

ENGINEERSnews

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SHOULDER TO SHOULDER AT THE MARCH 18 SEMI-ANNUAL

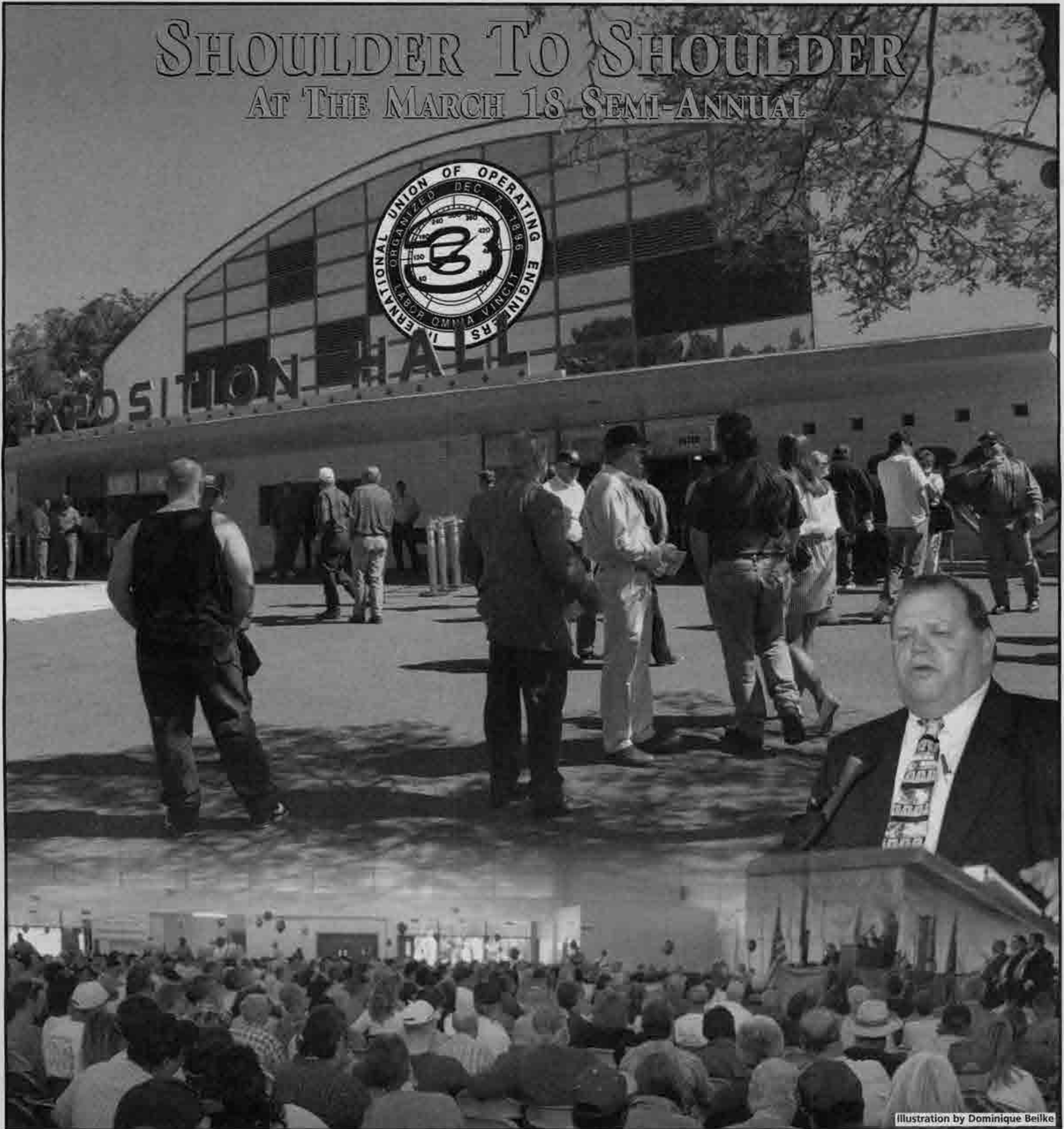


Illustration by Dominique Beilke

FOR THE good & welfare



By

DON DOSER

**Business
Manager**

Bush revokes Project Labor Agreements

One of the toughest challenges before us directly results from recent action taken by President Bush. Through his executive order issued last month, Project Labor Agreements on federally funded projects are revoked. Working families have already been negatively impacted by this action. In Sacramento, the Regional Transit Folsom Rail Extension project will not operate under the long-fought-for PLA. This devastating news for workers came just before completion of the RT South Rail Extension, a project with a successful PLA that we worked hard to implement.

