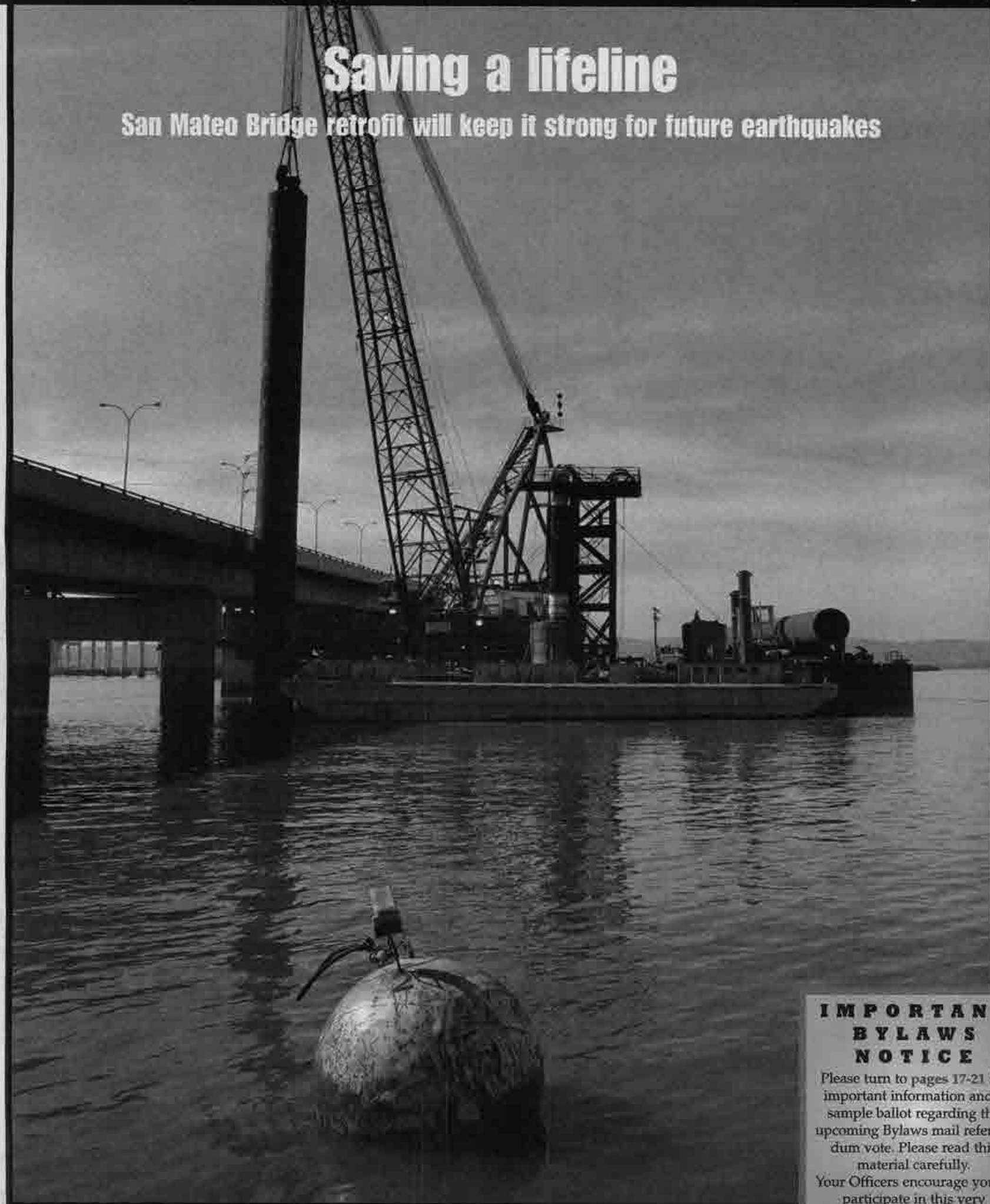


ENGINEERS *news*

Vol. 57, #4 ♦ Operating Engineers Local Union No 3 ♦ Alameda, CA ♦ April 1999

Saving a lifeline

San Mateo Bridge retrofit will keep it strong for future earthquakes



IMPORTANT BYLAWS NOTICE

Please turn to pages 17-21 for important information and a sample ballot regarding the upcoming Bylaws mail referendum vote. Please read this material carefully. Your Officers encourage you to participate in this very important process.

cover photo by jennifer gallagher

FOR THE good & welfare



by
DON DOSER

business
manager

BYLAWS CHANGES: A win-win proposition for everyone

An extraordinary event in Local 3 history is about to take place. From late April through early May, Local 3 members will have an opportunity to significantly improve and strengthen their union by voting on a resolution to upgrade and modernize the union's bylaws. I urge you to approve the resolution.

The bylaws are to Local 3 members what the U.S. Constitution is to the American people – the fundamental legal and administrative framework within which the union and its membership operate. The bylaws stipulate in clear terms the membership's obligations and rights and how the union will conduct its business.

However, the bylaws, like the Constitution, must be periodically revised and updated to reflect changes in our society, economy and industry. The Constitution, arguably the most well-conceived and well-written legal document in world history, has been amended 16 times since its inception in 1791. But our union bylaws, except for the sections dealing with dues and initiation fees, have never been updated or revised since their inception in 1961. The time has arrived in Local 3's glorious history to make the first major revision to our bylaws.

The campaign's genesis

The roots of our campaign to update the bylaws go back several years, when rank-and-file Election Committee members, after completing their duties supervising the election of union officers, pointed out that many bylaws procedures and policies were cumbersome and outdated.

When I became business manager in July 1996, the officers and I decided to take the initial steps toward revamping the bylaws. We asked the membership to elect a rank-and-file Bylaws Committee to work with me and the other officers in evaluating the bylaws and to make recommendations. The final product of that effort, the result of numerous meetings and hours of painstaking work, is the bylaws resolution that I am asking the membership to approve.

Everyone benefits

The resolution is a win-win proposition for everyone. The bylaws changes will improve member benefits, make it easier for Local 3 to conduct business, streamline administrative functions, give members more work opportunities, and provide for the union's long-term financial stability.

The changes I'm most enthusiastic about are the sections dealing with meetings. The resolution, if approved, will make the semi-annual meetings more accessible to the majority of members by moving the January and July meetings out of San Francisco. Under the proposed changes, the Executive Board will have the authority to choose the semi-annual meeting sites. Most likely one semi-annual will

be held somewhere in the Oakland-San José area, the other in the Sacramento-Stockton area, a change we expect to greatly increase turnout. The months in which the semi-annuals will be held will also change to March and September, when there's fewer conflicts with NFL football games.

I'm also excited about two other changes. First, there will be no more waiting month for unemployed dues, and second, honorary members will be able to work during periods of extreme labor shortages without losing their Gold Card status.

Ensuring Local 3's financial future

The real core of the bylaws changes, from a financial and business standpoint, are the changes to the Special Funds, which were explained in detail on page 6 of last month's *Engineers News*. The six Special Funds established in the original bylaws – the Defense, Hardship Strike and Lockout, Good Standing, Death Benefit, Local Building and General Welfare funds – have served their purpose well over the years. But some funds have become obsolete or redundant and, as a result, costly to administer. Others need to be established to allow the union to modernize. In most cases, the union will pay lower administrative costs and earn higher interest on the Special Funds.

The Special Fund changes will help me accomplish a major goal of my administration: to ensure the long-term financial stability of the union. The proposed changes establish an emergency fund, which will permit the union to set aside money to cope with unusual union hardships such as the devastating recession we experienced in the early 1990s. We're also going to be able to build more reserves in the Hardship Strike and Lockout Fund so Local 3 can be more effective at the bargaining table.

Join the process

Some time after April 19, members will receive a packet in the mail containing a ballot, voting instructions, a copy of the proposed bylaws changes and a return envelope. The same information can also be found in this issue of *Engineers News* on pages 17-21. I urge you to participate in this process and return your ballots immediately. The ballots will be counted by our certified public accounting firm, Thomas Havey LLP, on May 11.

I urge you to help your union grow stronger and more efficient as we surge toward the 21st century. I encourage all members to mark "Yes" at the bottom of their ballot. Your vote will go a long way in improving your union and enhancing your benefits.

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FIND US ON THE WEB
at: <http://www.oe3.org>



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Harold Lewis returns as Hawaii district rep.

HONOLULU – Harold Lewis, who served as District representative in Hawaii for over 20 years and as the union's financial secretary for 11 years, has come out of retirement to take the reins as Hawaii district representative.

Lewis brings extensive knowledge and experience to the job. Prior to serving as Hawaii district rep. from 1958 to 1982 and financial secretary from 1973 to 1982, Lewis worked throughout California and Nevada as an Operating Engineer and business representative.

One of Lewis' top priorities, in addition to improving member service, is to continue with

aggressive organizing aimed at restoring the labor movement in Hawaii to its 1970s and 1980s levels, when virtually the entire construction trades were unionized. "We've got a lot of work to do," he said. "Buckle up, contractors, because you're going to be in for a rough ride."

Another one of Lewis' priorities is to shape his new staff into a cohesive and highly effective team. "With our Hawaii team, we're going to restore Local 3 to the status it once had," Lewis added. "I can tell you one thing, we're going to bring Local 3 back to being number one in Hawaii."

New Hawaii District Rep. Harold Lewis, right, with Business Manager Don Doser



New leadership in Sacramento tackles transit problems

The newly elected Democratic leadership in Sacramento has gotten off to a quick start in tackling California's tough transportation problems. Gov. Gray Davis has announced the establishment of a commission to evaluate the entire state's infrastructure needs for the next decade, while state Senate leader John Burton, D-San Francisco, has introduced a major three-bill transportation package.

The first bill, SB 315, would place a \$4 billion transportation bond measure on the ballot in each of the next four general elections. The \$16 billion package would pay for high priority transit projects ranging from highway rehabilitation and local road repairs to storm damage repair and mass transit rehabilitation.

The second bill, Senate Resolution 8, would ask the California Transportation Commission and Caltrans to establish a long-term transportation plan that would help identify how and where to spend the \$16 billion in bonds.

The third bill, Senate Constitutional Amendment 3, would make it easier for voters to raise local sales taxes for transportation projects. Right now, counties have to obtain a two-thirds majority vote to increase local transit taxes. SCA 3 would lower the requirement to a simple majority. If approved by the Legislature and signed by Davis, SCA 3 would have to be approved through a statewide referendum.

"I don't have to tell anyone who drives or relies on public transportation that we've got major problems with our trans-

portation system," Burton said at a Feb. 9 press conference in Sacramento. "We waste time in traffic, we spend extra money on car repairs, and we've got thousands of old bridges that need upgrading. The three bills go a long way toward solving these problems."

Over the past 20 years California's population has increased more than 50 percent while highway capacity has increased only 7 percent. This explains in part why urban highway congestion has increased 70 percent since 1987, to the point where Californians now waste a combined 300,000 hours in traffic each day. California has four of the 10 most congested urban areas in the nation: Los Angeles, San Francisco-Oakland, San Diego, and Riverside-San Bernardino.

Gov. Davis, meanwhile, has established a commission, headed by Lt. Gov. Cruz Bustamante, to evaluate the state's \$82.2 billion public works needs for the next decade. The commission will determine priorities and ways to finance the projects.

The state estimates it will cost \$27.2 billion over the next decade to improve roads and expand the state's transportation system just to keep pace with the state's surging population. The remaining money is needed for water systems, parks, prisons and public schools. Construction costs for the state's universities, including a new campus in Merced, are expected to reach \$15.4 billion in the next few years.

Transit package at a glance

Senate Bill 315 -

A \$16 billion transportation bonds proposal that puts \$4 billion in transportation bonds before voters in each of the next four general elections.

Senate Resolution 8 -

Asks the California Transportation Commission and Caltrans to provide an assessment of the state's transit needs to help establish project priorities.

Senate Constitutional Amendment 3 -

Reduces vote needed to pass local sales tax increases for transportation projects from two-thirds to a simple majority. If approved by the Legislature and signed by Gov. Davis, the measure would require statewide voter approval.

Bylaws Change Notice

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



By Steve Moler • Managing Editor

INSPIRED BY ITS
NOVEMBER
ELECTION SUCCESS
AND PROSPECTS FOR
RETAKEING CONGRESS,
THE LABOR MOVE-
MENT TAKES
UNPRECEDENTED STEP
OF KEEPING ITS 1998
CAMPAIGN
INFRASTRUCTURE IN
PLACE FOR THE 2000
ELECTION AND
BEYOND

It happens in just about every general election. The labor movement revs up its high-powered grass-roots political machine in an effort to get union-friendly candidates elected to high government office, only to fold up its campaign tent and go home the day after the election.

Not for the 2000 general election.

The labor movement, energized by its highly successful 1998 political season and motivated by the prospects of retaking Congress two years from now, is doing something it has never done before – kept its campaign troops in the field after a general election.

Reversing a long-standing practice of dismantling its campaign field operations after a general election, the AFL-CIO and its affiliated unions have made the unprecedented decision to keep much of their 1998 election campaign infrastructure in place for the 2000 election and beyond.

