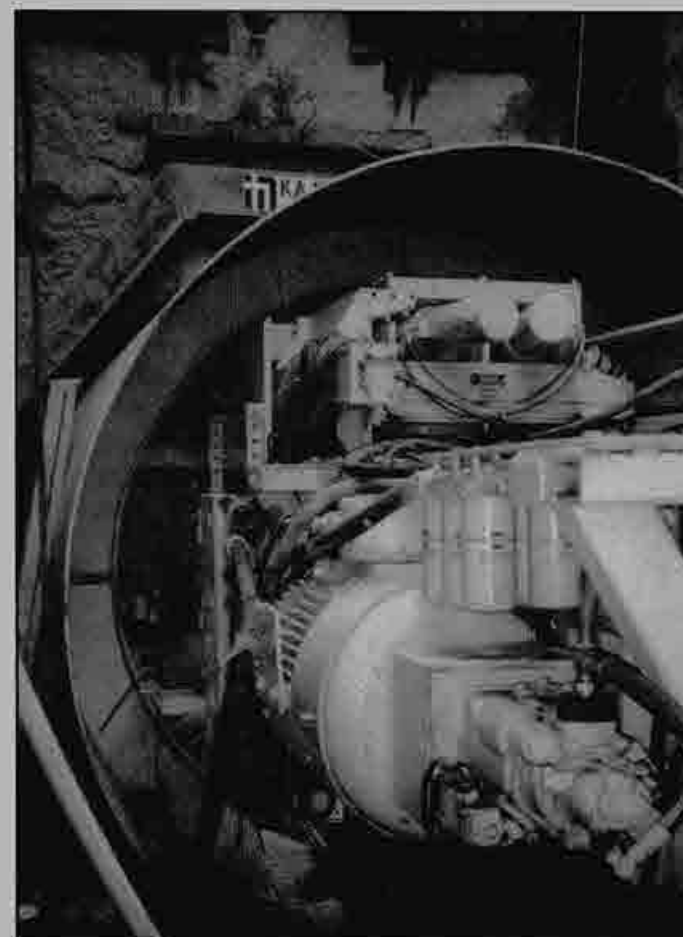


◀ **Business Manager Tom
Stapleton presents Kevin
Castain with his diploma
after completing his
apprenticeship. Vice
President Jerry Bennett
and JAC Coordinator
Ted Sanchez are at right.**



◀ **Middle 1st muck
car out the hole at
Army Street Basin
Project.**

➤ **Army Street
Basin project**





Life savers

Final in a series



Nimitz Inspection

Station in

Fremont, Calif.

CHP's commercial vehicle inspectors make sure big rigs rumble down our highways trouble free

It's hard to say which government agency contributes most to public safety, but one group, the California Highway Patrol's commercial vehicle inspection specialists (CVIS), certainly ranks near the top.

Anyone who drives a motor vehicle in California would probably agree. The CVISs are the state employees responsible for making sure those enormous big rigs – and all other large commercial vehicles – don't rumble down our highways so overloaded or so dilapidated they cause a serious accident.

To give you an idea of just how important the inspectors' jobs are, last month nearly a quarter of the trucks inspected at the I-880 Nimitz Inspection Facility in Fremont, Calif. – 373 out of 1,537 – were in such bad states of disrepair they had to be taken out of service until repairs could be made. You wonder how many of the 373 might have caused a serious accident had these inspection not occurred.

By Steve Moler
Assistant Editor

Local 3's Craft-Maintenance Division represents about 75 CVISs who work out of seven inspection facilities throughout Northern California. *Engineers News* visited two of those facilities in early April and learned that the inspectors have more to contend with than overloaded and unsafe trucks.

Since becoming part of State Employee Bargaining Unit 12 beginning in the late 1970s, the inspectors, at least as far as collective bargaining is concerned, have become bureaucratic orphans. Although the CVISs are officially employed by the

CHP, they work under a collective bargaining agreement that covers mostly Caltrans skilled craft and maintenance workers.

This incongruous relationships has made it difficult at times for the inspectors to solve some work-related problems – that is, until Local 3 arrived on the scene. Since Local 3 began representing the inspectors in mid-1991, the union has been working diligently towards helping the inspectors resolve various wage, training, communication and safety issues.

One of Local 3's first moves was to open up the lines of communication between the CVISs and the union. In March 1992, Local 3 representatives and CVISs from various inspection facilities met at the Nimitz Inspection Facility in Fremont to begin addressing old problems. From that meeting came an outpouring of concerns ranging from inadequate communications among the various inspection facilities to the need for shoe and rain gear allowances.

But perhaps the most important breakthrough came when the group suggested that a CVIS sit on the Unit 12 negotiating committee, a suggestion that recently became reality with the appointment of John Russell to the committee.