Bush unfortunately shattered our progress with the stroke of his pen. For Operating Engineers and others in the construction industry, the ramifications of his executive order favor employers, not workers. Any project that receives even partial funding by the government, such as the Folsom RT, cannot operate under a PLA. This will likely lead to projects that take longer to complete, cost more money, are less safe, and cause more friction between trades with different jurisdictions.

In a recent meeting to discuss the impact of PLAs, non-union contractors testified, one by one, against union workers. Although labor was outnumbered by their testimony, several union members were present to counter with their own accounts of how PLAs help ensure that qualified workers get the job done in a more timely and cost-efficient way.

Despite our efforts, Bush has succeeded, at least temporarily, in undermining labor. The war, however, is far from over. To win, we need every member's help. You can start by volunteering at your district office. Education is every-

thing, so spread the word by talking to your co-workers. Register to vote, and call or write your local government representatives to let them know how you feel about labor issues that directly impact your livelihood.

No time to rest

On a more positive note, if you were one of the many who attended last month's Semi-Annual meeting in Vallejo, you probably recall hearing me discuss how our membership has reached nearly 39,000 in the past year. This increase reflects the outstanding job our organizing program does in helping us achieve one of our most basic goals: bringing district membership to 100 percent.

As I've said before, the extra steps we've taken during the past couple of years to organize new members and gain market share has led to improved employment opportunities and a higher standard of living. We intend to continue this trend through more hard work and member involvement. This is no time to rest.

Throughout the year, Local 3 will target certain cities that have not yet reached their full membership potential. But we need your help. If you have information that could help us increase our membership and strength as a union, please alert your business or district representative. If you want to learn more about how you can take an active role in educating you fellow workers, call our mobilization hotline at (866) - 8Local3.

Together, I'm confident we will take organizing to the next level.

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<http://www.oe3.org>



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IN THE NEWS

Future of OE3 membership, goals and successes reviewed at Winter Training

By Ray Sotero, Associate News Editor



Local 3 President John Bonilla confers with Hawaii District Rep. Harold Lewis, whose entire 20-plus member office attended Winter Training - each wearing a tie.

The scene:

Scenic Rancho Murieta Training Center, an apprentice school nestled in the scrub oak-covered foothills about 45 miles southeast of Sacramento.

The cast:

More than 150 leaders and staff members of Operating Engineers Local No. 3, one of the largest construction-based unions in the United States, with nearly 40,000 members in six western states.

The messenger - and his message:

Business Manager Don Doser spoke candidly during Winter Training 2001 about the importance of hard work, training and goals to help OE3 better serve its members.

Doser, business manager since 1996, has overseen a number of changes that improve the standing of OE3, and he cited several goals for the future.

Among them:

OE3's going high tech - Staffers are in the midst of researching the cost and applicability of a union-wide computer system that would link offices, increase productivity and improve communications.

"We're going to be developing a new computer system and we're considering having an expanded site on the

Internet to do all of our dispatching and member services," Doser said. "It's going to have e-mail for everybody. This will make things better for the union as we continue into the 21st century."

Membership soars - OE3 membership passed the 38,000 mark in February, not counting another 1,100 agency shop payers, "who pay dues like everybody else," Doser said. Four years ago, membership was at 33,000. "This is from a lot of good, hard work from all the employees who work for Local 3; you all have done a heckofa job." Doser's goal: 50,000 members. "After that, I'll start figuring some more targets."

Apprentice training - Doser said staff is researching ways to improve year-round opportunities for apprentices and others to obtain specialized training between jobs or during poor weather. "My point is, we're going to try and improve so we have good training for everybody throughout our whole jurisdiction. Someday we may have something out here with 200 acres covered," Doser said, motioning toward RMTTC's sprawling nearby complex. "We need the training center totally available year round, and we're looking for ways to do that."

Bush's changes will hurt workers

Look out, everybody, George Bush's recent moves relating to workplace regulations are going to hurt a lot of us.

What Bush did also shatters his campaign promise, if you believed it, to be a middle-of-the-road president who tries to be fair to everyone. Instead, Bush's recent actions will make it much harder for unions to find work.

It's not fair

To me, this is a fairness issue. Bush is taking food from the tables of working union families everywhere. That bothers me, and I know that bothers you.

It also bothers me the way Bush did what he did.