KEEPING TROOPS IN THE FIELD

At its winter meeting in Miami, the AFL-CIO Executive Council approved a plan to spend up to \$46 million to keep 1998 campaign field operations in place and to mobilize union members for the 2000 election, when the nation will elect a new president, half of the Senate and the entire House of Representatives.

A substantial portion of the money will be used to finance grass-roots political activities such as precinct walking, phone banking, educational materials, newsletters, mailings, and television and print advertising to educate union members about key political issues. The plan calls for large-scale political operations in about 35 congressional districts in 20 states, including California.

Under the new strategy, the labor movement will immediately mobilize union members to speak out and distribute literature on such vital issues as Social Security and Medicare reform, two issues recently featured at length in the *Engineers News*. As the 2000 election season heats up, those same union members will focus on getting a labor-friendly president and Congress – as well as state and local candidates – elected in the 2000 election.

GRAY DAVIS VICTORY SETS EXAMPLE

The Executive Council's actions were prompted in large part by what happened in California during the 1998 election season. More than 25,000 union members in the Golden State, including nearly 2,000 Local 3 members, campaigned against the June primary ballot measure Prop. 226, which would have severely restricted union political action programs. Keeping most of those union members mobilized after the primary played a key role in electing Gray Davis as governor in the November general election.

LOCAL 3 VOTER REGISTRATION DRIVE

Local 3, for its part in the new strategy, is already gearing up for the 2000 election. The union is continuing its campaign to get union members registered to vote and to keep them informed on the issues important to union families.

Local 3 members who are not registered to vote or need to re-register because they moved will find it very easy to register. Every Local 3 business representative carries voter registration applications in his or her union vehicle. Voter registration packets are also available at any union hall, union meeting or by mail upon request. If you aren't registered or need to re-register, just talk to your business representative, stop by the office or just call. It's that easy to get involved in the political process.

WHY POLITICS MATTERS

Why should union members care about politics in general and the 2000 election in particular? Because fundamental changes in the U.S. economy over the past three decades have drastically altered the balance of economic power in this country to the point where the United States now has the most unequal distribution of income and wealth of any major industrial nation.

Although construction is booming in California, Utah and Nevada, the big economic picture appears severely out of focus. Despite record corporate profits, a booming stock market, the lowest unemployment levels in decades and controlled inflation, millions of middle-class Americans are still struggling to make ends meet. Why? Because wealth in the United States is not being distributed equitably.

While CEO pay skyrocketed by nearly 500 percent between 1980 and 1994, the average real wages, when adjusted for inflation, fell 9 percent during roughly the same period. Today, the richest 10 percent of Americans own 70 percent of the country's wealth. Only 3 percent of America's stocks and mutual funds belong to families with incomes in the bottom 80 percent; the richest 1 percent own half of all stocks and bonds.

THE SOLUTION: A STRONG LABOR MOVEMENT

Only those on the short end of the economic stick, namely working families, can do something about the problem. The single most effective way to correct the imbalance of power that favors corporate America and the rich over working people is to have a strong labor movement. But in order to have a strong labor movement, unions must be able to organize.

The drive to rebuild the U.S. labor movement has been underway for several years now, and the latest government statistics indicate those efforts appear to be paying off. The Bureau of Labor Statistics announced in January that union membership nationwide rose by more than 100,000 in 1998. Local 3's highly successful organizing program resulted in the signing of nearly 100 new companies in 1998.

To sustain the level of long-term expansion required to rebuild the labor movement to its 1950s and 1960s levels, the political climate and legal system must remain conducive to union organizing. Unfortunately, existing federal labor laws and policies still allow employers to thwart organizing campaigns and stonewall contract negotiations. These legal loopholes and roadblocks prevent unions from bringing in new members and negotiating decent contracts that can lead to improving the livelihoods of union families and, therefore, correcting economic inequities.

FAVORABLE CLIMATE FOR ORGANIZING

Creating a favorable climate for organizing is one of labor's core political objectives. In order to intensify organizing, union members have to get involved in the political process. That means working to elect a labor-friendly president and Congress in the 2000 election so that laws favorable to union organizing can be enacted.

The alternatives – a hostile president coupled with an unfriendly Congress – would almost certainly put the brakes on labor's newfound organizing momentum. A drastic shift in political power, in which Republicans take control of the White House and maintain control of Congress, would almost certainly result in a national right-to-work law and repeal of the federal prevailing wage law, the Davis-Bacon Act, either or both of which would seriously harm working families and exacerbate the growing economic divide in this country.

By keeping the campaign flame lit, by maintaining momentum generated by last year's highly successful election season, the labor movement can make significant strides toward correcting the imbalance of economic power in this country through sustained political activism and vigorous organizing. All union members have to get involved because it's their economic future that's at stake.



WHY THE 2000 ELECTION MATTERS

Not everyone is benefiting from the robust U.S. economy. A 1997 Economic Policy Institute study reveals that, despite America's soaring economy, many working families are still worse off than they were 10 years ago. Below are some hard facts about the state of America's workers:

- The median wage adjusted for inflation in 1997 was 3.1 percent lower than in 1989. Over the same period, real wages for the bottom 60 percent of workers actually declined.
- Working families gained primarily when women became the second worker in the family. The study found that the typical married-couple family had to work 247 more hours – more than six weeks – in 1996 than in 1989 to make ends meet.
- CEO pay is skyrocketing, more than doubling between 1989 and 1997, rising to 116 times the pay of an average worker in 1997.
- Wages for the bottom 80 percent of men were lower in 1997 than in 1989, with the average male worker's real earnings, adjusted for inflation, down 6.7 percent.
- In 1997, the share of the wealth held by the top 1 percent of households grew from 37.4 percent to 39.1 percent. At the same time, the annual tax bill for the top 1 percent has dropped \$36.710 in the past 20 years as a result of changes in tax laws.

Teichert's WINTER SHOP OPERATION

While many of the big dirt jobs are shut down because of the wet weather, the *Engineers News* recently went indoors to tour Teichert Construction's winter shop operation on Wilson Way in Stockton. About 20 mechanics use this facility each winter to prepare heavy iron for the upcoming work season.

1. Martin Salatti, left, and Robert Jimenez.
2. Teichert's winter shop crew in Stockton.
3. Mechanic Marc Myers.
4. Mechanic Greg Collins.
5. Dwight Thomas, right, and Business Rep. Tom Aja.



Ecco Equipment

On the same day that *Engineers News* visited Teichert's winter shop in Stockton, the newspaper toured nearby Ecco Equipment. This company rents a wide variety of Caterpillar, Hitachi, John Deere and Komatsu heavy equipment. The local 3 mechanics are from left: Ken Bryant, Tracy Tabor, Allan Davis and Paul Turpen, with Stockton District Rep. Dave Young.



Credit Union offers convenient way to pay dues

The credit union has a simple and free service to help Local 3 members pay their dues on time. Just complete the short automatic dues payment authorization form (see below) and drop it off at your union hall or credit union branch. Your dues will then be deducted quarterly or annually from your credit union savings account. You can also mail the form to:

Operating Engineers Local Union No. 3
Federal Credit Union

P.O. Box 2082

Dublin, CA 94568

Auto Dues questions and answers

Q What are the benefits of paying my dues automatically?

A The greatest benefit is that you avoid falling out of good standing because of late dues payment. Members who fall out of good standing lose valuable union benefits and privileges. You can also avoid paying late fees or penalties and going suspended. In addition, automatic payment frees you from having to write out and mail checks. It's one less thing to have on your "to do" list.

Q Am I on auto dues as soon as I send in the form?

A Your completed and signed auto dues form needs to reach the credit union at least 10 days before your scheduled payment date. Otherwise, your first automatic payment will take place on your next scheduled payment date.

Q When will my dues be paid?

A Payment of annual dues occurs on the seventh business day of September. Quarterly dues payments occur on the seventh business days of March, June, September and December.

Q Do I need a minimum amount in my credit union savings account?

A You need the amount needed to pay your union dues at the applicable or current rate. In addition, you need to keep a minimum of five dollars in your credit union savings account as well as any amounts pledged as security for a loan.

Spring car sale

The credit union's popular Nearly New Vehicle Sale will take place on May 8. More than 150 low mileage vehicles can be found at each of two locations: the spacious new

Dublin branch at 7300 Amador Plaza Road and Corporate Motors in Sacramento at 6250 Florin Road, across from Florin Mall.

Members come from as far as Capitola and Twain Harte to attend these sales and will tell you the savings can be impressive. The cars are competitively priced and the credit union takes one-quarter percent off its already low interest rates on the day of the sale only. The selection of cars, trucks, vans and sport utility vehicles is based on feedback from members who attended prior sales.

The atmosphere at the credit union's vehicle sales is friendly, with credit union loan officers on hand to answer your questions. You can make your sale experience even better by applying for a loan before the sale. Apply at any branch, by calling 1-800-877-4444 or through the credit union's Web site at www.oefcu.org.

NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer

Operating Engineers Local Union #3 Federal Credit Union, P.O. Box 2082, Dublin, CA 94568 (800) 877-4444

AUTHORIZATION FOR AUTOMATIC PAYMENT OF UNION DUES FROM MY CREDIT UNION SAVINGS ACCOUNT

Pay my dues (select one): ☐ Quarterly ☐ Annually ☐ Cancel my Auto Dues

I authorize the Credit Union to deduct from my savings account and pay to (print Union name) my union dues in the amount I have selected above. I acknowledge that the origination of ACH transactions from my account must comply with the provisions of U.S. law. Deduct Union dues at the rate certified by the Union at the time such deduction is processed to maintain me as a Member in good standing. (This authorization does not apply to the deduction of Union dues associated with membership Fees or Travel Service Dues)

The automatic payment of dues will continue until I cease to be a Member in good standing of the above named Union due to suspension, withdrawal, etc. or I cancel this authorization. I understand that such cancellation on my part must be in writing and be received by the Operating Engineers Local Union #3 Federal Credit Union no less than 10 days before payment is scheduled.

I also understand that automatic payment of Union dues cannot be made unless I have available money in my savings account for the dues payment, the minimum savings balance and any amount pledged as security on a Credit Union loan.

Print name _____ Social Security Number _____
Address _____ City _____ State _____ Zip _____
My Signature _____ Date Signed _____
Auto Dues, page 2/99

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low rates.

**RAIN OR
SHINE!**



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Corporate Motors



Nearly New Car Sale

Saturday, May 8 — 8 am - 2 pm

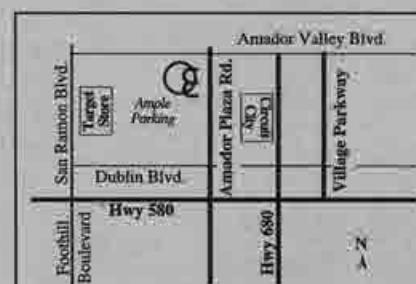
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- ◆ Huge selection of cars, trucks, vans and sport utility vehicles
- ◆ No cash needed....100% financing available

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★★★2 LOCATIONS★★★

New Dublin Branch location
7300 Amador Plaza Road

Corporate Motors
6250 Florin Road, Sacramento
(across from Florin Mall)



Dublin Branch Office, 7300 Amador Plaza Rd.

NEWS FROM organizing dept.

by
BOB MILLER

director

Business
Manager

Don Doser's commitment to organizing is again paying dividends as we enter the second quarter of 1999. Local 3 is currently in contract negotiations with 13 companies representing 204 workers following election wins in 1997-98. Nearly 100 new companies were signed in 1998 throughout Local 3's four-state jurisdiction.

Doser announced at the January semi-annual meeting that at the end of 1998, Local 3's membership was the highest it's been in 20 years, and the union expects to be bigger than ever before by the end of this year.

Organizing Director Bob Miller attributes the union's organizing successes to the members, who have provided virtually all the leads. Organizing power, he said, comes from our union brothers and sisters.

The update below is only a small fraction of Local 3's current organizing campaigns, 70 percent of which target construction. Some 56 drives are underway throughout the union's four-state jurisdiction. Remember, your call to Local 3's toll-free hotline at 1-877-ORG-NIZE can increase this number even more. Thanks, members, for all the help!

Dayco Products Inc.

Local 3 won an NLRB election on Jan. 7 by a 4-to-1 margin on this unit of 23 in Sparks, Nev. A four-person organizing team headed by Organizer Tony Gregovich and Business Rep. Chuck Billings made the victory possible. Contract negotiations are proceeding under the direction of Financial Secretary Darell Steele.

Trenchless Hawaii

Assistant Organizing Director Kalani Mahoe and District Rep. Harold Lewis succeeded with a top-down organizing drive and signed this underground construction company on Jan. 19.

providing six new jobs for members in Hawaii. More dispatches are expected as the company expands by using "cutting-edge" drilling and boring technology.

B & B Machinery Rental and Maintenance

Based in Tracy, Calif., this company provides manned equipment for construction jobs. After several meetings with Organizers Joe Tarin and Oakland Business Rep. Steve Stewart, the owner agreed to sign a "master" contract on Feb. 5 after being informed that all employees were prepared to sign authorization cards.

Elko General Hospital

A unit of 76 registered nurses voted by a 94-percent margin on Feb. 25 to be represented by Local 3. The main issue in this campaign was Province Healthcare Company's reduction of professional care for its patients shortly after Province purchased the hospital from Elko County. In some cases, the ratio of RNs to patients was increased from eight to 21 patients per nurse.

