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
BYLAWS CHANGES:
A win-win proposition for everyone

A n 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 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 in light of changes in our societal, economic and industry. The Constitution, arguably the most well-conceived and well-written legal document in world history, has experienced 16 amendments since its inception in 1787. 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election committee members and officers, pointed out that many bylaws procedures and policies were cumbersome and outdated. When I became business manager in July 1990, 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, allow 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 Jose area, the other in the Sacramento-Stockton area, a change we expect to greatly increase turnout. The months in which the semi-annual 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 months 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 in our last month's Engineers News. The six Special Funds established in the original bylaws - the Defense, Horseplay Strike and Lockout, Good Standing, Death Benefit, Local Building and General Welfare funds - have served their purpose well over the years. But four 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 Horseplay Strike and Local Strike Fund to Local 3 can be more effective at the bargaining table.

Join the process

Some time after April 10, 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 Harvey 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.
Harold Lewis returns as Hawaii district rep.

HONOLULU - Harold Lewis, who served as District aggressive organizing aimed at restoring the labor 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 transportation 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 30 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 as amended by the membership of Operating Engineers Local Union No. 3 on September 13, 1998. These changes are available in written form at your district office. They amend and supersede the provisions set forth in Articles V & VI of the Bylaws booklet previously distributed. A new publication of the Bylaws, in book form, will be made available once all amendments and revisions have been completed.
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 American 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 workers 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.

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?

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?

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?

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?

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.

Please note that educational information contained in this publication is not intended to provide personalized financial advice. Before making any financial decisions, consult with a financial advisor.

Nearly New Car Sale
Saturday, May 8 - 8 am - 2 pm

- More than 150 cars! Most still under factory warranty
- Huge selection of cars, trucks, vans and sport utility vehicles
- No cash needed...100% financing available

Vehicle Information Hotline: 1-800-999-9476 • For Loan Information: 1-800-877-4444 or 925-829-4400

2 LOCATIONS

Sponsored by Corporate Motors

New Dublin Branch location
7300 Amador Plaza Road

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

by ROB WISE
credit union treasurer
Members help union get organizing off to a quick start in 1999

by BOB MILLER

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, 76 percent of which target construction. Some 56 drives are underway throughout the union's four-state jurisdiction.

Member help is needed here and across the country. Call 1-877-ORG-NIZE can increase this number even more. Thanks, members, for the help!

Dayco Products Inc.

Local 3 won an NLRB election Jan. 7 by a 4-to-1 margin on this unit of 29 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 Darelle 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 rate of 15 to 20 patients was increased from eight to 21 patients per nurse.

Assistant Organizing Director Jim Scott, Mining Rep. Paul McKenzie, ARP Director Eve Gunnerson and Public Relations Director Garland Gunnerson 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.

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 Jose. Prime must negotiate with Local 3 because the union represents the majority of employees at the time of purchase.

San José Air One

After phasing out 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.

Prime Services Inc.

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)
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, setting 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.

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 lost 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.
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!

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.

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.
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 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.
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.
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 5600.
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.
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 5, 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

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 Stony 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.

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
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 Patrick 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.

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 Jose, Calif.

The company, based at the San Jose airport, started out as a utility helicopter firm in 1987, then moved into aerial crane lifting and firefighting. 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.
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 (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 them 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; 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 Members, 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.

The certified public accountant 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 accountant 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.

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

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 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 denied 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 accountant 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 not 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.

Mailing label contains member registration number

PO1-23-45678 9 10 R1

Your Name

123 Your Street

Anytown USA 00000

Your Zip Code

YES TO ACCEPT BYLAWS RESOLUTION

NO TO REJECT BYLAWS RESOLUTION

OFFICIAL BALLOT

U.O.E. LOCAL 3

SPECIAL ELECTION AMENDMENTS TO BYLAWS

May 11, 1999

DETACH THIS STUB BEFORE RETURNING BALLOT
ARTICLE III
DUTIES OF MEMBERS
Section 1
(a) A member must be employed at the time in order to be eligible for unemployed dues. "Unemployed at the trade" shall mean that a member has not received payment or employment at the trade for not more than twenty-four (24) hours in each of two (2) consecutive calendar months in a fiscal year (October 1 - September 30), and has not received 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.
(b) Unemployed dues begin to be charged on the first day of the second first month of the member's unemployment.
(c) Retired Members' Dues with less than thirty-five (35) years in the Local Union.
(1) 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 (con’t)

(3) $6.10 shall be distributed to the Hardship Strike and Lock Out Fund
and
(4) $6.10 shall be distributed to the General Welfare Fund.
(5) $6.10 shall be distributed to the District Political Action Committee of
each member’s district.
(e) For the purpose of allocating funds for political action committee
memberships, the District Political Action Committee to which the funds
are distributed shall be that district in which the member is regis-
tered to vote 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: $95.00
Local Defense Fund Payment: $10.00
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 6
Fund Reallocations:
(a) When the Death Benefit Fund amount to $375,000, the money 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
money shall be distributed to the Death Benefit Fund unless and until the Fund falls
below $375,000, at which time allocation of the amount provided shall be distributed
to the said Fund in an amount of $375,000. If the Death Benefit Fund exceeds
$375,000, the average shall be re-allocated to the Defense fund or the Building Fund
at the discretion of the Executive Board.
(b) When the Hardship Strike and Lock Out Fund amount to $125,000, the money 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 money shall be distributed to the Hardship Strike and Lock Out
Fund unless and until the Fund falls below $125,000, at which time allocation of the
amount provided shall be distributed to the said Fund in an amount of $125,000. If the Hardship, Strike and Lock Out Fund exceeds $125,000, the average
shall be re-allocated to the Defense fund 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
annually 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 fif-
teen (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 vote 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
nor 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:

SINGLE NOMINATOR

I hereby nominate , Register No.
Social Security No. - -

Signature

Register No.
Social Security No.

PRINT Name

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 for each and every position and for District for nominees for District Member, listing
the incumbents for each office.

(g) The newly elected Officers shall be installed at a specially called District Meeting or
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 5
The Recording Corresponding Secretary or his designee, upon request of any bona fide
candidate for Office, shall distribute such candidate’s campaign literature, by mail or other:
wise provided the candidate making such request does so in writing, advising the
Recording Corresponding Secretary of the type of mailing, number of copies, and
letterhead, and provide a self-addressed stamped envelope, with two (2) copies of the
literature, the contents of the sealed and stamped envelope and two (2)
with the letterhead and the date on which the literature was mailed. Two (2) copies of the campaign
literature a candidate distributes on his or her own must be delivered to the
Recording Corresponding Secretary before distribution.
ARTICLE XIV
MEETINGS

Section 1
Regular meeting of the Local Union No. 3 shall be held semi-annually in San Francisco at 10:00 o'clock p.m. on a Saturday or Sunday in January, March, and September, at locations within the jurisdiction of Local No. 3. The dates and locations of such Semi-Annual Meetings shall be established by the Executive Board and shall be published in the Engineers News, the semi-annual meeting of the Engineers News, and the semi-annual meeting of the Engineers News, respectively.

Section 2
(a) All resolutions to amend the By-Laws, and all motions under New Business to come before the Semi-Annual Meeting shall be presented to the Members at the Regular Quarterly Meeting to be held at the Local Union Executive Board meeting, if not otherwise specified.

(b) Special meetings shall be called upon notice in writing to the Members by mail, postage prepaid, addressed to each Member at Member's last known address on the books of the Local Union.

(c) Additionally, the local Union Executive Board, resolutions to amend the By-Laws other than Articles V and VI may be considered and adopted by the Secretary, bysecret ballot vote, according to the procedures set forth in these By-Laws at Article V, 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 more than one hundred (100) Members and any two (2) of the following Officers, viz.: Constitutional Officers: such Officer shall be present at the meeting. The President, the Recording-Responding Secretary, the Financial Secretary, the Treasurer, and the Business Manager.

Section 2
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-Responding Secretary, the Financial Secretary, the Treasurer, and the Business Manager.

Section 3
No Member in possession of or under influence of intoxicating liquors, 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, 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 shall be required, in accordance with the By-Laws, to submit such claims to the local Union Executive Board at its next meeting. Any Member seeking to use such benefits for more than ninety (90) days, or for more than thirty (30) days at any one time, shall be required to submit to the local Union Executive Board a statement signed and sworn to by the Member and the Business Representative, setting forth the circumstances under which the amounts which shall be paid out and the manner in which such payments shall be made.

ARTICLE XX
GOOD STANDING FUND PROCEDURES

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

Section 4
All dues, interest and receipt-banking fees paid to the Fund shall be deposited in a separate and undisclosed account known as "LOCAL UNION NO. 3 FUND" and shall be invested at the discretion 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 sum of amounts required therefor.
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 withdrawal forms and 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 XXIII of making misrepresentation in his or her claim, or who shall be party to procuring fraudulent payments or who shall claim 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 the 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 shall determine. The same shall consist of all monies transferred from and as a result of the elimination of the Local Union Building Fund.

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

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 sum 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 4
These Procedures shall be under the control of the Business Manager and the President, who may make such Rules and Regulations as shall from time to time determine.

Section 5
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." These Procedures shall be under the control of the Business Manager and the President, who may make such Rules and Regulations as shall from time to time determine.

The General Emergency Welfare Fund shall be perpetuated as the Death Benefit Fund. They shall act by majority vote and they are authorized to transfer and invest funds in accordance with the law of the State of California. This Fund shall be subject to the control of the Local Union Executive Board and used for the purpose of purchasing, leasing, constructing, renovating, improving, improved and unimproved real estate, and maintaining major fixed assets as well as technology systems so as to enable this Local Union to benefit from current and future advances 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 or on behalf of this Local Union.

ARTICLE XXIV
EMERGENCY GENERAL WELFARE FUND

Section 1
The General Emergency Welfare Fund is hereby created.

Section 2
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 the purposes set out in Article I, Section 1(b) 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 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 thereby by policies laid down by the Local Union Executive Board.
### District Meetings

All meetings convene at 7:00 p.m.