For one, he didn't talk to any of our labor leaders first. That's poor manners, which I suppose I can live with.

But it's also stupid politics, which bothers me a whole lot more.

Bush didn't even touch base with his new labor secretary, Elaine Chao. Here she was, meeting with the AFL-CIO executive council in Los Angeles, making big promises to work closely with all of us in labor.

Less than two days later, Bush started with his attack.

It's not wise

New presidents usually try to make peace with some portion of the labor community. Nixon pardoned Jimmy Hoffa. Even Ronald Reagan, who busted the air traffic controller's union, later tried to be friendly with the Teamsters.

But Bush didn't even try. A president needs moderates, and going after us in organized labor is going to turn off a lot of moderates. What is it about the size, power and reach of organized moderates that Bush doesn't understand?

Let me tell you what AFL-CIO President John Sweeney said about what Bush did: He's being mean spirited, appalling and outrageous, he said.

"These orders undermine worker rights and dismantle thoughtfully constructed and effective working relationships between labor and management," Sweeney said.

I'm with Sweeney. Bush has declared war on construction workers, and we will defend ourselves.

talking points



By

JOHN BONILLA

President

Three 60-year members of OE3 in drivers' seats for quality-of-life improvements

Among 'greatest generation of builders'

Story and Photos By Ray Sotero, Associate News Editor

The gold pins kept adding up.

Frances Bell wasn't sure how to act as Tim Schmidt presented him with shiny new 30-, 35-, 40-, 45-, 50-, 55-, and 60-year pins in recognition of his years as a dues-paying member of Operating Engineers Local No. 3.

"I'm not sure I deserve this," a somewhat flustered 89-year-old Bell told Schmidt, an Local 3 business representative for San Jose-based District 90. "I just liked the work. Of course, I had to eat, and I had a family and such. I figured working and working hard was the best way to go about taking care of that."

And work Bell did, and he wasn't alone. Bell, of Salinas, was one of three OE3 members recognized in late February for belonging to the nearly 40,000-member union for 60 years or more – each.

The two others were Norm Houge of Campbell and Gene Merrill of Scotts Valley. Combined, the three men represent nearly 200 non-stop years as loyal union members.

Workgloves on

More important, the men spent their lives in workgloves-on

roles helping shape nearly every major private and public works construction project in Northern and Central California plus Nevada.

To listen to their stories is to better understand the front-row seats (metal, unpadded and often unshaded) from which the three veteran heavy equipment operators worked their manual and hydraulic controls while helping create a modern-day quality of life benefiting generations of residents. Their work spanned recessions, depressions, wars, population booms, the launch of a nationwide interstate highway system and California's massive road-, water-, and school-construction programs of the 1950s and 60s.

As a tribute to their hard work, *Engineers News* spotlights three men whose reshaping of the West, their humble ways, humor and years of sweat symbolize a dying breed of heavy equipment operators.

Perhaps fellow Local 3 Business Rep. Lew Bratton of San Jose summarized it best. "Norm (and others) helped lead the way and are part of the greatest generation of builders ever."

Frank Bell

Age: 89.

First joined union: 1938.

Best part of being an OE3 heavy-equipment operator: "If you spoke loud enough, you always had a job."

Worst part: "When I was a foreman, it was difficult to train journeymen."

Fondest memory: "Working with my dad" who also was in construction.

Words of advice: "Never stay idle."

Bell said he closely reads *Engineers News* every month but said he is finding lately that he doesn't recognize many names in one of his favorite section – the obituaries.

"I read those columns and I don't see anyone I know anymore," Bell said with a short, sardonic laugh during an interview at his Monterey County home. "I'll be 90 pretty soon and there aren't many guys that I worked with still around."

Bell cited many reasons why he supports organized labor.

"I joined the union to get better benefits, and I was real pleased to get in with Local 3 because of the opportunities to move around without having to transfer. As a member you didn't have to go through a lot of problems of having to join other unions."



Frank Bell of Salinas, left, receives his many pins for more than 60 years as a member of Operating Engineers Local 3 from Tim Schmidt, business representative for District 90.

IN THE NEWS

Gene Merrill

Age: 93.

First joined union: 1935

Best part of being an OE3 heavy equipment operator: "I thought everything was good. (The union) always got me a good job. I was lucky."

Worst part: "I don't remember anything that was really sour," he said, although once he was too close to a rock blast and injured a leg. "It kept me out of work for two days."

Fondest memory: Using a three-ton ball to tear down a millionaire's home vault. "I wondered who he was, but kept banging away."