Assistant Organizing Director Jim Scott, Mining Rep. Paul McKenzie, ARP Director Ewe Gunnerson and Public Relations Director Garland Rosauro worked closely with a strong internal employee committee to make the difference.

An NLRB election petition was filed for the additional 90 employees at the hospital. An election date is expected to be announced soon.

Day Zimmerman Hawthorne Corp.

Local 3 already represents a large number of employees at this Hawthorne, Nev., ammunition manufacturing and storage facility. But not the 11 workers who handle quality control. After a successful card drive by Organizer Bob Tweedy and Chief Steward Dan Schmidt, the unit voted by a 100-percent margin on March 11 to be represented by Local 3.

Wasatch Constructors

An NLRB election petition was filed on March 3 for a unit of 20 surveyors. Business Rep. H.K. Pang and Organizer Reid Davis are conducting an intensive pre-election campaign after obtaining signed authorization cards from a large majority of workers.

J. Bender Inc.

After a top-down organizing effort by Sacramento District Rep. John Bonilla, San José District Rep. Gilbert Ruiz and Gregovich, this underground construction company based in Fresno, Calif., signed a master construction agreement on Feb. 24.

Prime Services Inc.

Local 3 won an NLRB unfair labor practice charge when the board issued a complaint against Prime Services, which recently bought out Clemintina, for failure to bargain in good faith. The ruling affects shops representing 22 mechanics in Berkeley, San Francisco and San José. Prime must negotiate with Local 3 because the union represented the majority of employees at the time of purchase.

San José Air One

After phasing out of the helicopter business and into crane rentals, this company signed a full agreement on Feb. 3 following a top-down organizing effort by Ruiz and Gregovich.

Utah District

Utah District Rep. George Stavros and the entire Utah staff are targeting 470 potential members in this open-shop state. At press time, over 60 new applications have been received from non-members working in signatory units.

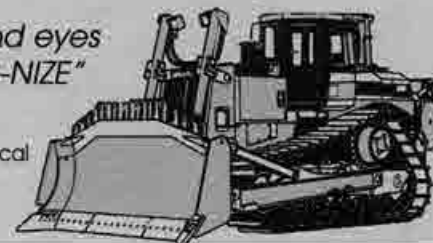
Help your union organize...

and help other workers achieve a better life

Business Manager Don Doser says:

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

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



NEWS FROM THE safety dept.

Guest speakers participate in eight-hour classes

The Hazmat eight-hour refresher classes have much leeway in the curriculum. In our recent round of classes, we were fortunate to have had several guest speakers. Many of the speakers were from the ranks of Cal-OSHA, including regional managers, district managers, compliance and industrial hygienists, who were attending the classes as students. Although this type of instruction breaks with the norm, it assists in maintaining student interest. The students commented that the speakers were informative and very professional in their presentations.

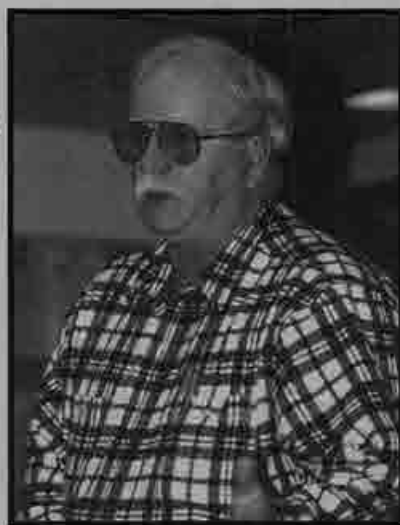
San Jose District Rep. Gilbert Ruiz used the classes in his district to give Amtrak-required training for workers employed near railroad tracks. The one-hour safety course was informative and eye-opening. Students attending the Hazmat class received their eight-hour certificate as well as an Amtrak sticker.

The current round of Hazmat classes is complete. Student evaluations of the classes showed an interest in more hands-on training, suiting up in the different levels of protection and additional information regarding monitoring sites. We will attempt to increase the time devoted to those areas in the next round of classes.

I would like to remind those of you with Hazmat certification, especially in California and Nevada, that your certificates are only good for 365 days. After that, you cannot be on a site until you have completed a refresher course. If your last full class was more than two years ago, you will be required to take the 40-hour class again.



by
BRIAN BISHOP
safety
director



Cal-OSHA Compliance Officer, Dennis Barker, making an impromptu lecture at the Redding eight-hour class in February.



Cal-OSHA Compliance Officer F.L. Delisle, and Stephen Saine, an industrial hygienist from the Fairfield area, join forces to give a report on Cal-OSHA operations.



Bill Rosenoff, special instructor for Amtrak West, training in the San Jose area classes on railroad worker safety.

Casual drinking is not harmless

Casual drinkers as a group cause more job performance problems than problem drinkers. This may seem surprising, but is true according to a study sponsored by the National Institute for Alcoholism and Alcohol Abuse (NIAAA) and the Robert Wood Johnson Foundation. In the study, 19 percent of respondents were alcohol-dependent, 61 percent were non-dependent drinkers and 20 percent were abstainers.

Work performance was measured by asking employees the number of times they were absent, left work early or late, did less work, did poor quality work, and had arguments with coworkers in the past year. The average number of problems reported by abstainers was considered the baseline for incidents unrelated to drinking. The number of problems above this baseline were considered to be related to alcohol for both dependent and non-dependent employees.

As it turns out, the baseline was 4.2 incidents per year. The alcohol-dependent group averaged 6.9 incidents and the non-dependent employees averaged 5.4 incidents per year. Since there are three times as many casual drinkers as problem drinkers, the total number of alcohol related problems in the workplace is primarily attributed to the non-dependent drinker.

The researchers' findings prove that the NIAAA's estimate of \$27 billion worth of lost productivity due to alcohol abuse is too low. They issued a statement claiming that "these findings are surprising and cost-related reasons why the time has come to look again at the role of alcohol in the workplace."

But let us not despair. Drinking behavior can be influenced when included in other health-related lifestyle issues such as fitness, nutrition, cholesterol and smoking cessation. The following points should be included in health-based education initiatives:

- The majority of alcohol-related work performance problems can be attributed to employees who are not alcohol dependent.
- Getting drunk the night before work will exacerbate work performance problems the next day in what we know as the "hangover" effect. Hangovers tend to disrupt sleep, making people feel tired the next day, even if they don't experience the classic symptoms of headache or upset stomach.
- Any drinking immediately before or during the workday, usually at lunch or company or union sponsored events, is associated with increased work performance problems.
- Managers are more than three times as likely to drink during the workday than hourly workers.
- Many managers and supervisors charged with enforcing alcohol and drug policies don't know their company's policies, including rules about drinking before driving a company vehicle.
- Current estimates of productivity loss due to alcohol exposure don't account for second hand effects. In the study, 21 percent of workers reported being injured or put in danger, having to redo work or cover for a coworker, or needing to work harder or longer due to a fellow employee's drinking.

NEWS FROM THE addiction recovery program



by
UWE GUNNER
director

1-800-542-3277

111 111
1-800-542-4824



NEWS FROM fringe benefits

by
CHARLIE WARREN

fringe
benefits
director

How to read your pension statement

Your annual pension statement provides you with important retirement information. Here's a refresher on how to read the statement.

Item 1 shows the number of hours reported for you for the plan year indicated.

Item 2 shows the monthly benefit for the work year shown above.

Item 3 indicates the monthly benefit payable at age 62 or earlier if eligible for a service pension.

Item 4 contains important messages regarding your pension benefits. If you have met the plan's requirements, 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 amount of pension benefits. A review of your early history will be made when you file an application for pension benefits, and the amount entitled to you will be determined at that time.

Retiree Association Picnic

Please mark your calendars and show up at Rancho Murieta on Saturday, June 5 for the annual Retiree Association Picnic. Feel free to come up and stay from noon on Friday, June 4 to noon on Sunday, June 6. There will be plenty of parking for your self-contained campers, motor homes and trailers. Local 3 is honored to host the retirees and their spouses at this special annual event, so be sure to come out and have a great time on us. See you on June 5!



PENSION TRUST FUND
FOR OPERATING ENGINEERS
1640 South Loop Road
Alameda, CA 94502
(510) 271-0222

John Engineer
223 Main Street
Hometown, CA 99999

SOCIAL SECURITY NO. 000-00-0000

BIRTHDATE 6-19-42

EMPLOYEE TRUSTEES

J. Bennett
P. Cox
Keohokalo

D. Doser, Chairman
K. Leishman
P. O'Connell
M. Spurgeon
T. Stapleton
D. Steele
R. Wise

EMPLOYER TRUSTEES

R. Clark
S. Gossett
T. Holzman

K. Walters, Co-Chairman
E. Hulihee
D. Huntington
L. Ruth
R. Spinardi
E. Webster

Statement of Hours Reported				1/98						12/98					
Employer	YR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL	
XYZ Construction	98	125	150	160	160	160	200	215	160	200	120	120	80	1850	
1															
TOTAL															

CREDITS AND BENEFITS			
FOR YEAR ENDING		ACCUMULATED	
2	1.0	\$208.13	3
FUTURE SERVICE CREDIT		BENEFIT	32.5
			\$3,792.00
			FUTURE SERVICE CREDIT
			BENEFIT

ALL PERSONS CREDIT INCLUDING PAST SERVICE CREDIT WILL BE VERIFIED AT THE TIME OF RETIREMENT

FOR YOUR INFORMATION	
YOU ARE VESTED	4

PLEASE REFER TO THE BACK OF THIS STATEMENT FOR INFORMATION REGARDING TRUST RECORDS AND REQUIRED BENEFIT DISTRIBUTION DATES.

ADVISE THE TRUST FUND OFFICE OF ANY DISCREPANCIES ON THE BACK OF THIS FORM

NEWS FROM the office of compliance and civil rights



by
CURTIS BROOKS
director

Staff changes at the OCCR

I would like to take this opportunity to bid a fond farewell to Charles McGuire, who has taken a position as a business representative for the Oakland District. Congratulations and best wishes in your new endeavor, Charles, and thank you for all of your hard work during your time with the Office of Compliance and Civil Rights.

I would also like to welcome Forrest Hendricks, who will be replacing Charles. I look forward to working with you in continuing the success of the OCCR.

The OCCR has been very busy meeting the requests of the union's signatory employers for diversity training. The response has been positive and the requests are numerous. It's good to see the employers' enthusiastic interest and their willingness to participate in all of our programs. Thank you for making the OCCR a success.



Forrest Hendricks

Local 3 ready for Y2K

With all the recent talk about the "Millennium Bug" and the problems it may cause computer systems worldwide, Local 3 members may be wondering what the union is doing to prepare for Y2K.

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

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

NEWS
FROMtalking
to techsby
ANDY MULLENdirector, technical
engineers division

EDITORS NOTE: Last month's and this month's column was written by Technical Engineers Rep. Gerry Orme while Director Andy Mullen was attending the Harvard program.

Another round of applause

In last month's Technical Engineers article, I thanked the Fresno area members for their support and help in reaching a new agreement. Great appreciation is also extended to the Fresno area employers for their cooperation in negotiating the agreement that was unanimously ratified by the members.

The same thing happened in Santa Rosa. The surveyors and employers working under that agreement deserve a round of applause. Thanks is also in order for the members and employers working under the Surveyors Master Agreement who were involved in the ratification meetings for their March 1 allocation. It's great to be working in the Tech Engineers department and enjoying a good working relationship with everyone involved. Gratitude must also go to Sharon Costello in the Contracts Department for her hard work and good humor the past year. Also a big thanks goes to the officers, staff, business reps. and organizers who assisted with these agreements.

As was the case last year, we need help recruiting journey-level surveyors from the ranks of the non-union. We are also always looking for organizing opportunities. This could be a group of surveyors or some unrepresented workers in a related field. We need to gain a greater market share not only in our own industry but in connected workplaces. Business Manager Don Doser is committed to organizing, and Organizing Director Bob Miller has promised that his department will be available to assist the Tech Engineers in any way possible.

Let's all continue to work together and enjoy ongoing success.

Out-of-work procedures for surveying apprentices

Winter weather brings the usual seasonal layoff, especially for our apprentices. The Northern California Surveyors Joint Apprenticeship Committee (NCSJAC) office receives many phone calls from students asking when they might expect to return to work. Although we do not have a direct line to any employer or know exactly what projects are getting started, we like to use one good rule of thumb - the sun! If it is workable weather outside and stays that way until the ground has a chance to dry up, you can rest assured that journey upgrades and apprentices will be returning to work or sent to new jobs soon.

We cannot call you, however, if we do not know you are unemployed. You must call your local job placement center immediately when unemployment occurs. The placement center will update your record and place your name in their computer system. When an order for a first-through-fourth-period apprentice is received, our office will access that same computer system and run the appropriate out-of-work list. Your name needs to be on that list when we begin to fill the order.

Don't get caught short. If you are out of work for any time period, even for just one day, put your name on the out-of-work list. Any number of possibilities can happen. A job order might be placed that would offer you another opportunity, or your current employer might call you back and say they need you until the year 2001.