#### APRIL 1999

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>District 30: Stockton, CA</td>
<td>Stockton Waterfowl Gun &amp; Bocci Club, 4343 N. Ashley Lane</td>
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<tr>
<td>15th</td>
<td>District 80: Sacramento, CA</td>
<td>Engineers Building, 4044 N. Freeway Blvd., Ste. 200, Sacramento, CA 95834</td>
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<tr>
<td>20th</td>
<td>District 40: Eureka, CA</td>
<td>Engineers Building, 2806 Broadway, Eureka, CA 95501</td>
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<tr>
<td>21st</td>
<td>District 70: Redding, CA</td>
<td>Engineers Building, 20308 Engineers Lane, Redding, CA 96002</td>
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<tr>
<td>22nd</td>
<td>District 60: Marysville, CA</td>
<td>Friday Night Club Live, 301-4th Street</td>
</tr>
<tr>
<td>29th</td>
<td>District 04: Fairfield, CA</td>
<td>Engineers Building, 2540 N. Warner Way, Fairfield, CA 94533</td>
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#### MAY 1999

<table>
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<tr>
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<tr>
<td>6th</td>
<td>District 50: Fresno, CA</td>
<td>Laborers Hall, 5431 East Hedges</td>
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<tr>
<td>13th</td>
<td>District 01: Burlingame, CA</td>
<td>Machinists Hall, 1511 Rolls Road</td>
</tr>
</tbody>
</table>

### Personal Notes

**Santa Rosa District Office**

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


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 Office 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, Jeannette Davidson, on Feb. 3. Nate is a long-time Local 3 member and former director of the Addiction Recovery Program.
More Scholarship Awards

Local 3 to award 20 $500 "Special Scholarships" at July 17, 1999 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 TJ. 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)

<table>
<thead>
<tr>
<th>Name</th>
<th>City, State</th>
<th>Date</th>
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<tbody>
<tr>
<td>Philip Allen</td>
<td>Concord, CA</td>
<td>02-11-99</td>
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<tr>
<td>Mark Bellinger</td>
<td>Salt Lake City, UT</td>
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<td>Louis Benites</td>
<td>Waipahu, HI</td>
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<td>Charles Black</td>
<td>Banning, CA</td>
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<td>Vearl Boyer</td>
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<td>Donald Branch</td>
<td>N. Highlands, CA</td>
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<td>Louis Delrio</td>
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<td>Eugene Evridge</td>
<td>Martinez, CA</td>
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<tr>
<td>Elden Fowler</td>
<td>Yuba City, CA</td>
<td>01-30-99</td>
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<td>Ralph Garcia</td>
<td>Marysville, CA</td>
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<td>Alexander Graham</td>
<td>Antioch, CA</td>
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<td>James Hale</td>
<td>San Francisco</td>
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<tr>
<td>Dave Harman</td>
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<td>Robert Havenshill</td>
<td>Redding, CA</td>
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<td>Fred Hicks</td>
<td>Grass Valley, CA</td>
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<td>Edward Hose</td>
<td>Campbell, CA</td>
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<td>Hiram Huff</td>
<td>Clovis, CA</td>
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<td>Gordon Hunt</td>
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<td>J. Jaime</td>
<td>Clovis, CA</td>
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<td>Durand Jones</td>
<td>Folsom, CA</td>
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<tr>
<td>Glen Killian</td>
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<td>Bernard Lauberland</td>
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<td>James Livie</td>
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<td>William Maples</td>
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<td>Elo Martini</td>
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<td>Harry Mathwlo</td>
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<td>Lewis McAfee</td>
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<td>Dewey Nicholson</td>
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<td>Pesamin Paie</td>
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<td>Joseph Pina</td>
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<td>Willie Reaves</td>
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<td>Raymond Rice</td>
<td>Yuba City, CA</td>
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<tr>
<td>Clifford Rizer</td>
<td>Live Oak, CA</td>
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<td>James Ross</td>
<td>Livermore, CA</td>
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<td>Vun Strickland</td>
<td>Auburn, CA</td>
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<tr>
<td>Marshall Thurman</td>
<td>Sacramento, CA</td>
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<td>Adrian Trigg</td>
<td>Eureka, CA</td>
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<tr>
<td>Leonard Trombley</td>
<td>Paradise, CA</td>
<td>02-03-99</td>
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<tr>
<td>Buster Wade</td>
<td>San Jose, CA</td>
<td>02-05-99</td>
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<tr>
<td>Norman Warr</td>
<td>Etna, UT</td>
<td>02-11-99</td>
</tr>
<tr>
<td>John Wilson</td>
<td>Oroville, CA</td>
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<tr>
<td>Richard Zerkovich</td>
<td>Chico, CA</td>
<td>02-14-99</td>
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</tbody>
</table>

Deceased Dependents

Delores Holmes, wife of Alex Holmes 01-28-99
Diane Kunkler, wife of Lloyd Kunkler (dec.) 01-16-99
Mary Lower, wife of Maurice Lower (dec.) 01-17-99
Marguerite Pergroes, wife of Del Pergroes (dec.) 01-24-99
Selma Schramm, wife of Kleon Schramm 02-11-99