John is a CVIS and chief steward at the Nimitz Inspection Facility. With a CVIS now directly involved in negotiations, there's a good chance that many of the inspectors' concerns will be remedied, or at least addressed, during contract talks, which are scheduled to begin in a month or two.

"Local 3 has done more for us in four years than the previous unions did for us in 10 years," Russell said. "The real key has been the business agents. Before Local 3, union reps used to come around only when there were problems. Local 3 came in here from the beginning, learned about our work and has been able to understand and address our needs. Now that's representation."

John plans to address such long-standing problems as extra pay for veteran CVISs who train new inspectors, Hazmat training, installation of emergency call buttons in inspection bays to alert CHP officers when there's an irate truck driver or other emergencies, and rain gear and shoes allowances, to name a few.

If all goes well in negotiations, it's quite possible CVISs will no longer appear in the Unit 12 contract as merely a job classification.

Photos:

1) Nimitz inspection station crew are from left: CHP Sgt. Tom Taylor, Local 3 Business Agent Tom Bailey, inspectors Joe Phillips, John Russell, Ray "Dude" Choy, Valerie Powell, Daryl Pool, Brenda Threadgill, Steve Keppert, Monica Christopher and Linda Cahill, and CHP Lt. Cliff Noble. 2) Inspector Linda Cahill explains safety problems with a trucker at the Nimitz inspection facility. 3) Inspector and Chief Steward John Russell, left, and Valerie Powell monitor trucks as they pass over scales at Nimitz inspection station. 4) Inspector Archy Rhea signals a driver to move his rig into the bay for an inspection at the Mission Grade station near Sunol in Alameda County. 5) Inspector Lim Wellmington, foreground, and Charlie Hansen monitor trucks as they pass over the scales. 6) Inspector Charlie Hansen conducts a Level 1 inspection. 7) Inspector Jon Zannetti works with trainee Mickie Allen.



MEETINGS&ANNOUNCEMENTS

1995 Grievance Committee Roster

01: San Francisco Kendal Oku Jeffrey Scott Joe Wendt	30: Stockton David Burch Dennis Dorton Pat Shanklin	70: Redding Jim Matson Dennis McCarthy Al Wilson	12: Salt Lake City Shirley Smith Richard Taniguchi Douglas Taylor
04: Fairfield Jac Crinklaw Ronald Duran Dan Reding	40: Eureka Larry Hoerner Max Lennon Michael Powers	80: Sacramento Vern Barnes Dennis Freeman Francis Gentry	17: Honolulu Joseph Keohokalole Lavaun Lei Leroy Paahao
10: Santa Rosa Dennis Becker John Kvasnicka Scott Rymer	50: Fresno David Clem Terry Farris Johnnie Merriott	90: San Jose Milton Petersen Kenneth Tail Bob Taylor	17: Hilo Andrew Akau, Sr. Daniel Foster, Jr. John Kamoku
20: Oakland Floyd Harley Andrew Lagosh Terry Sandoval	60: Marysville Bradley Foster Bill Hodges Fred Preston	11: Reno Tom Gallagher Fran Lane Bob Miller	17: Maui Wayne Armitage Joseph Kamanu Earl Kuailani

1995 Geographical Market Area Addendum Committee Roster

01: San Francisco Trent Erven Karl J. Pederson Michael Smookler	20: Oakland Roger Chavarin Terry Milliken Rick Silva	50: Fresno Mark W. Fagundes Bobby Merriott Rassie M. Stark	80: Sacramento Jard Campbell Gary Flint Ernie Garcia
04: Fairfield Richard Arthur Mark Burton Bran K. Eubanks	30: Stockton John Baker Carlos Benton Gregory J. Rivera	60: Marysville Russel Davis Dennis Garringer Dan Wycoff	90: San Jose John Beale William Dodd Frank Vargas
10: Santa Rosa Robert Cahill Thomas G. Card Doug Reed	40: Eureka Thomas Anderson Tim Bridgeford Tim Warlick	70: Redding John Hinote Mettes Kouffeld Rusty Young	11: Reno Don Jack Robert Lawson Howard Luzier

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of March 1995, and have been determined to be eligible for Honorary Membership effective April 1, 1995. They were presented at the March 19, 1995 Executive Board Meeting.

Raymond R. Bisaillon	Reg #0935359
Gary R. Blackwell	Reg #0935515
Quentin Boutch	Reg #0908506
William P. Brown	Reg #0490920
George F. Cairo	Reg #1006588
Ben Carvalho	Reg #1033739
Willard Colson	Reg #0758526
Leo A. Cummins	Reg #0904841
Josef Duffner	Reg #1003206
Melvin Faria	Reg #0983215
Clifford M. Fisk	Reg #0828699
Herbert Flores	Reg #0991025
Durward L. Frazier	Reg #0848242
Leonard J. Genetin	Reg #0814845
Bobbie R. Gray	Reg #0848372
Herbert Haskins	Reg #0904673
Ernest R. Jones	Reg #0342660
Lloyd Kurtz	Reg #0691785
Donald D. Marks, Jr.	Reg #1033747
George Marks	Reg #0863786
A. Tony J. Minardi	Reg #0976122
Fred Morrill	Reg #0993981
Albert Pruzzo	Reg #0994095
Lex R. Ricketts	Reg #1014586
Daniel Segovia*	Reg #0971499
Joseph L. Sherman	Reg #0899465
Miles Z. Shima	Reg #0977682
Jack Stuckey	Reg #0962122
Tommy J. Weatherford**	Reg #0892742
Albert Weese	Reg #0889098
John Wendel	Reg #0900220
Harry Woods	Reg #0524847