If you are unemployed for a period of time, you will probably need to file for unemployment. Having your name on the appropriate out-of-work list will assure the unemployment office that you are seeking employment. If they call us to check, we can confirm your status only if you've put yourself on the out-of-work list. The out-of-work list is an important tool that your union and your apprenticeship program provide and maintain for you. Be sure to use it.

Remember, even if you are going through a period of unemployment, your classroom activities continue on. As an apprentice, you have made a commitment to attend class a minimum of 144 hours per year. Many other trade programs require that their apprentices attend classes two nights per week for three to four hours each night. Our program requires only one night per week of your time - time that you agreed to when signing up for the program.

A quick breakdown of 144 total hours divided by the three-hour weekly classes leaves us with 48 weeks per year that an apprentice is required to attend class, even if you're not working. That means you only get four weeks off from class per year, two of which are during the Christmas holiday season. The other two you may take at any time during the year as long as you notify us in writing.

Always attend your related training classes and remember that if you complete the curriculum earlier than the rest of your requirements, you will be excused from class.

NEWS
FROMteaching
techsby
PAUL SCHISLERadministrator,
northern california
surveyors joint
apprenticeship
committee

Saving a lifeline

San Mateo Bridge retrofit will keep it strong for future earthquakes

story and photos
by Jennifer Gallagher,
Assoc. Editor



When the Loma Prieta earthquake thundered through our midst in 1989, it brought with it more than just destruction. It also brought an awareness that the roadways and bridges that Bay Area residents rely on so trustingly aren't as safe as they need to be to withstand the effects of such catastrophic events.

Bay Area bridges serve as lifelines and therefore must be able to withstand even the most violent earthquakes. Caltrans began looking at the need for bridge retrofits following the Sylmar earthquake in 1971. But it wasn't until after the Loma Prieta earthquake that the department stepped up its efforts to retrofit California's bridges by implementing the Seismic Retrofit Program, a \$4 billion effort to strengthen close to 2,200 structures, including seven of the state's nine toll bridges.

The toll bridge phase of the program is estimated at \$2.5 billion. While the majority of that is earmarked for the San Francisco-Oakland Bay Bridge, there is a sizable chunk going to the other six bridges in need of retrofitting—including a total of \$149 million for the

San Mateo-Hayward Bridge.

The San Mateo Bridge is a 6.9 mile steel box girder and concrete structure. The first five miles coming out of Hayward are low-level, hovering just above the water, with two lanes in either direction. As it approaches San Mateo, the trestle rises up for the final 1.9 miles, with a maximum vertical clearance of 135 feet. The high-rise portion has three lanes of traffic in both directions.

Work for the bridge retrofit began in early 1998 and was divided into three phases. Phase two, the largest and most complex of the projects, is the \$102 million retrofit of the two-mile high rise section awarded to the joint venture of Morrison Knudsen, Traylor Bros. and Weeks Marine.

Work will include new joints and hinges, new foundations at the piers and the driving of 88 piles, some of which are 10 feet in diameter and weigh up

to 192 tons. The piles are lifted by Manson's No. 24 360-ton derrick and driven with an IHC 5500 hydraulic impact hammer.

Difficult work

Don Young, general superintendent for Morrison Knudsen, has worked on many bridges in his career. This project, however, has presented some difficulties he has never faced before.

Because the bridge lies in relatively shallow water, the tide plays a big part in each day's success. The equipment can only be moved during high tide, so low tides can literally leave them high and dry. The low clearance of the bridge also presents some problems.

Unexpected delays can also hinder the project, such as the day the crew rescued a jumper who leapt off the bridge and landed about 100 feet from one of the boats. Rescue vehicles arriving on the

scene blocked access to the old San Mateo Bridge, a two-lane structure originally constructed in 1929 that serves as home base for the project, for more than two hours.

Fortunately, Young is working with a good crew. Having worked on projects in the Bay Area before, he was familiar with a number of Local 3 members and their high quality of work. About half of the project's 32 operators have worked with Young on projects before.

He also says the Bay Area weather can't be beat for year-round work because it "never gets too hot and never gets too cold."

The bridge retrofit is currently on schedule and should be completed in January 2000.

Future plans for San Mateo Bridge

The bridge currently averages 81,000 vehicles per day—more than double the number of cars when the structure was first built in 1967. Later this year, Caltrans is expected to put a bid out for a widening project that will make the bridge three lanes in each direction for the entire span.

the san mateo bridge retrofit

1. This steel pile is 140 feet long with 2 inch walls. It weighs 192 tons.

2. Lewie Eidsmoe operates the Manson #24 derrick.

3. This 365,000 foot-pound hydraulic pile hammer is an IHC 5500.

4. In the front row, left to right, are Caltrans inspector Ramoncito Asistin, Marine Superintendent Mike Green, S. F. Business Rep. Pete Fogarty, David Ross, Jesse Brown, Lewie Eidsmoe, Norm Mitchell, General Superintendent Don Young and S. F. Business Rep. Carl Goff. In the back row, left to right, are Joel Walker, Dan Hinchman, Louis Carrington, Gordon Crocker, Richard Foster, Jack Freeman, Larry Wagner, Equipment Consultant Ray Gray and Jim Davidson.

5. San Francisco Business Rep. Carl Goff chats with Joel Walker, left, who operates the spotter barge for the piles.

6. Taking a quick break are Brian Mackwood and Tom Gutierrez.

7. Pete Fogarty, Lee Miles, Carl Goff and Tom Gardner on just one of the many barges beneath the bridge.

8. The concrete lower foundation supports at Pier 31 weigh 550 tons each.

9. Doug Norman, in the seat, gets some assistance from deck engineer Dan Kern.



NEWS FROM THE districts

FROM FAIRFIELD EBOW EVIBETIEND

Major projects in Napa area promise busy year

FAIRFIELD - The Fairfield District is getting ready for a busy new work season. With the Benicia Bridge getting ready to start up full time and numerous other jobs that are just waiting for the ground to dry out, we are going to have a good year.

In Napa, a \$150 million hotel and convention center has been awarded to Charles Pankow. Construction should start some time this year.

The Napa Flood Control Project should be awarded later this year and is worth an estimated \$200 million, which will put a lot of engineers to work. And waiting in the wings is the Napa Wine and Arts Center, estimated at \$50 million.

All those Napa projects, along with the Benicia Bridge and the new Carquinez Bridge, will bring plenty of work for our members

for a long time.

After 20 years, C.S. Marine recently signed an agreement with Local 3, and the members that went to work for the company made the union look good. The crew had only two weeks to do two coffer dams around the footings of the Benicia Bridge and finished three days ahead of schedule.

Budweiser notes

It seems that Budweiser is trying to go non-union. In Fairfield, the company is upgrading its plant with non-union contractors and is also building brand new breweries throughout the country with non-union workers. Maybe it's time to start thinking about drinking something else.

by Business Rep. Ted Wright



C.S. Marine loads a 3900B on a barge for work on the Benicia Bridge

FROM MARYSVILLE EBOW WABXZUITE

Busy work season on its way

MARYSVILLE - Work in the Marysville District continues to look good this year.

Monterey Mechanical from Oakland continues to work - rain or shine - on the \$29 million water expansion plant in Chico and plans to finish late this year. Stratton Electric of Chico and Auburn Concrete Pumping from Alta have also been busy on this job.

Shimmick Construction of Hayward has been working all winter on its \$15 million fish screen project in Glenn County and plans to finish the job this year.

Baldwin Contracting has spent the winter upgrading the Stoney Creek plant to get ready for a big overlay project on I-5 in Colusa and Glenn counties. The company has been working seven-day weeks on a railroad realignment project north of Marysville in Yuba County.

R.M. Harris Construction Inc. of Concord will be starting work in April on the \$6.5 million Sutter Bypass bridge widening project. Baldwin will do the paving on the job.

The Department of Fish and Game has 9.8 miles of damaged levees and channel banks to be repaired in Butte County at the Gray Lodge Wildlife area near Gridley. The job will come up to bid this month.

The Yuba City Department of Public Works will call for bids this month on an improvement project on Franklin Avenue to install storm drains, sewer services and overlay between Garden Highway and Wilbur Avenue.

Caltrans is planning a \$4.5 million rehabilitation job on Hwy. 99 in Butte County near Chico from the East 20th Street overcrossing to north of the Mud Creek Bridge. Caltrans also has a project estimated at \$7.2 million to widen Hwy. 99 in Sutter County near Tudor just north of the Feather River Bridge to south of Route 113.

Public Employees

Local 3 filed a grievance against Lake County Sheriff Rodney Mitchell after he cornered a union member in a small office and threatened her for appealing a disciplinary action. The Lake County Record Bee, with a long history of anti-union sympathies, refused to run a press release about the incident issued by the Lake County Employees Association, which affiliates with Local 3 for its representation. The Record Bee is the same newspaper that refused to run a story about top administrators in the county getting raises as high as 22 percent, while union members received only 3 percent cost of living increases.

In Ukiah, members of the city council agreed to cut their salaries by 10 percent after members of Local 3 issued a press release comparing the council's 55 percent pay raise to the meager 5 percent increase for employees. City officials were "surprised," they said, "because the bargaining unit had never issued a press release before."

The Marysville Joint Unified School District had a near disaster on its hands when the California Highway Patrol (CHP) pulled five substitute bus drivers because the district forgot to give them pre-employment drug tests. Operating Engineers members have complained for years about the lack of substitute drivers, which often forces drivers to work while ill. The district was doing a much better job of having substitutes available until the CHP conducted its routine check of district records.

Marysville District picnic

We would like to remind everyone that the annual district picnic will be held on May 22 at the Butte County Fairgrounds. Tickets will be available soon at the Marysville District office.

by Dan Mostats and Chuck Smith

FROM ROHNERT PARK EBOW BOHNERT BVBK

NEWS FROM THE districts

Major projects gearing up for spring

ROHNERT PARK - All is well in the Redwood Empire. The Rohnert Park District's business representatives are scheduling meetings with employers on the private work agreement. Due to weather conditions and the availability of our rank-and-file members and the employers, it is taking longer than usual to find a mutually acceptable meeting time.

We will be starting contract negotiations in mid-March for the north bay field mechanics at Peterson Tractor. This contract will be negotiated in concurrence with the San Leandro Heavy Equipment Agreement, which expires March 31.

Start getting ready for another good year. The bid sheets keep rolling in weekly, and we will have some contractors from out of the district working here this year. Some of you might already be familiar with Benco Contracting, R & R Maher Construction, Ranger Pipeline and others. They will be placing orders for dispatch from our out-of-work list. We hope the wet season is behind us and the projects-in-waiting will soon be underway.

Argonaut Constructors has many local jobs, both waiting to start and finish. As the work breaks open, Argonaut will be seriously looking at putting on more supervisory personnel and paving people.

Ghilotti Construction has a very positive outlook for 1999, with \$40 million to \$45 million worth of work ahead. Locally, the company has a \$4 million overlay out of Middletown and \$3 million to \$4 million more at Skyhawk. The company also just picked up the Novato Hospital job for \$1.5 million and the Ulatis Creek project in Vacaville for \$2.5 million.

Ghilotti was recently presented with two awards, one from the National Asphalt Pavement Association and one from Caltrans. Both awards were for the 19th Avenue project in San Francisco and were based on efficiency, quality of ride and working well with local homeowners and businesses. The job was completed on budget and three months ahead of schedule. Good job, Ghilotti!

North Bay Construction has \$30 million on the books so far and is headed toward \$60 million. The company expects a lot of overtime hours with work in Sonoma, Marin, Napa and Solano counties.

In the northern part of the district, Mendocino Construction Services Inc. picked up a \$1.5 million slope repair project on Hwy. 162 near Dos Rios. The company also has a couple of small jobs for Caltrans and Mendocino County.

Parnum Paving saves the day

Parnum Paving was the low bidder on an open grade overlay project on Hwy. 101 south of Leggett. Parnum will finish the Hwy. 101 widening project in Laytonville as soon as the rain lets up.

Back in December, Parnum was asked by Caltrans to take over two projects on an emergency basis. The projects had originally been awarded to a non-union company that had no prior history of performing that type of work. Because of the date of late bid, specifications called for a 35-day completion with multiple shifts for both projects.

Local 3 had been in contact with the non-union company from the start of the project to see if it might be interested in a project labor agreement. That would allow the company to obtain the qualified operators necessary to facilitate completion of both projects. At that time, a company spokesman explained that the company had enough good operators and foremen to finish the jobs. However, that was not the case.

On Dec. 25, 1998, Caltrans asked Parnum Paving to take over the Hwy. 253 job for fear of losing both the eastbound and westbound lanes of the highway. Within a week, Parnum's top-notch crews had both directions of the highway open to traffic. The crews were then sent down to U.S. 101 south of Hopland to complete that project.

Local 3's Organizing Department has been in contact with the owners of the non-union firm in the hope of getting an agreement for the future.

Caltrans maintenance yards stay open

The Rohnert Park District would like to thank State Senator Wesley Chesbro, Assemblywoman Virginia Strom-Martin and Mendocino County Supervisors John Pinches and Patricia Campbell for their help and support of Local 3 in the fight to keep the Caltrans maintenance yards open in the towns of Willits and Leggett. Contrary to the belief that our endorsed candidates forget us after election day, the above elected officials proved that they care about working men and women. Their assistance and the hard work of Unit 12's Steve Booth kept the yards open, and helped at least 20 Local 3 members keep their jobs.