Words of advice: "We didn't use goggles, masks, nothing. Young folks today should."

Merrill lives in a lushly landscaped seniors complex east of Santa Cruz. He enjoys how it's a challenge for visitors to find him: He's either constantly walking the grounds or playing cards or riding to the store in his motorized cart, which sports a flapping red flag overhead – an ingrained carryover from Local 3 safety training.

A maitre d' seats guests as well as residents. Merrill introduces a friend, Lois. "He's a good man," she volunteered.

He's also spunky. A diabetic, Merrill delights testing the alertness of new dining room servers by nonchalantly ordering sugar-laden deserts.

A nurse comes by mid interview to apply eye drops. Merrill shrugs. He winks. He offers a hint that tells of an attitude that has helped him well through a long life.

"To tell the truth, I'm 93 and I still feel like a 24-year-old," he said. "I've never felt better in my life."



Fellow 60-year Local 3 Gene Merrill of Scotts Valley reflects on his many years service

Norm Houge

Age: 89.

First joined union: 1933 because he "wanted to eat."

Best part of being an OE3 heavy equipment operator: Helping train and break in new operators, including Fred Herschbach, now an assistant district representative for District 90 who worked 16 years for Houge. "He was very patient" as an instructor, Herschbach recalled. "He put a lot of operators to work."

Worst part: As a civilian employee salvaging damaged warships at Pearl Harbor during World War II, Houge sometimes came across the bloated bodies of Americans.

Fondest memory: Loyal employees, including many who stayed on for 15, 20 years. The longest? Thirty-three years.

Words of advice: Remember your community.

Houge, who made a lifelong living in construction and started his own excavation and grading firm in the early 1960s, said it's important for everyone to give something back to the community. Houge himself served 14 years on a school board, which later named a San Jose grade school

after him. That school was later displaced because of declining enrollment; the adjacent park now bears his name.

It wasn't easy, mixing a lifetime of crazy work schedules with community service.

"Years ago if you run say seven, eight months a year, you had a good year," Houge said about work schedules. "You jumped all over, from job to job. You had to chase work in those days."

Work stability became more common later on – with the help of unions like OE3, he said.

Houge spends much of his days caring for his wife, Virginia, but still signs each and every employee paycheck. On a recent week he signed 40, and they're all union members, including Houge's son, David, a nearly 35-year member of Local 3, and grandson Adam, a member for 13 years.

"Even as owner of a company, I stayed active in the union, paying dues. I always carried a union card, even during the war."

"Of course, then dues were \$3 a month."



Norm Houge of San Jose, also a 60-year member of Local 3, sits inside one of his trucks.

FROM rancho murieta



Can you make the grade as a gradesetter?

Part 2

When Mohammed wouldn't go to the mountain, the mountain was dug up, hauled off, and dumped at the very ground where Mohammed was standing – no doubt by Operating Engineers.

In a similar notion, the Rancho Murieta Training Center took the gradesetting classes to its members by branching out the classes at 11 district offices in Northern California.

A few months ago, we described the benefits of having gradesetting skills. There are now classes to meet the demands of those who have expressed more than a passing interest. If, however, you're still not convinced you should attain or improve your gradesetting skills, then test your knowledge with the following short quiz. Can you answer these questions about gradesetting correctly?

Gradesetting evaluation

1. 0.67 part of a foot equals how many inches?

A. 6 B. 8 C. 10

2. The distance between stations 11+15 and 14+48 is how many feet?

A. 3.33' B. 2563 C. 333

3. If you had a street section that included 9 inches of base rock 24 feet wide and 1,000 feet long, how many loads, using sets of double-bottom dumps, would you order to lay the rock? Figure the rock weighs 132 lbs./cu. foot.

A. 36 Trucks B. 40 Trucks C. 46 Trucks D. 50 Trucks

(Answers to quiz: 1. B 2. C 3. C)

Well, how did you do? If you had difficulty with any or all of these questions, don't worry and, by all means, don't give up on gradesetting. Take advantage of this opportunity and the opportunity available to you to take a skills evaluation given at the beginning of the evening course offered two or three times a week. It will more than likely confirm what you already know: You are either a beginner, an intermediate or an advanced gradesetter.

The questions above are a sample of the questions asked in the gradesetting evaluation quiz given to our members who attend the evening classes at the district halls. These classes are open to any members who wish to improve their gradesetting

skills. Classes are taught by experienced gradesetting hands who help our members become better at gradesetting.