*Effective October 1, 1994

**Effective January 1, 1995

Sacramento District Meeting Date Change

Recording-Corresponding Secretary
Robert L. Wise wishes to announce that the Sacramento District membership meeting date has been changed from April 27, 1995 to the following:

May 3, 1995; 7 PM
Engineers Building
4044 N. Freeway Blvd.
Sacramento, CA

DEPARTED MEMBERS

Bettencourt, William	Daly City, CA	03/09/95
Billings, Walt	Arcata, CA	03/25/95
Booth, Randy	Brownsville, CA	03/09/95
Brown, Floyd	Jay, OK	03/03/95
Center, Charles	Coos Bay, OR	03/14/95
Cussins, L.	Healdsburg, CA	03/09/95
DeWitt, Jesse	Arbuckle, CA	03/19/95
Drummond, Gary	Durham, CA	03/08/95
Foulkes, Clyde	North Bend, OR	03/17/95
Hamel, Victor	Lodi, CA	03/05/95
Hampton, Paul	Twain Harte, CA	03/20/95
Harrington, Jimmy	Concord, CA	03/18/95
Hoenes, Howard	San Anselmo, CA	03/17/95
Hurlbert, Francis	Vallejo, CA	03/15/95
Imamura, Don	Livingston, MT	02/23/95
Jackson, Carroll	Oroville, CA	02/27/95
Johnson, Conrad	Red Bluff, CA	03/08/95
Kelstrom, Merland	Redding, CA	05/28/94
Kerfoot, Oscar	Placerville, CA	03/04/95
King, Jeard	Vallejo, CA	03/14/95
Ledu, Wendell	Grass Valley, CA	02/27/95
Lemich, Nick	Reno, NV	03/21/95
Long, Charles	Lincoln, CA	03/01/95
McKelvey, D.	Modesto, CA	03/04/95
McPartland, Denis	San Pablo, CA	03/06/95

continued on p. 20

DISTRICT MEETINGS

All district meetings will convene at 7 pm.

APRIL 1995

- 4thDistrict 40: Eureka, CA**
Engineers Building
2806 Broadway
- 5thDistrict 70: Redding, CA**
Engineers Building
20308 Engineers Ln.
- 6thDistrict 60: Marysville, CA**
Cannery Workers
3557 Oro Dam Blvd., Oroville
- 13th.....District 30: Stockton, CA**
Engineers Building
1916 North Broadway

MAY 1995

- 3rdDistrict 80: Sacramento, CA**
Engineers Building
4044 N. Freeway Blvd.
- 4thDistrict 01: San Mateo, CA**
Electrician's Hall
302 8th Ave.
- 10th.....District 12: Provo, UT**
Steelworkers Hall
1847 S. Columbia Ln., Orem
- 11thDistrict 11: Reno, NV**
Carpenters Hall
1150 Terminal Way
- 16th.....District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
- 18th.....District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges

JUNE 1995

- 5thDistrict 17: Kona, HI**
Kona Imin Community Center
76-5877 Mamalahoa, Holualoa
- 6thDistrict 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula St., Hilo
- 7thDistrict 17: Maui, HI**
Waikapu Community Center
22 Waiko Place, Wailuku
- 8thDistrict 17: Honolulu, HI**
Farrington High School Library
1564 King St., Honolulu
- 9thDistrict 17: Kauai, HI**
Kauai High School Cafeteria
Lihue
- 15th.....District 20: Concord, CA**
Elks Lodge No. 1994
3994 Willow Pass Rd.
- 20thDistrict 90: Freedom, CA**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
- 29thDistrict 10: Ukiah, CA**
Grange Hall
740 State Street

For Retirement Association and Specially Called Meeting Schedules, see page 20

Free Want-Ads for Members

SWAPSHOP



FOR SALE: Kylian King Gooseneck Trailer. Tandem axle, dual tires, dump, electric winch, 12 low rated, pulls well w/pickup. \$5,000 OBO. Also: 26-in. Fisher TV w/remote \$175. 16-in. Hitachi TV w/remote \$100. Phone (209) 984-5343. Reg #0693648. 3/95