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



NEWS FROM THE districts

FROM STOCKTON EBOW STOCKTON



Projects abound in the Central Valley

STOCKTON - Plans to repair and improve Calaveras County roads will possibly increase both sales and gasoline taxes. Meanwhile, new development picks up its share of the cost of county roads. A committee of officials and county residents has come up with a list of specific project packages, which range in price from \$48 million to \$193 million.

Road projects include improvements for Hwys. 4, 12, 26 and 49, Murphy's Grade Road and O'Byrnes Ferry Road. Expanded projects include Poole Station Road, Hogan Dam Road, Sheep Ranch Road, Milton, Morgan and Paloma Road. In some cases, bridges will be replaced.

The Port of Stockton may be taking a major role in San Joaquin County's economic picture with its plans to acquire Rough and Ready Island. The area is zoned for 5 million square feet of warehousing and is also the proposed site for a \$40 million federal detention facility that, together, will provide thousands of work hours and organizing opportunities in the future.

Kettleman Lane improvements in Lodi may get special funding from the Caltrans if the city awards a contract by September.

With highway widening, bridge improvements and housing developments in each of District 30's six counties, this is proving to be an exciting year. With so many employment opportunities, the hiring hall should be at the anticipated 15 percent level by April 1.

The Stockton office just signed Nate Bogetti, an owner operator doing business as Bogetti Excavating Inc., to an independent construction agreement. Bogetti owns an excavator with all the attachments, including compactor wheel and thumb and rock breaker.

We are presently meeting with Rod Lawley, president of A-1 Plus Materials Recycling Inc., in an effort to organize his company. We expect negotiations to go well.

Modesto police victorious

We are proud of the achievements of the Modesto Police Department in our last election. They placed a bill on the ballot for binding arbitration with the City of Modesto. At first the bill appeared to be losing badly, to the delight of the Modesto City Council. However, its delight turned to dismay when a recount proved that the police department and Modesto union households had enough votes to carry the bill with a 60-percent victory. Governor Gray Davis is impressed with the bill and has asked the Legislature to consider a similar measure for the state.

Macedo for Manteca

Local 3 has endorsed David Macedo for Manteca City Council. Macedo believes that eliminating city workers is a shortsighted approach to saving a quick buck and will instead cost the Manteca citizens thousands of dollars and lead to inferior service. Macedo has committed himself to the revitalization of the downtown area by working closely with the Downtown Merchant's Association, developing incentives for new downtown businesses, providing a resource for economic growth and development, and securing consistent water sources. Local 3 urges all its members, their neighbors and other union households to back Macedo's campaign.

by District Rep. Dave Young



Local 3 welcomes Air One Helicopters Inc. of San José, Calif.

The company, based at the San José airport, started out as a utility helicopter firm in 1987, then moved into aerial crane lifting and fire fighting. Today, Air One is phasing out its helicopters and focusing more on crane lifting. "We're proud to announce that we have joined Local 3 to ensure professional and quality service," said company owner George Bumb.

OFFICIAL NOTICE

BYLAWS RESOLUTIONS - MAIL REFERENDUM VOTE

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

ARTICLE XIV

Section 2

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

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

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

- (1) A mail referendum vote of the Membership of this Local Union shall be conducted during the period of April 19, 1999 through May 11, 1999, under the supervision of the Bylaws Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.
- (2) The mail referendum vote shall be conducted by a committee known as the Bylaws Committee, composed of one (1) Member from each District and the six (6) Constitutional Officers of Local 3. The District Member was nominated and elected by secret ballot at the January, February, and April 1998 quarterly District Meetings by vote of those Members present.
- (3) The Bylaws Committee shall be responsible for the conduct of the mail referendum vote, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, and giving official notice of Bylaws Resolutions as printed in the *Engineers News* not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

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

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

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

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

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

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

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

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

VOTING INSTRUCTIONS
BYLAWS RESOLUTIONS - MAIL REFERENDUM VOTE


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

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

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

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

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



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

DETACH THIS STUB BEFORE RETURNING BALLOT

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

Whereas, the competitive market place has presented this Local Union, its Membership and the labor movement as a whole with ever greater demands, responsibilities, and opportunities, and,

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

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

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

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

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

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

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

YES TO ACCEPT BYLAWS RESOLUTION ☐ +

NO TO REJECT BYLAWS RESOLUTION ☐ +

OE3-101

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

Mailing label contains member registration number

Encrypted Social Security Number Your Union Local Number Your Hire Code Your District Number Mailing Control Code

Your Name Your Address Your Registration Number Your Zip Code

P01-23-4567 8 9 10 R1 000000 00000

JDE ENGINEER
123 YOUR STREET
ANYTOWN USA

meetings AND announcements

ARTICLE III DUTIES OF MEMBERS

Section 1

- (b) No Member ~~may~~ shall enter into an individual or personal contract or agreement with his or her Employer which serves to lower the wages, hours or conditions of employment negotiated by this Local Union.
- (e) No Member shall be ~~intoxicated~~ in possession of or under the influence of alcohol or non-prescription drugs or chemicals while on the job, or in or about an employment office of the Local Union or at a District or Local Union Meeting.
- (i) No Member shall discuss Union affairs or publicize Union affairs in a defamatory manner outside the Membership of the Local Union. All Members have an affirmative obligation to encourage unorganized working people to join this Local Union or another appropriate union to represent them for purposes of collective bargaining.
- (o) All Members shall upon a determination by the Local Executive Board, wear their Local 3 insignia in plain sight while performing work as an Engineers. ~~No Member shall give away or lend such insignia.~~
- (t) Members acting in a supervisory capacity ~~should~~ shall at all times be aware of their obligation to their fellow Members.

Section 4

Members shall immediately notify in person or in writing either the Recording-Corresponding Secretary or their District Office of any change in their address.

ARTICLE IV REQUIREMENTS FOR MEMBERSHIP

- 5. A member may resign in writing from membership subject to the requirements set forth in the Constitution of the International Union of Operating Engineers. Said written resignation must be received at the office of the Local to be effective.

ARTICLE V INITIATION FEE

Section 2

The Local Defense Funds payment shall be as follows:

Section 3

The Local Union Building Capital Maintenance and Technology Improvement Fund payment shall be as follows:

Section 4

- (a) The Local Defense Funds and Capital Maintenance and Technology Improvement payments for California, Nevada, Utah, Hawaii and Mid-Pacific Islands, Parent Local and Sub-divisions A, B, C, D, E, and Registered Apprentice shall be deposited in the General Fund and distributed to the respective Funds in accordance with Section 2 and 3 above, as follows:

~~\$15.00 to the Death Benefit Fund~~
~~\$10.00 to the Good Standing Fund~~
~~The balance to the Defense Fund~~

- (b) The Local Funds payments for Utah and Sub-division D shall be deposited in the General Fund and distributed as follows:

~~\$9.00 to the Death Benefit Fund~~
~~\$1.00 to the Good Standing Fund~~

- (c) The Local Building Fund shall be deposited in the General Fund and distributed to the Local Union Building Fund.

ARTICLE VI DUES

Section 2

- (e) Eligibility for Unemployed Dues

- (1) A member must be unemployed at the trade in order to be eligible for unemployed dues. ~~"Unemployed at the trade" shall mean that a member has not received payment or employed at the trade for not more than twenty-four (24) hours in each of two (2) one full calendar months in a fiscal year (October 1 - September 30), and has not received not be receiving any compensation from an Employer covered by a collective bargaining agreement with Local 3, for more than twenty-four (24) hours per calendar month in order to receive unemployed dues. In order to be eligible for unemployed dues, a member may not be employed in any industry falling within the trade jurisdiction of the International Union of Operating Engineers.~~
- (2) Unemployed dues ~~begin~~ shall commence on the first day of the second first month of the member's unemployment.

- (g) Retired Members' Dues with less than thirty-five (35) years in the Local Union.

- (2) For retired members not eligible for benefits from the Operating Engineers' Pensioned Health and Welfare Fund, and who are receiving an Operating Engineers' Pension Benefit with increases, and for members who have exhausted the benefits provided in

BYLAWS RESOLUTIONS

Article XXI, Good Standing Fund, Section 6, and who continue to meet requirements in said Section 6, the dues shall be eight dollars ~~(\$8.00)~~ thirteen dollars (\$13.00) a month, due and payable on a quarterly basis. Effective 1998, this amount shall be increased by one dollar (\$1.00) a month for each twenty-five dollars (\$25.00) that the monthly pension benefit is increased.

- (3) Effective October 1, 1999, for retired members not eligible for benefits from the Operating Engineers' Pensioned Health and Welfare Fund, or not receiving an Operating Engineers' Pension Benefit or receiving an Operating Engineers' Pension Benefit without increases, the dues shall be equal to the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus three dollars (\$3.00), due and payable on a quarterly basis.

- (h) Honorary retired members with more than thirty-five (35) years in the Local Union.

- (2) To qualify as an honorary member of Local 3, the member must apply and be retired and:
- c. To maintain honorary membership, a member may not accept employment at the trade or in the industry in which Local 3 represents workers, or his or her honorary membership shall be automatically cancelled and full dues required from the first day he or she accepts such employment, and he or she shall not again become eligible for honorary membership for a period of five (5) full years from the date of a violation; provided, however, that where the Executive Board has determined that, because of a shortage of labor, it is necessary to permit honorary members to secure employment, an honorary member may accept employment without jeopardizing his or her honorary membership status provided the following conditions are met: (a) the contractor from whom the honorary member secures employment is signatory to an agreement with the union and the member is employed under that agreement; (b) such employment is only during the period under the applicable Collective Bargaining Agreement of the applicable calendar year; and (c) the member pays the full dues applicable to said member's status under the applicable collective bargaining agreement for the calendar quarter in question.

- (n) Incapacitated Dues

For members who have exhausted the benefits provided in the Good Standing Procedures and who continue to meet those requirements, the monthly incapacitated dues shall be the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus eight dollars (\$8.00) per month, due and payable on a quarterly basis.

Section 3

All dues shall be deposited in the General Fund and distributed as follows:

- (a) ~~The Parent Local Union No. 3 and Sub-divisions A, B, C, E and Registered Apprentice:~~

- (1) ~~\$1.50 shall be distributed to Local Union No. 3 Death Benefit Fund, and~~

- (2) a) ~~\$-.25 1/2% shall be distributed to Local Union No. 3 Good Standing Capital Maintenance and Technology Improvement Fund, and~~

- (3) b) ~~\$1.50 1% shall be distributed to the Defense Fund, and~~

- (4) c) ~~\$-.20 1% shall be distributed to the Hardship Strike and Lock-Out Fund, and~~

- (5) d) ~~\$-.60 Not less than 1% shall be distributed to the General Emergency Welfare Fund.~~

- (6) e) ~~\$1.00 shall be distributed to the District Political Action Committee of each member's district. Insofar as allowed by law, \$1.50 per member per month shall be distributed to the Local Union Political Action Committee; \$0.50 per member per month shall be distributed to the District Political Action Committee. Should said allocations be found not to be lawful, these funds shall revert to the Local's General Fund.~~

- (b) ~~Sub-division D:~~

- (1) ~~\$-.50 shall be distributed to Local Union No. 3 Death Benefit Fund, and~~

- (2) ~~\$-.05 shall be distributed to Local Union No. 3 Good Standing Fund, and~~

BYLAWS RESOLUTIONS (con't)

- (3) ~~\$-10 shall be distributed to the Hardship Strike and Lock Out Fund, and~~
 (4) ~~\$-10 shall be distributed to the General Welfare Fund.~~
 (5) ~~\$1.00 shall be distributed to the District Political Action Committee of each member's district.~~
 (e f) For the purpose of allocating funds for political action committees, the District Political Action Committee to which the funds are distributed shall be that district in which the member ~~is registered to vote~~ resides according to the membership records of the Union. Funds shall not be allocated for members residing outside the jurisdiction of the Local or whose residence is unascertainable by the Union.

Section 5

A Member who has been suspended for dues delinquency shall be required to pay a reinstatement fee as follows:

International Reinstatement Fee
 Local Defense Fund Payment.....\$95.00
 Applicable International Tax, if any

Plus an amount equal to employed dues from the time he or she was last in good standing through the end of the quarter or month of the Member's reinstatement, as applicable, and one quarter or three months in advance.

The Defense Fund payment on the reinstatement fee shall be deposited in the General Fund and distributed to the Defense Fund.

Section 8

Fund Re-allocations:

(a) When the Death Benefit Fund amounts to \$375,000, the monies to be allocated to said Fund by virtue of the application of Articles V and VI may be re-allocated by the Executive Board to any Fund that is set forth in these By-Laws, and in that event, no monies shall be distributed to the Death Benefit Fund unless and until the Fund falls below \$350,000, at which time allocation in the amount provided shall be distributed to it until the Fund again amounts to \$375,000. If the Death Benefit Fund exceeds \$500,000, the overage shall be re-allocated to the Defense and/or the Building Fund at the discretion of the Executive Board.