Here at RMTC we evaluate each class that enters the course to determine their previous experience and math skills. The instructor then structures the level of instruction as beginning, intermediate or advanced.

Our gradesetting instructor at RMTC, as well as those teaching in the districts at night, tailors the classes to the majority level of students in the class. Every attempt is made not to leave

anybody behind, yet even the more advanced trainees will still receive considerably more knowledge than when they arrived.

Because everyone learns at different rates and through different teaching techniques, our main goal is the quality of instruction and not the quantity. By doing this we hope to encourage a new group of gradesetters into the field.

In these classes, students learn to use a hand level and ruler, determine cuts and fills, how to use and convert back and forth from metric system, how to find a catch point, slope staking and how to use a lenker rod with a laser. They also learn how to use the laser coming off a known bench mark which is usually set by a surveyor. They then transfer that known elevation to any part of a job site.

In our efforts to be at the cutting edge of new technology, we at

RMTC strive to keep current with new techniques and equipment. This means we plan to work with high-tech laser, sonar, and GPS (Global Positioning Satellite) systems that attach to heavy equipment, such as blades, excavators or dozers for precise measurement of grade. This does not mean that a gradesetter is not required when using this equipment. These are new tools that the gradesetter can use to make the job more accurate.

Another aspect to gradesetting that people should consider is that it is a career path toward management. If you have aspirations of becoming a foreman, most contractors will often first promote their best gradesetters, leaving a shortage of good gradesetters. When the construction industry demands qualified gradesetters, Operating Engineers will be ready to supply the industry with trained, qualified gradesetters.

We would like to encourage any Local 3 member who has an



From left: Jawhnte Crawford, Denis Monzom, Instructor; Crispin Baustista uses hand eye level to shoot a grade.

interest in gradesetting to attend our classes. Local 3 strives to give its members the best employment opportunities available in the industry, and what better way to seize those opportunities than to get on board with the necessary training? In just the few short weeks since opening, classes have filled up quickly.

Journey-level workers interested in gradesetting classes must contact the dispatcher and sign up at the district hall.



From left: Denis Monzon, instructor; the set of the laser system while trainees begin driving stakes. At the laser is Gary Pyron while Tom Zenahlik and Misty Costa set stakes.

Apprentices may contact either the dispatcher or the apprentice coordinator.

For more information on class schedules and other courses, read *Engineers News* and check out our Web site, www.oe3.org, for announcements regarding classes that will be offered in the upcoming months.



Left to Right: Denis Monzon, instructor; Gary Pyron; Jon Evans holding rule; Misty Costa; Tom Zenahlik kneeling. Trainees aligning stakes getting ready to measure for hike-ups.

FROM rancho murieta

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

The passing of an old friend

It is with deep sadness and regret that we acknowledge the death of a Local 3 member and former instructor at RMTC, John Kareah New. New was an instructor of cranes from July 1987 until he officially retired in November of 1991. Although retired, RMTC requested that he return to help part time for two additional years because we had no one to replace him. New had many, many years of crane experience working in the industry, and he generously shared his knowledge with apprentices who learned from one of the best.

New once joked that he came to California from Texas while working on a pipeline job and never returned because they buried the pipe and he couldn't find his way back! Originally from Texas, New often delighted us at RMTC with his tall tales.

Another former instructor from RMTC, Jack Kraft, wrote us an eloquent letter telling of New's passing and related heartfelt sentiments.

Kraft wrote, "One of the advantages of being an instructor at RMTC is the impact on a person's career as an Operating

Engineer that you can have. John (New) had 11 sons and daughters of his own and he was from a big family that included eight brothers and sisters. It is no wonder that he treated each trainee that passed his way as a member of his own family. Oftentimes he took it very personal if one of his students/children was having trouble grasping something he was teaching in the crane class.

"It was enjoyable to know John. For me it was such a privilege to be a part of the training that takes place at RMTC. I know for a fact that this sentiment was also held by John."

We, too, will miss our former instructor and friend, John Kareah New.



John Kareah New

SCHEDULE OF TRAINING COURSES CCO TEST CLASSES

June 2001

Mandatory application deadline:
May 18.

Mandatory refresher classes:
June 16, 23; 7 a.m.-5 p.m.

Written test:
June 24; 8 a.m.-5 p.m.

September 2001

Mandatory application deadline:
Aug. 18.

Mandatory refresher classes:
Sept. 15, 22; 7 a.m.-5 p.m.