FOR SALE: 1993 Mazda MPV. V-6, 2-wheel drive. Orig. sale price in '93 was \$18,680, balance now \$15,000. Take over payments. Ask for Martin Ruiz (707) 554-1644. Call bet. 9 and 11:30 am. Reg #2132383. 3/95

FOR SALE: Waterfront home. Custom manufactured in serene Lake County. NO FLOODING! Excellent fishing from your own backyard! Spacious, immac. 3-bd/2 full baths, family room, living/dining, lg. kitchen, new roof, lg. lot, boat dock/ramp, RV parking, storage sheds w/elec., shade trees, private road. Sacrifice at \$99,950. (707) 994-4886. Reg #2056260. 3/95

FOR SALE: Kartote Tow Dolly. Regular size, new. Towed only 200 miles. Spare tire. \$900. Also heavy duty 5th Wheel hitch. \$150. Call (916) 361-8333. Reg #1447143. 3/95

FOR SALE: 40 acres. 15 min. from Reno, NV, Juniper covered. 20 min. to Pyramid Lake. \$110,000. Bill Partel (702) 424-6977. Reg #1181665. 3/95

FOR SALE: 3 Acres. Shingle Town area. 4k-ft. elev. on Hwy 44; 24 mi. from Redding; 20 mi. to Lassen Park. All black top roads, near small airport. Bldg. site is cleared, well and septic tank are in. Beautifully treed, exclusive homes. \$50k/neg. Call (916) 533-7474. Reg #1006613. 3/95

FOR SALE: '91 Alpenlite 29' Fifth Wheel. 12' slide out, rear kitchen, blue interior, awning, AC and basement storage. Trailer is in Oregon. \$28,500. Call (808) 332-7569. Reg #1977452. 3/95

FOR SALE: 1987 El Camino. 5-litre V8 engine, PS, PB, AC, tilt, auto w/OD. New front shocks, realigned, new muffler & tailpipe, tune-up. Exc. cond. in and out. \$7900. (408) 384-9143. Reg #0811411. 3/95

FOR SALE: 14G Motor Grader-96U7535. '89 model EROPS, 16' moldboard, SS, tip, diff lock, push block, rear ripper, accumulator, new circle brass, tires 20.5 x 25, front 25%; rear new. Comes with: moldboard wings, window covers, stereo, custom seat, Agtek System Four: sonics, laser mast and receiver. Call Bill Crumb (408) 259-7329. Reg #1774340. 3/95

FOR SALE: Complete Blade-Pro System. Sells new for \$20,000. Priced to sell at \$10,000. Call Bill Crumb (408) 259-7329. Reg #1774340. 3/95

FOR SALE: 1972 International. 4 yard dump, 345 V8, auto trans. Ask for Ted. (209) 722-4464. Reg #826783. 3/95

FOR SALE: 1968 El Camino SS. 4-speed trans, PS, PB, tilt, 12-bolt posi, marina blue w/black stripes, new chrome, new interior, completely reconditioned. \$8,900. (916) 721-0664. Reg #2182262. 3/95

FOR SALE: 1988 VW Cabriolet. Wolfsburg Edition. 5-sp, AC, PS, CC, AM/FM cass. 86k mi - 1 owner. Mint condition! White on white. \$7,999. (415) 358-0178. Reg #1589183. 3/95

FOR SALE: Maui, HI vacation condo. Also available for vacation rental. 1-bd/2-ba, 100 yds. from white sand beach. Pools, tennis, all amenities. Call for more details. (408) 476-0491. Reg #1230311. 3/95

FOR SALE: Conn trombone w/case. \$125. Also: Hammond Organ/bench, 7100 series, \$500. '78 Chevy Suburban, \$3,500. 1976 El Dorado Cad conv, 80k mi., very good cond., \$7,500 OBO. Honda Express, 500 mi., \$250. Call (408) 722-0014. Reg #0939692. 3/95

FOR SALE: Estate sale. 4 mi. south of Grass Valley. 3bd/2ba, hardwood floors. New carpet, paint, roof. Fireplace, 2-car attached garage. Small barn. Fenced on .35 tree-covered acre. Price: \$129,500. (916) 265-2624. Reg #1133438. 3/95

FOR SALE: 1992 Ford Dually. 7.3L diesel. Good cond, new tires, loaded, 5th wheel hitch included: \$17,500. Also: 1988 30' Prowler 5th wheel. Fully self-contained, good cond: \$13,000. 1987 16' Apache ski boat. 175hp outboard motor, nice trailer: \$4,000. (702) 538-7632. Reg #2215020. 3/95

FOR SALE: Wood stove. Appalachia Pedestal. Free standing w/auto fan. Excel. cond. For 1,500 to 2,000 sq. ft. home. \$500. Also 1-1/2 cord oak, madron, eucalyptus seasoned wood: \$150. Call (209) 333-2449. Reg #763947. 3/95