(b) When the Hardship Strike and Lock Out Fund amounts to \$125,000, the monies to be allocated to said Fund by virtue of the application of Articles V and VI may be re-allocated by the Executive Board to any Fund that is set forth in these By-Laws, and in that event, no monies shall be distributed to the Hardship Strike and Lock Out Fund unless and until the Fund falls below \$75,000, at which time allocation in the amount provided shall be distributed to it until the Fund again amounts to \$125,000. If the Hardship, Strike and Lock Out Fund exceeds \$1,000,000, the overage will be re-allocated to the Defense and/or Building Fund at the discretion of the Executive Board.

Section 9.6

(a) This Article and any part thereof may be amended during ~~the third (3rd)~~ any quarter of any year by a secret ballot vote taken at a specially-called District Meeting or as a special order of business at a regular meeting in each District, upon written notice to the Membership in each District deposited in the mail, postage prepaid, at least fifteen (15) days prior to the date of the District Meeting at which such vote is to be taken in a District, providing a resolution to amend is supported by at least three hundred (300) signatures of members in good standing. For the purpose of this Section, a Member's District is that in which his or her address is located as shown on the records of this Local Union ten (10) days prior to the day on which the notices are mailed....

ARTICLE IX
EXECUTIVE BOARD

Section 1

In addition to the above, where the Local Union has established Sub-districts, there shall be a Sub-district Advisor who shall have a voice but no vote.

Section 7

The Local Union Executive Board shall meet as often as necessary, but not less than once each month, and at the call of the President, or on written request of a majority of the Executive Board. The Local Union Executive Board must meet not less than two (2) weeks and not more than three (3) weeks prior to the regular Semi-Annual meeting.

ARTICLE XII
ELECTIONS

Section 2

- (e) Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:
 If by a single nominator:

SINGLE NOMINATOR

I hereby nominate _____, Register No. _____
 Social Security No. _____, for _____
 (Insert Office or Position)

Signature _____ Social Security No. _____
 Register No. _____ PRINT Name _____

If by more than one nominator:

MULTIPLE NOMINATORS

We hereby nominate _____, Register No. _____
 Social Security No. _____, for _____
 (Insert Office or Position)

Signature _____ Social Security No. _____ Register No. _____

- (f) When nominations are called for by the Presiding Officer for a particular Office or Position, if a single nominator, he or she shall address the Presiding Officer reciting his or her name and Register Number and the name of the Member and the Office or Position for which he or she is nominating the Member and deliver his or her written nomination to the Nomination Committee. If there is more than one nominator, one of the nominators shall address the Presiding Officer reciting his or her name and Register Number and give the Presiding Officer the names and Register Numbers of the other nominators and the name of the Member and the Office and Position for which he or she is nominating the Member and deliver the written nomination to the Nomination Committee.
- (i) All Members nominated who are more than one hundred (100) miles from ~~San Francisco~~ the location of the Semi-Annual Meeting on the day prior to and the day of the scheduled Semi-Annual meeting in ~~San Francisco~~ are excused from attending for good cause, as are all who are more than one hundred (100) miles from their regular District Meetings the day before and the day of the Meeting. However, a Member nominated who claims to be excused for this reason shall notify the Recording-Corresponding Secretary in writing, by letter, facsimile or telegram, not later than 5:00 p.m., ~~Local San Francisco~~ Alameda, CA Time, within five (5) days after such Meeting.

Section 3

- (d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union;...the order in which they appear in Article VII, Section 1 of these Bylaws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office....
- (g) The newly elected Officers shall be installed at a specially called District Meeting or at the Semi-Annual Meeting in the month of September. ~~in District No. 1, not later than September 15th.~~

Section 4

Each candidate shall have the right to have an observer, who must be a Member in good standing, at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters,...

Section 6

The Recording-Corresponding Secretary or his designee, upon request of any bonafide candidate for Office, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary or his designee in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the any campaign literature a candidate distributes on his or her own must be delivered to the Recording-Corresponding Secretary before distribution, if it is to be distributed other than by mail.

BYLAWS RESOLUTIONS (con't)

ARTICLE XIV
MEETINGS

Section 1

Regular stated Membership Meetings of Local Union No. 3 shall be held semi-annually in San Francisco at 1:00 o'clock p.m. on a Saturday or Sunday in January, March and September, at locations within the territorial jurisdiction of Local No. 3. The dates and locations of such Semi-Annual Membership meetings shall be established by the Executive Board not later than November and shall be published in the November and December issues of the *Engineers News*; case of the March meeting, in the January and February editions of the *Engineers News*; dates and locations for the September meeting shall be published in the July and August editions of the *Engineers News* and a Saturday in July of each year, such date to be established by the Executive Board, and shall be published in the May and June issues of the *Engineers News*, together with such other special meetings as may be necessary. Special meetings shall be called upon notice in writing to the Members by mail, postage prepaid, addressed to each Member at his Member's last known address on the books of the Local Union. Notice of regular Semi-Annual Meetings shall be published in the *Engineers News* in the month preceding each Semi-Annual Meeting, and posted in the Local Union Employment Offices on or before the first day of the month preceding the next regularly scheduled Semi-Annual Meeting.

Section 2

- (a) All resolutions to amend the By-Laws, and all motions under New Business to come before a Semi-Annual Meeting, shall be presented to the Local Union Executive Board at its regular meeting preceding the Semi-Annual Meeting; shall be sent by registered mail, return receipt requested, addressed to the Local Union Executive Board; shall be received not later than December 1st or June 1st February 1st or August 1st, as the case may be; shall be considered by such Board at its regular meeting in the month preceding the Semi-Annual Meeting; the Local Union Executive Board shall report thereon to the Members at the Semi-Annual Meeting. The motions or resolutions submitted to the Local Union Executive Board shall be placed on the agenda of such meeting; and such agenda, including a copy of all such resolutions and motions, shall be printed or duplicated and made available to each Member at the start of the meeting.
- (b) At the discretion of the Executive Board, resolutions to amend the Bylaws other than Articles V and VI and or any part thereof, if adopted by at the Semi-Annual Meeting, shall be read at the Special or District Meetings following the Semi-Annual Meeting, and, within thirty (30) days after the last such meeting, submitted to a referendum vote of the Membership, said referendum vote to be conducted by a firm of nationally known certified public accountants as chosen and directed by the Local Union Executive Board.
- (c) Alternatively, at the discretion of the Local Union Executive Board, resolutions to amend the Bylaws, other than Articles V and VI, may be considered and adopted by secret ballot vote, according to the procedures set forth in these Bylaws at Article VI, Section 6. [Note: currently Section 9 of Supplement "A"]

ARTICLE XV
QUORUM AND RULES OF ORDER

Section 1

A quorum for the transaction of business at regular Semi-Annual or Special Membership Meetings shall consist of not less than two hundred fifty (250) one hundred (100) Members and any two (2) of the following Officers, viz.: Constitutional Officers; provided that one (1) of such Constitutional Officers shall be either the President, the Vice President, the Recording-Corresponding Secretary, the Financial Secretary, the Treasurer, and or the Business Manager.

A quorum for the transaction of business at regular quarterly or special District Meetings shall be as set forth in the Constitution of the International Union of Operating Engineers [see Article XXIV, Sub-division (9)], shall consist of not less than twenty-five (25) Members and any two (2) Constitutional Officers; provided that one (1) of such Constitutional Officers shall be either the President, the Vice President, the Recording-Corresponding Secretary, the Financial Secretary, the Treasurer, or the Business Manager. The Presiding Officer at such Meetings in the absence of the President shall be the Vice President, and in the absence of both, the Officer next listed under the International Constitution who is present shall call the meeting to order and preside.

Section 5

No Member in possession of or under the influence of intoxicating liquor or alcohol or non-prescribed drugs or chemicals shall be admitted to, or be permitted to remain in, the meeting hall.

ARTICLE XIX
DEFENSE FUND

Section 3

Without limitation of the foregoing this Fund shall be available to pay organizational expenses, public relations expenses, expenses incurred in defense of or in support of the objects and purposes of this Local Union, for legal fees, costs and expenses in the prosecution or defense of actions brought by or against the Local Union or any of its Officers, Local Union Executive Board Members, Local Union Grievance Committee Members, Local Election Committee Members and Bylaws Committee Members while they serve in that capacity, Representatives, Agents or Employees while engaged in activities for or on behalf of the Local Union and strike and lock-out benefits authorized by the Local Union Executive Board.

ARTICLE XX
HARDSHIP STRIKE
AND LOCK-OUT FUND

Section 3

The Local Union Executive Board Business Manager shall in each instance set the rules

and regulations which shall determine the circumstances under which the amounts which shall be paid out and the manner in which such payments shall be made.

ARTICLE XXI
GOOD STANDING FUND PROCEDURES

Section 1

The Good Standing Fund is hereby perpetuated.

Section 2

This Fund shall be known as "LOCAL UNION NO. 3 GOOD STANDING FUND," and shall be administered as provided herein.

Section 3

All dues, donations and receipts belonging to said Fund shall be deposited in a separate and exclusive account known as "LOCAL UNION NO. 3 GOOD STANDING FUND."

This Fund shall be under the control of the Business Manager, the President, Vice President, Recording Corresponding Secretary, Financial Secretary and Treasurer, and the signature of the Treasurer, and in his absence the signature of the Recording Corresponding Secretary, shall be required upon all withdrawals therefrom. They shall be bonded in the form and amount required by law.

Section 4

The Officer stipulated in Section 3 whose signature is required on withdrawals from said Fund shall render monthly financial reports of Fund receipts, disbursements and balances, and a full disclosure on the handling of the Fund at all regular Semi-Annual Meetings of the Local Union and all regular meetings of the Local Union Executive Board and all regular Quarterly District Meetings. The same information shall be furnished to the General President whenever requested.

Section 5 1

The purpose of this General Fund shall be to provide a means to financially assist those Members who are in good standing have not been suspended for non payment of dues and who are stricken with extended illness, or disabled for protracted periods by sickness, accident or injury for protracted periods, by payment from this Fund of their dues, thereby securing their Membership and protecting their benefits in this Local Union and the International Union. Those Members' benefits in this Local Union and the International Union shall be secured and protected by having their dues obligation for such period paid from the General Fund. This Fund is not to be used The dues obligation will not be paid for those Members who are on the an Employer's payroll or receiving sick pay or leave or who are receiving a pension.

Section 6 2

There will be paid from this Fund and transferred to the credit of the account of the Members entitled thereto, upon the approval of their individual claims, a sum equivalent to their Membership dues for any period of illness or disability of more than thirty (30) days' duration. Payments shall be made for not more than two (2) quarters or six (6) months in any consecutive period of two (2) years; provided, however, that any Member who has exhausted his six (6) months may make application to the Recording Corresponding Secretary of the Local Union, accompanied by a doctor's certificate signed by a doctor within the limits of his license, or a Christian Science Practitioner, and the Business Representative in the area where he resides, for an extension of the six (6) months' limitation. The Recording Corresponding Secretary shall present the same to the Local Union Executive Board at its next meeting. The Local Union Executive Board may extend such period for an additional two (2) quarters or six (6) months; provided further that any Member who has had four (4) quarters or twelve (12) months' dues paid from the Good Standing Fund may, upon furnishing the Recording Corresponding Secretary with a doctor's certificate each thirty (30) days, signed by a doctor within the limits of his license, or a Christian Science Practitioner, and the Business Representative in the area where he resides, with the consent of the Local Union Executive Board, be allowed to pay dues at the rate of five dollars (\$5.00) per month. No Member shall be permitted to pay dues at this reduced rate who is working at any gainful occupation whatsoever.

On approval of his or her individual claim for any period of illness or disability of more than thirty (30) days' duration, a member's dues may be paid from the General Fund. Any Member seeking such benefits shall make application, accompanied by a certificate signed and dated by a doctor or a Christian Science Practitioner, and the Business Representative in the member's area and presented to the Recording-Corresponding Secretary. The Recording-Corresponding Secretary shall present this application to the Local Union Executive Board at its next meeting. Any Member seeking to use such benefits for more than ninety (90) days, must re-apply in the manner described above. Such re-applications for benefits with accompanying doctor's or Christian Science Practitioner's certificate must be submitted at least every three (3) months.

There shall be a limit of benefits under these procedures of no more than six (6) quarters or eighteen (18) months within ten (10) years; and there shall be a lifetime cumulative cap of twelve (12) quarters or thirty-six (36) months.

Section 7 3

Any Member who has received six (6) quarters or approved to receive eighteen (18) months' benefits under these Procedures this Fund, and who is then unable to return to work, shall be automatically granted a Withdrawal Card from the Local Union, provided he does not pay the full dues, notified in writing prior to the eighteenth (18) payment, that he or she has the option of: (1) automatically receiving a withdrawal card from the Local Union; or (2) applying to the Local Union Executive Board, one (1) time in a ten (10) year period, for incapacitated dues [Article VI, Section 2(n)], by furnishing the Recording-Corresponding Secretary with a certificate signed and dated by a doctor or a Christian Science Practitioner and the Business Representative in the member's area. No Member who is working at any gainful occupation shall be permitted to pay dues at the incapacitated dues rate.

BYLAWS RESOLUTIONS (con't)

If the Member does not indicate in writing the option selected, he or she will be required to pay full dues after the eighteenth (18th) month has been paid.

Section 4

The Recording-Corresponding Secretary Officer stipulated in Section 3 whose signature is required on withdrawals from said Fund shall render monthly financial reports of the number of members and the respective membership dues amounts waived under these procedures Fund receipts, disbursements and balances, and a full disclosure on the handling of the Fund at all regular Semi-Annual Meetings of the Local Union and all regular meetings of the Local Union Executive Board and all regular Quarterly District Meetings. The same information shall be furnished to the General President whenever requested.

Section 5

Any Member found guilty after trial under Article XVIII of making misrepresentation in his or her claim, or who shall be party to procuring fraudulent payments or who claims and secures illegal and improper benefits, or who willfully violates the spirit and intent of these rules and regulations, shall have no right to receive any future benefits under this Article from this Fund in the future.

Section 6

Application for benefits under this Article from this Fund shall be in the form and accompanied by such medical or other certificates as the Local Union Executive Board Administrators of the Fund shall from time to time determine.

Section 7

All monies previously owned by the Good Standing Fund shall be transferred to the General Fund upon ratification of these Bylaws.

ARTICLE XXII DEATH BENEFIT FUND PROCEDURES

Section 1

The Burial Expense Fund is hereby perpetuated as the Death Benefit Fund.

Section 2

This Fund shall be known as "LOCAL UNION NO. 3 DEATH BENEFIT FUND," and shall be administered as provided herein.

Section 3

All dues, donations and receipts belonging to said Fund shall be deposited in a separate and exclusive account known as "LOCAL UNION NO. 3 DEATH BENEFIT FUND."

Section 4

The purpose of this General Fund shall be to make it possible for each Member's beneficiary to receive not less than \$1,000.00 \$2,500.00 (excluding any sums received from the International Death Benefit Fund) by reason of the Member's death by integrating this Plan with Trusteed or Employer operated plans. This may be done by a policy or policies of insurance or otherwise.

Section 5

These Procedures shall be under the control of the Business Manager and the President, Vice President, Recording-Corresponding Secretary, Financial Secretary and Treasurer, and the signature of the Treasurer, and in his or her absence, the signature of the Recording-Corresponding Secretary shall be required upon all payments of benefits with-
drawals therefrom. They shall be bonded in the form and amount required by law.

They shall act by majority vote and they are authorized to invest and re-invest from time to time the assets of this Fund limited only by the "reasonable man" rule applicable to Trustees by the laws of the State of California.

Section 6

The Officer stipulated in Section 2 4 whose signature is required on all benefit payments with-
drawals from said Fund shall render monthly financial reports of premiums paid and benefits disbursed Fund receipts, disbursements and balances, and a full disclosure on the handling of the Fund at all regular Semi-Annual Meetings of the Local Union and all regular meetings of the Local Union Executive Board and all regular Quarterly District Meetings. The same information shall be furnished to the General President whenever requested.

Section 7

Benefits shall only be paid to the beneficiaries of Members in Good Standing whose dues, quarterly or monthly, were no more than thirty (30) days in arrears at the time of death. The rights under this Article of any Member and beneficiary shall automatically terminate upon the Member's suspension loss of Good Standing status, expulsion, or withdrawal from this Local Union, and in the case of a transfer, thirty (30) days after the date his or her clearance card was accepted by a sister local.

Section 7

All monies previously owned by the Death Benefits Fund shall be transferred to the Emergency Welfare Fund upon ratification of these Bylaws. Death Benefits shall be administered from the General Fund.

Section 11

In the event the Fund falls below \$50,000.00 the dues will automatically be increased for the next quarter by \$3.00 and the amount of the dues required to be deposited in this Fund by Article VI shall be increased for that quarter by \$3.00.

ARTICLE XXIII LOCAL UNION BUILDING FUND CAPITAL MAINTENANCE AND TECHNOLOGY IMPROVEMENT FUND

Section 1

The Local Union Building Capital Maintenance and Technology Improvement Fund is hereby created.

Section 2

The Local Union Building Capital Maintenance and Technology Improvement Fund shall consist of all monies transferred from and as a result of the elimination of the Local Union Building Fund and all monies required to be paid into it by reason of any provision of these Bylaws, or any amendment or amendments thereto.

Section 3

This Fund shall be subject to the control of the Local Union Executive Board and used

for the purpose of purchasing, or leasing, renting, constructing, renovating, improving, improved and unimproved real repairing, and maintaining major fixed assets as well as technology systems so as to enable this Local Union to benefit from current and future advancements and innovations surrounding the accumulation, gathering, processing, communication, dissemination, storage and/or retrieval of information, property and the construction, painting, alteration, repair and maintenance of buildings, structures, and other works for and on behalf of this Local Union.

ARTICLE XXIV EMERGENCY GENERAL WELFARE FUND

Section 1

The General Emergency Welfare Fund is hereby created.

Section 3

The investment and expenditure of the Fund shall be subject to the control of the Local Union Executive Board and used in cases of, or which could lead to, severe financial hardship, emergency, or loss of significant beneficial opportunity to this Local Union in as much as said use supports for the purposes set out in Article I, Section 1(h) of these Bylaws to the extent permitted by law.

ARTICLE XXVI OFFICIAL COMMUNICATIONS

Section 2

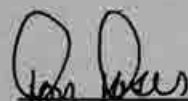
The Engineers News shall be published at least once monthly at a regular time and shall be recognized as the official publication of this Local Union. It shall be mailed distributed to all Members of the Local Union. The Business Manager shall be the Editor of the Engineers News and shall be directed in his or her administration thereof by policies laid down by the Local Union Executive Board.

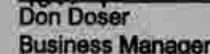
We, the members of the undersigned By-Laws Committee, unanimously approve of the proposed Bylaws resolutions as presented, and with minor agreed upon changes, in the revised draft dated October 19, 1998, of which all of us retained a copy

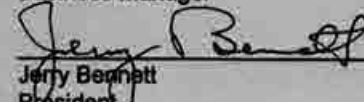
These resolutions are intended to reflect and embody only the substantive changes recommended by the Local Union By-Laws Committee.

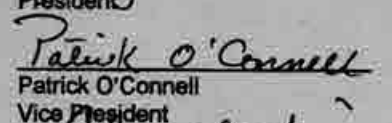
These changes may necessitate other changes and other ancillary changes in the By-Laws. Such changes will be made accordingly. In addition, the entire text will be amended to make it gender neutral.

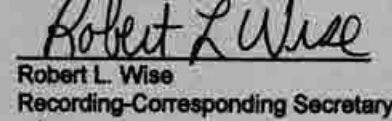
Respectfully Submitted on October 20, 1998

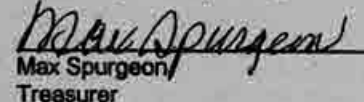

Don Doser
Business Manager

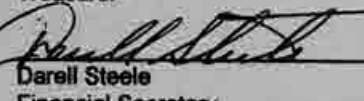

Jerry Bennett
President

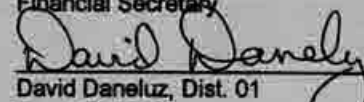

Patrick O'Connell
Vice President

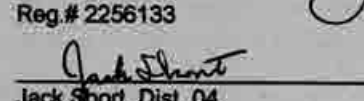

Robert L. Wise
Recording-Corresponding Secretary

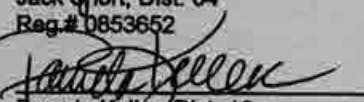

Max Spurgeon
Treasurer

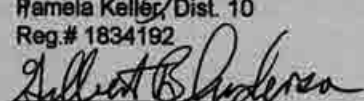

Darrell Steele
Financial Secretary

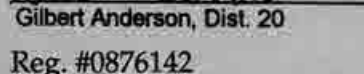

David Daneluz, Dist. 01
Reg.# 2256133


Jack Short, Dist. 04
Reg.# 0853652

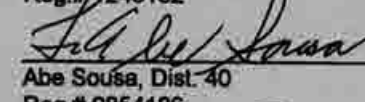

Pamela Keller, Dist. 10
Reg.# 1834192


Gilbert Anderson, Dist. 20
Reg.# 0876142

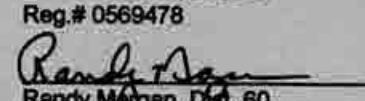

Robert Blagg, Dist. 30
Reg.# 0245132

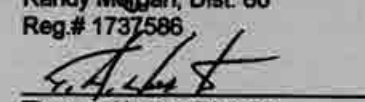

Abe Sousa, Dist. 40
Reg.# 0854186

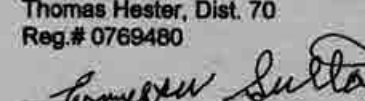

Robert Blagg, Dist. 30
Reg.# 0245132

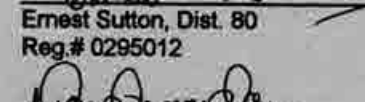

Abe Sousa, Dist. 40
Reg.# 0854186

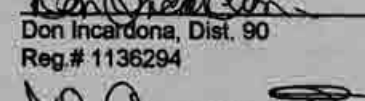

Robert Daniels, Dist. 50
Reg.# 0569478

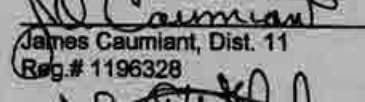

Randy Morgan, Dist. 60
Reg.# 1737586

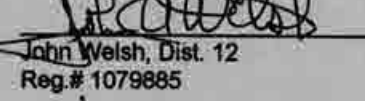

Thomas Hester, Dist. 70
Reg.# 0769480

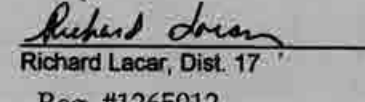

Ernest Sutton, Dist. 80
Reg.# 0295012


Don Incardona, Dist. 90
Reg.# 1136294


James Caumiant, Dist. 11
Reg.# 1196328


John Welsh, Dist. 12
Reg.# 1079885


Richard Lacar, Dist. 17
Reg.# 1265012


Richard Lacar, Dist. 17
Reg.# 1265012

meetings AND announcements

DISTRICT MEETINGS

All meetings convene
at 7:00 p.m.

APRIL 1999

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

MAY 1999

- 6th District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
- 13th District 01: Burlingame, CA**
Machinists Hall
1511 Rollins Road

MAY 1999

- 26th District 12: Orem, UT**
Steelworkers Hall
1847 South Columbia Lane
- 27th District 11: Reno, NV**
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502

JUNE 1999

- 3rd District 10: Ukiah, CA**
Discovery Inn
1340 N. State Street
- 10th District 20: Martinez, CA**
Plumbers 159
1304 Roman Way
- 15th District 17: Kauai, HI**
Kauai High School
Cafeteria
Lihue, HI
- 17th District 17: Kona, HI**
Holualoa Imin Comm. Ctr.
76-5877 Mamalahoa
Holualoa, HI
- District 90: Freedom, CA**
Veterans of Foreign Wars
Hall
1960 Freedom Blvd.
- 22nd District 17: Honolulu, HI**
Washington Intermediate
School Cafeteria
1633 So. King Street
- 23rd District 17: Maui, HI**
ILWU Hall
896 Lower Main Street
Wailuku, HI
- 24th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula Street

HONORARY MEMBERS

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

Felipe Baquera	1155428
Aubrey Beall	1051524
Ken Bottari	1137530
Leon Bradford	1058642
Victor Broyles	1124503
Harold C. Canadas	1142688
Bobby Carrell	1144799
Everett Crutchfield, Jr.	0880002
Pablo Estocondo	1157945
John Fernandes	1148288
John J. Ghiorzo	1148299
Jerry J. Gribble	1154220
Alvin Hylton	1152880
Jim C. Lambott	0839544
Earl Landingham	1152886
Claude Lish	1031749
Melvin McDaniel	1155575
Ryoichi Miyata	1155529
Richard W. Morton*	1137650
Marlan Olson	0988289
Charlie Pack	1148373
Loyle Preston	1144829
Ray M. Toms	0950902
Seishi Uyechi	1155547
Ellis M. Vance	1142876
Henry H. Walker	0977694
Edward Waller	1148489
John Wheeler	0946921
Carl T. Yasue	1155549
John S. Yu	1155551
Raul Zarate	0879684

* Effective January 1, 1999

PERSONAL NOTES

Santa Rosa District Office

The Rohnert Park office wishes to express its sincere condolences to the following departed members:

Joseph Pina, on Feb. 13, Bernard Laufenberg, on Feb. 13, Floyd "Russ" Evans on Feb. 26.

Also, congratulations to Rod Baxman and his wife Stacy on the birth of their daughter, April Marie Baxman, on Feb. 25. April Marie weighed 9 pounds 1 ounce.

Oakland District Office

The Oakland District extends its condolences to Local 3 member Ted Fellrath on the death of his wife, Nancy, on Feb. 14.

San Jose District Office

The San Jose District extends its condolences to Nate Davidson on the death of his mother, Jeanette Davidson, on Feb. 3. Nate is a long-time Local 3 member and former director of the Addiction Recovery Program.

FREE WANT ADS FOR MEMBERS

FOR SALE: 1992 Tanning Bed, Wolff system, 6ft. commercial bed, used for private home use only, Excellent cond., under 50 hrs., \$1,000.00 firm, (209) 736-0704, #2123401.

FOR SALE: Hydraulic in ground hoist, 2 post, 1 sliding, 24,000 lb. (wagner), \$1,000.00, (530) 529-3524, after 4pm., #2212871.