FOR SALE: Alpenlite DL 1989 25+2 5th Wheel. Awnings, AC, stereo, queen bed, mint cond: \$16,500. Dixon, CA. (916) 678-5131. Reg #1079788. 3/95

FOR SALE: Split-level home. 10 acres, 2300 sq. ft. 3-bd/3.5 ba, oak cabinets, satellite dish, 30 GPM well, BVID pressure irrig, 50x36 shop w/bath and office, 16x20 barn, fenced, cross fenced, paved road, dog kennel, year-round creek, easy maint, lots of trees. \$325,000. (916) 742-9132. Reg #1988754. 3/95

FOR SALE: Five acre building site. Completely fenced. BVID pressure irrig. avail. Paved road, lots of oak trees, year-round creek. \$60,000. (916) 742-9132. Reg #1988754. 3/95

FOR SALE: Eliminator ski boat. 18' 6" Chevy, polished tunnel ram, 750 Holleys, MSD, roller rockers bassets. Droop snoot, ride plate tricked Berkey pump. Radared at 86 mph, competitive tandem ltr. \$12,500 OBO. (916) 742-9132. Reg #1988754. 3/95

FOR SALE: 1947 Higgins Classic Runabout. Inboard deep V, 160hp, Grey Marine. Good cond. \$10,000. (209) 673-4836. Reg #1941680. 3/95

FOR SALE: 12x60 mobile home. In park (Diamond Springs, CA), utility shed, patio cover, 2 bd. \$14,000. (916) 622-2775. Reg #1136355. 3/95

FOR SALE: 1981 Ford F250 pickup. AT, PS, utility box, 15k on Ford rebuilt engine. \$3,200. (415) 726-2046. Reg #45363. 3/95

FOR SALE: 12x60 Mobile Home. 2-bd/1-ba, completely remodeled, new insulated roof, furnace, HW heater, oven, carpets, drapes. Corner lot 55+ park. Reduced to \$13,500 OBO. Call (707) 528-2853. Reg #640861. 4/95

FOR SALE: "What'd That Stake Say?" A guide to reading construction stakes. Improve knowledge of construction stakes. \$5.95, includes tax and postage. Send check or money order to Doug Reed, 27330 Sherwood Rd., Willits, CA 95490. Reg #1143083. 4/95

FOR SALE: Mobile home in Concord, CA. 12' x 60' 2-bd/2-ba. Awning both sides 8' x 50' makes 3 rooms. W/D, DW, garbage disp, NEW refig w/ice and water. Car port, 2 storage sheds, kitchen skylite, new central air, much more. Concord Senior Park \$27,900. Owner will carry 5%. (510) 825-3710. Reg #0251068. 4/95

FOR SALE: 32-ft. Kenshill RV Trailer. Has roof air, microwave, dishwasher, full carpet, tinted windows w/mini-blinds, walk around double bed. Would be excellent for live-in or second home. \$5,000 firm. (408) 674-5754. Reg #08542604/95

FOR SALE: '79 Freightliner Flatbed Truck & Trailer. W/85 Cab 400 Cummings w/RTO 2513, AC, AM/FM, mobile phone, tarps, V boards, tire chains, straps, 24' ft. bed trailer, alum. wheels, maintenance records for 7 yrs. \$15,000 OBO. Call (916) 878-7821 or (510) 886-1790. Reg #2139602. 4/95

FOR SALE: 1980 Olds Delta 88. 5.7-diesel engine. Complete car, in running condition. All or parts. Call Bill (209) 634-5767. Reg #1065265. 4/95

FOR SALE: 3 burial plots at Pajaro Valley Memorial Cemetery, near Watsonville. Perpetual care. \$350 each (209) 296-4426. Reg #538795. 4/95

FOR SALE: Welder, Lincoln Tig 250/250. W/Bernard self-contained cooling unit, full cyl., regulator, remote control, tig torch & accs., welding leads & tig rod. \$2400 OBO. Pager (408) 686-4503. Reg #1781821. 4/95

FOR SALE: Cellular phone. Fully equipped Motorola Attache. Like new. \$175 OBO. Pager (408) 686-4503. Reg #1781821. 4/95

FOR SALE: Big Block Chevy 402. CID short block assembly. \$775 OBO. Pager (408) 686-4503. Reg #1781821. 4/95

FOR SALE: 1994 Diesel Pusher. 230 Cummings, like new. 34-ft. Dolphin M.H. 6-sp Allison transmission, loaded w/upgrades. 6K mileage. Must sell. (916) 589-3772. Reg #1051248. 4/95

FOR SALE: Home in Clearlake, CA. Stick built, 2-bd/2-ba on 50' x 100' lot, w/another two 50' x 100' lots. All for only \$75,000. Includes upgrades in the home, pellet stove, custom cabinets, new paint, new drapes, water fee paid. Call (707) 994-2407 after 5:00 pm. Reg #2057784. 4/95

FOR SALE: Wood splitter. Sears best. 8-hp Briggs & Stratton engine. Hardly used, must sell. \$1,300. (510) 223-6748. Reg #1189100. 4/95

FOR SALE: 1976 Ford Camper Van. P/S, A/C, A/T, 2-way fridge, stove, sink, porta-potty, couch. 78K orig mi. Ex. cond. \$3,800. (916) 722-5630. Reg #1027716. 4/95

FOR SALE: 1982 GMC. Mech/Serv truck. New tires, engine, brakes. 7,700-lb knuckle boom. \$32,500. (209) 297-0680. Reg #1142727. 4/95

FOR SALE: 24k gold jewelry. Tennis bracelets. Ruby and sapphire. View and more info upon request. Call Al (808) 874-4223. Reg #1308217. 4/95

FOR SALE: Mueller hot tap tool. With 2", 1 1/2", 1", 3/4" adapters and hose saws and drill bits. Ridgid Pipe threading tool with 2", 1 1/2", 1 1/4", 1", 3/4", 1/2" dies cutter (PVC and galv). \$1,400. Chuck (916) 673-5934. Reg #1571634. 4/95

FOR SALE: Chris-Craft boat. 1979. 33' Sedan Sport Fishman, Corinthian, Fiberglass, twin 350 F.W.C. flybridge, Onan 7.5 K.W. generator, V.H.F. CB, 2 depth sounders, full canvas. Halon fire ext., much more. \$28,500. Call (510) 523-1358. Reg #0870909. 4/95

FOR SALE: House in San Jose. Willow Glen area, as is: \$150,000. Also: house in Modesto, \$175,000. Houses in area are \$225K and up. Custom built, 2-car gar, roman tub, wet bar, 3-bd/2-ba, fully landscaped. Auto/boat/RV parking. A-1 condition. (209) 575-3215 or (408) 783-0559. Reg #1709767. 4/95

FOR SALE: Bobcat 843. Good and strong, \$7,500. Also: dump truck, needs engine work. \$3,500. Call for more info. (209) 575-3215 or (408) 783-0559. Reg #1709767. 4/95

FOR SALE: 30' Bayliner boat. Excel. cond, 2 new 350 Chevy engines, 6.5 Onan Genset, flying bridge, ship to shore, head and shower, full delta canvas. Selling due to health. \$22,000. (209) 847-9015. Reg #1143005. 4/95

FOR SALE: Membership to Quality Resorts of America, Inc. 3 parks: Redwood Trails, Trinidad, CA. River Grove Park, Felton, CA. Lighthouse Marine, Isleton, CA. Dues \$288 a year. Make offer. (503) 469-3596. Reg #1216165. 4/95

FOR SALE: Battery operated scooter. Lark, Model 4304, 3-wheel, front wheel drive, 24 volt. Great for in-house/office use. Driven 1/2 - 1 mile. Trunk-lift included. \$1,600 OBO. Call (916) 743-7933 between 9AM - 6PM. Reg #1199277. 4/95

FOR SALE: 15' Fiberglass boat and trailer. 45hp motor, electric start, oars, anchor, ropes, deep water fishing gear, life jackets, spare tire, boat cover. Everything looks and runs great. Can send picture. \$775. (702) 265-7923, Gardnerville, NV. Reg #738760. 4/95

FOR SALE: TD9 parts. 1-ton truck or trailer utility bed: \$400. 24-volt rebuilt starter for Detroit engine: \$150. Old violin: \$200. Wanted: 16' heavy aluminum fishing boat. (916) 346-2918. Reg #1271053. 4/95

FOR SALE: Cat 3208 Engine. 210hp, non-turbo. Runs good, but is tired; uses oil and smokes, good core for rebuild. \$2,850. Call (510) 886-5136. Reg #1774574. 4/95

FOR SALE: 1979 Ford Rancho. White/red int. 351 Clev motor, rebuilt, AC, AM/FM, new tires, classic. Good cond. \$3,500. Call Jim after 6pm. (916) 963-3261. Reg #8888004/95

FOR SALE: 24-ft. Travel Trailer. 1975 fully contained. Auto w/shead. Asking \$2,200. Call after 6pm. (916) 963-3261. Reg #888800. 4/95

FOR SALE: 34-ft house boat. Fully remodeled; many, many extras, fully contained. Priced to sell \$16,000. Call (707) 274-2264. Reg #1018604. 4/95

FOR SALE: 1989 BMW 325i. AC, PW, sunroof, leather int. V6. \$1,500 and take over payments at CU. (916) 626-0863 after 6 pm, or lv. msg. Reg #2057784. 4/95

FOR SALE: Hewlett Packard 41CV hand held computer with surveying pack and 2 instruction books. \$200. Ray Saenz (209) 252-8644. Reg #1733018. 4/95