FOR SALE: 1985 Dodge Ram 4X4 Truck, 360 eng., V8, 150 full body, runs good, with A/C, A/T, P/S, great deal must see, \$2,500.00/offer, (925) 443-0899, #0972289.

FOR SALE: Snowmobiles: 1979 Arctic Cat - Pantera, 1981 Arctic Cat - El-Tigre, \$1,000 for both or best offer, (801) 785-7885, #0649266.

FOR SALE: Beautiful and roomy 39ft. Terry Park Model, 2 tip out, queen bed, full bath, oak hardwood floor in kitchen, 4 chaired kitchen table, queen sized sofa/bed, washer/dryer incl., nice for travel or perm., 28 ft. awning, like new, \$17,000.00/offer, email, Nickndave@aol.com or call (707) 469-9151, #2039041.

FOR SALE: 1992 Van, kitchen and bath, sleeps up to 4, can carry up to 6, easy to drive, easy on gas, 40k miles, like new, make offer, (925) 825-3710, #0251068.

FOR SALE: GE large washer and Frigidaire elec. dryer, both only 5 years old with paperwork, \$200.00/offer for pair, queen size flotation bed, leather chair with ottoman, tan levitz sectional couch with hide-a-way bed and recliner. Items can be sold individually, call for more details, ask for Dan, (925) 449-2011, #2153156.

FOR SALE: Pentium 120MHz Laptop with 40 megs of ram and a 1 gig hard drive, comes with Windows 95 and a voice recognition program, leather case, \$700.00/offer, (510) 325-7368, #1419455.

FOR SALE: Timeshare Gold Crown Resort 1 week (floating-prime time) in Orlando, 2bd, 2ba, jacuzzi, centrally located to major attractions, 5 miles to Walt Disney World, paid, assoc., and Florida real estate tax for 1999, RCI affiliated (exchange program avail. worldwide), todays market value \$14,000.00 asking for only \$8,425.00, (808) 935-1726 George, #1532421.

FOR SALE: Country home, 3bd, 2ba, 2 car garage on approx. 1/4 acre, sat. dish, RV hookup, hunting and fishing area, a must see, very clean, price reduced to \$93,000.00, Roy Crites, (530) 679-2391, #0826930.

FOR SALE: Assorted lumber, decking, interior, and exterior siding, cedar, pine, maple, black oak, alder, call Mike for details, (530) 266-3594 or email wurthmill@tds.net, Trinity county, CA, #2164377.

FOR SALE: 1993 Suzuki RMX 250, complete pro circuit motor, exhaust pipe, spark arrestor, race tech suspension, FMF sprockets, regina chain, boyesen intake, reeds, float bowl, Scott's damper, chain guide, UFO - acerbis plastic, carbon fork guards and skid plate, devol pipe and frame guards, extras, absolutely mint, \$3,500.00/offer, (707) 545-3364, #2011165.

FOR SALE: Cat Hydraulic test unit, serial #SP6225, \$600.00, (925) 452-4463, #2126548.

FOR SALE: 1991 VW Jetta GL, Kenwood CD Player, 4 door, auto, new trans., silver/interior blue, sunroof, \$4800.00/offer, leave message (650) 726-4979.

FOR SALE: 1994 35' Hitchhiker Premier 5th Wheel, 2 slideouts, TV, VCR, DSS system, side by side ref/freezer, many more extras, no smokers, excellent cond., \$28,000.00/offer, (801) 969-6608, #1046792.

FOR SALE: 1963 Lincoln welder, on trailer, excellent cond., \$1,500.00 firm, (925) 935-1792, #2077234.

FOR SALE: 1997 Yamaha Super Jet, Riva performance: ignition, billet head, exhaust system, intake spacer, reed stuffers, billet driveline coupler, intake grate, ride plate, boyesen reeds, solas impeller, UMI billet steering, professionally built, AZ craft - no salt water, under 30 hours, \$8,200.00 invested, \$5,000.00, (707) 545-3364, #2011165.

FOR SALE: 1989 Ford F350 Super Cab XLT, dually, 7.3 liter diesel, auto trans., power windows, tilt, power door locks, A/C, sliding rear window, Alcoa Alloys full stainless running boards, roll-a-long package with Texas rear bumper, tow package, Stockland cab, high fiberglass shell tinted with sliding cab window, 55k original miles, one owner, (530) 621-4743, #2335263.

FOR SALE: 1988 Wells Cargo Concession Trailer, 12X10ft., 4ft. drop tandem axle, 2x10 electric brake, front and side hinge closure for 3 section tempered glass with screens, 3 8ft. double fluorescent lights, 3 sinks and more, \$4,000.00, illness forced to sell, ask for Margie (510) 782-3898, #1136308.

WANTED: 5th Wheel Trailer, cheap, Email: thorsen@jps.net, (707) 279-8819, #2312774.

FOR SALE: Well cared for 8yr. old house in Clearlake, CA., 2bd, 1ba, newer paint, satellite dish, redwood fence, nice barnyard shed, carport, on quiet street, privacy, 5 min. to lake, \$56,900.00, (707) 994-0270, #1115370.

FOR SALE: 1991 Chevy Pickup, 3/4 ton ext. cab Silverado, all power accessories, too much to list, must see clean, also 1994 Coachmen 5th Wheel trailer 28 1/2 ft., like new, both for \$25,000, have been reduced to \$25,000, (209) 823-3964, #0773006.

FOR SALE: 1951 1 1/2 ton 235 CI 4+2 trans., many new restoration parts, not running, must sell \$500.00/offer, (925) 680-8380, #2077234.

FOR SALE: 1993 27' Winnebago Brave, 18,000 miles, large bath, stove, two way refrig., roof and dash air, awning many more extras, \$34,000.00, (559) 299-3817, #0998883.

WANTED: Cutting edge, 1/2" x 6-8', weldable, single bevel, Email: thorsen@jps.net, (707) 279-8819, #2312774.

FOR SALE: 2 acres, Soldotna, AK, Funny River area, walking distance to state park, public access, Kenai River, \$25,000.00, (775) 623-5690, #1133420.

FOR SALE: (2) 1971 Sangers, hull, trailer, all water attachments and mounds for BB Chevy, \$3,000.00/offer or \$5000.00 for both, (530) 822-0654 or (209) 520-7662, #2320504.

FOR SALE: 1971 Cadillac Sedan Deville, 60k miles, all original, new tires, brakes, air, mint condition, mechanic owned, always garaged, as new condi-

tion, \$4,200.00, (650) 591-9175 #0552306.

FOR SALE: 1996 Dodge Ram Pickup, Club Cab, Laramie SLT 4x4, 42k miles, A/T, CD player, 12 CD changer, new tires, loaded, long bed, red and silver, \$20,500.00/offer, (530) 695-3701, Please call M-F, 9am - 2pm, Sat. & Sun., all day or leave mess., #2152997.

FOR SALE: For Sale or Trade new grader cutting edge (12-ft blade), make offer, Email: thorsen@jps.net, (707) 279-8819, #2312774.

FOR SALE: 24x60 Mobil home, 3 bd 2 ba, carpet, pellet heater, appliances, central heat and air, swamp cooler, large covered porch, two storage sheds, located in Brownsville, CA, \$15,000.00/offer, (530) 743-7281, #1178350.

WANTED: Ultralight Aircraft, 1 or 2 place, bent, broken or uncompleted kits, (707) 938-3158 Charlie, #1166637.

FOR SALE: 1987 Vogue Motorhome, 35', 65k miles, CAT 300 diesel engine, diesel generator, crown bus chassis, full awnings, central air cond., solid walnut cabinets, earth tone colors, very clean, extras, asking \$55,000.00, Sharon Harris, (925) 447-2267, #0786950.

FOR SALE: Antique Furniture, complete set, 6 rung rattan furn., belong to a flying tiger, incl. couch, cabin chair, coffee table, end tables, barrel bar, exc. cond., pictures avail., \$2,000.00, call (541) 469-3596 leave message, #1216165.

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

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

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

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

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

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

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

FOR SALE: 1984 Ford Super Cab XLT

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

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

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

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

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

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

FOR SALE: 1994 Ford Mustang GT, (30th yr. edition, limited) V8, 51,000 miles, Lazer Red, grey leather interior, auto trans, power windows & doors, tinted windows, Mach 460 sound system, CD player & cass., 16" wheels, extra set of 17" wheels, \$10,900.00, (801) 254-0771, #2329981.

FOR SALE: '85 Toyota P.U. SR5 4x4 long bed with Duraliner. New engine, only 35K miles, manual transmission. Like new. \$3,500. Call Laurie at (925) 598-2088 or e-mail barnone@tanner-ins.com. #1904104

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

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

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

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

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

swap shop

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

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

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

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

*All ads must include Member Registration Number or ad will not appear. Social Security Numbers are not accepted. All ads should be no longer than 60 words.



MORE SCHOLARSHIP AWARDS

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



In fall 1998, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their third scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted about \$38,000 for the Scholarship Fund.

Due to the overwhelming success of this event, Local 3's Executive Board has decided to award 20 \$500 "Special Scholarships." These awards will be given in addition to the two \$3,000 and two \$2,000 Local 3 College Scholarship Awards given annually to the sons and daughters of Local 3 members. The winners of the \$3,000 and \$2,000 awards will receive an additional \$500 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

For the Special Scholarships, the names of all applicants will be entered into a drawing to be held at the July 17 Semi-Annual membership meeting. Applicants need not be present to win. The Special Scholarships are available only to the sons and daughters of Local 3 members.

The Executive Board knows that the workplace is rapidly changing and many of the jobs in the future will require new skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed in tomorrow's jobs by providing them with the chance to further their education and training.

It is the responsibility of the applicant to turn in the completed application by June 1, 1999 to:

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090

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

General guidelines for awarding the 20 \$500 Special Scholarships

1. Sons and daughters of Local 3 members may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application. Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships if the parent was a member of Local 3 for at least one year immediately preceding the date of death.

2. Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the regular Local 3 College Scholarship Awards and do not win will automatically qualify for this drawing.

3. Applications will be accepted until June 1, 1999. You may get an application at your district office or any credit union branch.

4. Winners will be determined by a random drawing to be held at the July 17, 1999 Semi-Annual membership meeting. Applicants do not need to be present to win.

5. The money will be funded when the college or trade school confirms the winner is a full-time student.

DEPARTED MEMBERS

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

Philip Allen	Concord, CA	02-13-99
Mark Bellinger	Salt Lake City, UT	02-17-99
Louis Beralas	Waipahu, HI	02-16-99
Charles Black	Banning, CA	02-12-99
Vearl Boyer	Hanford, CA	02-22-99
Donald Branch	N. Highlands, CA	02-12-99
Louis Delrio	San Ramon, CA	02-21-99
Eugene Evridge	Manteca, CA	02-08-99
Elden Fowler	Yuba City, CA	01-30-99
Ralph Garcia	Marysville, CA	01-18-99
Alexander Graham	Antioch, CA	02-09-99
James Hale	San Francisco	02-11-99
Dave Hamman	Oakley, CA	12-26-98
Robert Havenhill	Redding, CA	01-26-99
Fred Hicks	Grass Valley, CA	02-15-99
Edward Hose	Captain Cook, HI	02-04-99
Hiram Huff	Stockton, CA	02-05-99
Gordon Hunt	Redding, CA	01-27-99
J. Jaime	Orangevale, CA	02-11-99
Durard Jones	Folsom, CA	01-20-99
Glen Killian	Salt Lake City, UT	02-17-99
Bernard Laufenberg	Albany, CA	02-13-99
James Livie	Rescue, CA	02-16-99
Dave Lord	Salt Lake City, UT	01-26-99
William Maples	Santa Maria, CA	01-17-99
Elio Martini	Sparks, NV	02-18-99
Harry Mathwig	Napa, CA	01-30-99
Lewis McAfee	Vacaville, CA	02-16-99
Milo Mills	Sacramento, CA	02-14-99
Howard Moreira	Kailua, HI	01-28-99
Dewey Nicholson	Eureka, CA	02-19-99
Pesamin Pale	Kapaau, HI	02-21-99
Joseph Pina	Covelo, CA	02-13-99
Willie Reeves	Colbert, OK	01-25-99
Raymond Rice	Yuba City, CA	01-21-99
Clifford Rizor	Live Oak, CA	12-28-98
James Ross	Livermore, CA	01-20-99
Van Strickland	Auburn, CA	12-29-98
Marshall Thurmon	Sacramento, CA	12-16-98
Adrian Tripp	Eureka, CA	02-22-99
Leonard Trombley	Paradise, CA	02-03-99
Buster Wade	San Jose, CA	02-05-99
Norman Warr	Erda, UT	02-11-99
John Wilson	Oroville, CA	02-14-99
Richard Zerkovich	Chico, CA	02-14-99

DECEASED DEPENDENTS

Delores Holmes, wife of Alex Holmes	01-28-99
Diana Kunkler, wife of Lloyd Kunkler(dec.)	01-16-99
Mary Lower, wife of Maurice Lower (dec.)	01-17-99
Margaruite Pergrossi, wife of Del Pergrossi (dec.)	01-24-99
Selma Schramm, wife of Kleton Schramm	02-11-99