FOR SALE: Outboard motor-105hp Chrysler. Completely reconditioned w/only 2 hrs shop dyno time. Power tilt, trim and extra props. Don (415) 279-4461 or (415) 343-5003. Reg #0870912. 4/95

FOR SALE: 32-ft. house boat. Newly built breakfast/eating area. Self-contained. Depth finder. Light plant. Microwave. Powered by two outboard motors. Priced to sell \$8,000. Call (916) 363-1430 after 6 PM. Reg #0983044. 4/95

FOR SALE: MX2 Ultra Light Plane. Rebuilt engine-4 hrs. Asking \$3,500. Call (916) 363-1430 after 6 PM. Reg #0983044. 4/95

FOR SALE: 8 Hp Garden Tractor Bolen. With tiller and mower: \$350. Electric Hammond Organ: \$350. Belmonte Player Piano Model 98380, with 4 boxes of music rolls: \$800. All offers are negotiable. (510) 223-4337. Reg #598622. 4/95

FOR SALE: 14G Motor Grader. 96U7535-'89 model EROPS, 16' moldboard, SS, tip, diff lock, push block rear ripper, accumulator, new circle brass, tires 20.5 x 25, front 25% -

rear, new. Comes with: moldboard wings, window covers, stereo, custom seat, Agtek System Four: sonics, laser mast and receiver. Call Bill Crumb (408) 259-7329. Reg #1774340. 4/95

FOR SALE: Complete Blade-Pro System. Sells new for \$20,000. Priced to sell at \$10,000. Call Bill Crumb at (408) 259-7329. Reg #1774340. 4/95

FOR SALE: Agtek System 4. Includes laser mast and receiver, 2 sonic trackers, brackets and 1 steep slope sensor. \$20,000 (\$6,000 below market value). Call Bill Crumb at (408) 259-7329. Reg #1774340. 4/95

FOR SALE: 1985 Bayliner Boat (cream w/navy blue & burgundy pin striping). Good condition; 125 Volvo engine, low hours, custom trailer, new tires, custom boat cover. \$5,500. (209) 439-6757. Reg #2149218. 4/95

FOR SALE or TRADE: Mobilehome Park. 7 spaces zone for 21; washroom, well, barn, shop, other buildings, double wide office and home on separate lot. Building, trees on all 3 acres for \$120,000. Call after 6pm. (916) 963-3261. Reg #888800. 4/95

FOR SALE or TRADE: 1969 International 3/4 ton crew cab. Body good, 50K on engine, needs distributor and some TLC. \$1,000 or trade for good smaller cab over camper for short (6-ft)/wide bed, or consider good travel/trailer up to 18-ft. Larry (209) 533-0279 or Box 1197, Columbia, CA 95310. Reg #2210010. 4/95

FOR RENT: Family park in Stonyford. Spaces reasonable \$150 per month, senior discount, hunting, fishing area. Call Jim after 6pm. (916) 963-3261. Reg #888800. 4/95

FOR TRADE: 1985 John Deere 410B Backhoe w/standard stick, 12"/18"/24" and 36" buckets. Orig. owner 3600 hrs. Looking for Massey or Ford skip loader of equal value and cond. Call Andy (408) 842-9490. Reg #1716569. 3/95

WANTED: Oxygen and acetylene bottles. Small sets. Also gas-powered welder. Call for prices. (408) 663-2433. Reg #1359553. 4/95

WANTED: Air Force or Navy flight helmet. Beat-up or needing repair okay. Call (707) 938-3158. Reg #1166637. 3/95

WANTED: 18 in. 580-c backhoe bucket, used. Phone (408) 723-5092. Reg #1235145. 3/95

WANTED: 60- or 72-inch Roddier. Call (209) 722-4464. Ask for Ted. Reg #826783. 3/95

CREDIT UNION OWNED COLLATERALS

The following items are owned by the Operating Engineers Federal Credit Union and are offered for sale. If interested, call John at (510) 829-7703.

1992 Nomad. 29-ft. 5th wheel. Fully contained and in excellent condition; located in Sacramento.

1995 Volvo 854 CLTS. Loaded, black, registration paid. Under 1,000 miles. Best offer over \$25K. Located in East Bay.

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to:

Operating Engineers Local Union #3
1620 S. Loop Rd., Alameda, CA, 94502
ATTN: Swap Shop

Ads 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. No phone-in ads please.

*All ads must include Member Registration Number. Social Security Numbers are not accepted. All ads should be no longer than 50 words in length.

PERSONALNOTES



From the Reno District office: congratulations to Orville and Kimberly Dotson on the birth of their son, Orville Lee Ray Dotson, on March 1; and to Lorenzo and Lorraine Contreas on the birth of their son, born on March 6.

RETIREMENT ASSOCIATION MEETINGS

CERES

Thurs., April 13 10 am
Tuolumne River Lodge
2429 River Rd., Modesto

STOCKTON-Eta Chapter

Thurs., April 13 2 pm
Operating Engineers Bldg.
1916 Broadway, Stockton

AUBURN-Epsilon Chapter

Thurs., April 27 10 am
Operating Engineers Bldg.
123 Recreation Dr., Auburn

SACRAMENTO-Zeta Chapter

Thurs., April 27 2 pm
Operating Engineers Bldg.
4044 N. Freeway, Sacramento

IGNACIO-Chi Beta Chapter

Wed., May 3 2 pm
Alvarado Inn
250 Entrada, Novato

S.F./SAN MATEO-Kappa Nu Chap

Thurs., May 4 10 am
IAM Air Transport Employees
1511 Rollins Rd., Burlingame

SALT LAKE CITY-Pi Chapter

Wed., May 10 2 pm
Operating Engineers Bldg.
1958 W. N. Temple, Salt Lk City

RENO-Xi Chapter

Thurs., May 11 2 pm
Carpenters Hall
1150 Terminal Way, Reno, NV

FAIRFIELD-Chi-Gamma Chapter

Tues., May 16 2 pm
Operating Engineers Bldg.
2540 N. Watney, Fairfield

FRESNO-Theta Chapter

Thurs., May 18 2 pm
Laborers Hall
5431 E. Hedges, Fresno

SPECIALLY CALLED MEETINGS

The following meetings, for active Operating Engineers and their spouses, will provide important information regarding all aspects of the fringe benefits and pension plans.

MARIN-IGNACIO

Tues., April 11, 7 pm
Alvarado Inn
250 Entrada, Novato

FRESNO

Wed., April 12, 7 pm
Laborers Hall
5431 E. Hedges, Fresno

RENO

Tues., April 18, 7 pm
Carpenters Hall
1150 Terminal Way, Reno

SALT LAKE CITY

Wed., April 19, 7 pm
Operating Engineers
1958 W. N. Temple, Salt Lk City

WATSONVILLE

Tues., April 25, 7 pm
VFW Post 1716
1960 Freedom Blvd., Freedom

S.F. / SAN MATEO

Wed., April 26, 7 pm
Electricians Hall
302 8th Ave., San Mateo

CONCORD

Wed., May 3, 7 pm
Concord Elks Lodge
3994 Willow Pass Rd., Concord

FAIRFIELD

Thurs., May 4, 7 pm
Operating Engineers
2540 N. Watney, Fairfield

STOCKTON

Tues., May 23, 7 pm
Operating Engineers Bldg.
1916 N. Broadway, Stockton

SACRAMENTO

Wed., May 24, 7 pm
Operating Engineers
4044 N. Freeway, Sacramento

Departed Members (con't from p. 18)

Medeiros, Peruvia	Wahiawa, HI	02/04/95
Mondragon, Chuck	Livermore, CA	03/06/95
Nations, W.	Corning, CA	02/26/95
Nevin, W.	Sacramento, CA	03/13/95
Ormann, John	Kihel, HI	02/28/95
Palfreyman, L.	Springville, UT	03/01/95
Pavao, Larry	Kahului, HI	02/20/95
Perez, Manuel	Richmond, CA	03/05/95
Pettitt, Clint	Stockton, CA	03/14/95
Poepoe, Raleigh	Kaulapuu, HI	02/13/95
Schumann, Ken	Shingle Springs, CA	03/02/95
Stonebarger, George	Sparks, NV	03/10/95
Taddei, Joe	Napa, CA	03/10/95
Takaesu, Susumu	Honolulu, HI	03/13/95
Tamashiro, Hideo	Honolulu, HI	03/07/95
Tandai, Randolp	Waipahu, HI	03/08/95
Thomas, Wilfred	San Pablo, CA	03/08/95
Vance, William	Modesto, CA	02/22/95
Vessels, Elmer	Sacramento, CA	02/27/95
Wayne, Jesse	Hawthorne, NV	02/25/95
Webber, John	Longmont, CO	03/01/95
Whitmire, Dennis	Salinas, CA	03/24/95
Young, Mark Jr.	Rancho Cordova, CA	03/03/95

Deceased Dependents

Acordagoitia, Maria; wife of Juan Acordagoitia	02/08/95
Dohrmann, Clarice; wife of Clarence Dohrmann	02/17/95
Harding, Clarice; wife of Jesse Harding	03/12/95
Hiter, Betty; wife of Richard Hiter (deceased)	03/25/95
Huntington, Lucelle; wife of A. Wiley Huntington	05/29/95
Medeiros, Bessie; wife of Edward Medeiros	02/13/95
Pickartz, Patsy; wife of Ovner Pickartz (deceased)	02/28/95
Simpson, Nora; wife of Roy Simpson	03/10/95
Taliaferro, Elizabeth; wife of Richard Taliaferro	03/03/95
Vonsalden, Cleo; wife of John Vonsalden	03/26/95
Wood, Minamina; wife of Arthur Wood	03/08/95



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