Written test:
Sept. 23; 8 a.m.-5 p.m.

December 2001

Mandatory application deadline:
Nov. 9.

Mandatory refresher classes:
Dec. 8, 15; 7 a.m.-5 p.m.

Written test:
Dec. 16; 8 a.m.-5 p.m.

speaking out



By

DARELL STEELE

**Financial
Secretary**

Stand together, win together: The reality of collective bargaining

(Editor's note: This is the second of a two-part series examining the impact of collective bargaining. Last month Steele outlined the successful record on collective bargaining.)

Some things never change. Every time a union-negotiated contract expires, members must reevaluate three major issues:

- How do union wages compare with current price levels?
- Are company profits treating major stakeholders fairly?
- Are worker pensions and health-care plans adequate and keeping up with the cost of living?

These are the quantitative factors that go into wage and salary goals during collective bargaining.

There are qualitative factors, too. These include work place rules, work speeds, occupational safety and health standards, time off for vacations and holidays, and promotion opportunities.

Adding everything up

Put these together and you have a package of wages, benefits and work rules that comprise contract negotiations. No employer of any size voluntarily hands out this package of hard earned and well deserved benefits.

Instead, it is something garnered when employees stand together and send their elected representatives into the negotiating room with employers or their representatives. Through a process of fact finding, discussion, argument and debate, they hammer out a package agreement. It is then either ratified or rejected by a vote of union members.

It's called collective bargaining, and it has played a vital part in lifting the living standards of American workers to the highest level in the world.

Consider this

Think about this next time you hear a company official say, "Here's what we give our employees." Even if the company doesn't have a union or the employees he or she is talking about aren't part of a union, do you really think they would give these wages and benefits if there were no unions? Maybe. But it isn't likely without a pattern of union-won gains.

But even then, the employee has no voice in matters affecting the job. Where's the dignity in that system? Or the security?

As I said, think about it.



Mission Statement

Local 3 is committed to providing our employers and agencies with the highest skilled union members possible so the union can negotiate the best possible wages, fringe benefits and working conditions for our members. This cooperative relationship aims to improve the employer's competitiveness while raising the living standard and quality of life of union members and their families.

Local 3 is also committed to:

- Electing politicians who support legislation and policies favorable to union members.
- Creating a level playing field for employers in the public bidding process.
- Building the highest quality infrastructure for the public good.
- Providing Local 3 members with a full-service and convenient financial institution, the Operating Engineers Local Union No. 3 Federal Credit Union, to help facilitate members' pursuit of a higher standard of living.
- Providing Local 3 members with a sound pension and retiree medical plan so union members can retire with dignity and financial security.
- Providing quality apprenticeship and journey-upgrade training so Operating Engineers can be the best in their respective industries.
- Improving the public education system through the support of bonds and other financing of school infrastructure.

Next steps in organizing members should draw inspiration from recent successes, hard work

Local 3's reach broadened widely during 2000

If time flies when you're having fun then it has been rocketing by for members of your Organizing Department the past few months.

It's already April and, as a new season gets well underway, it's worthwhile to reflect on the many accomplishments of last year while analyzing our successes and failures.

As Business Manager Don Doser said, "For Local 3 to be proactive and not reactive, we must constantly review the lessons from our past."

With that priority in mind, the following are some of our recent highlights:

Organizing highlights during 2000

- Local 3 averaged one election or recognition demand every other week.
- Our National Labor Relations Board election and recognition "win rate" was a record-smashing 81 percent. That compares well to the national average of 52 percent and is the best we've done since Doser assumed command in 1996.
- Twenty-seven percent of the new membership for the International Union came from Local 3, also a recent record.
- Our Local's membership also is at a record high, a little more than 38,000.
- If applicants and agency-fee payers were counted, our membership would jump to more than 42,000.
- Local 3 signed 127 new contractors during 2000, similar to the previous year and testament to the solidity of our campaigns.
- Organizing director Jay Bradshaw's targeting of non-union rock, sand and gravel operations has resulted in a string of victories and the campaign promises to reach most of Northern California. Doser's goal is sound: control our construction industry by controlling the suppliers of materials.
- Public employee organizing in South Dakota has resulted in six straight election victories, including the Custer County Highway Department, the Meade County Sheriff's Department, the City of Deadwood and Pennington County Juvenile Hall. This increased District 15 membership by a whopping 30 percent. Business Rep. Jim Hansen of District 15 is the driving force here, under direction from Steve Booth, department director.
- Ames Construction in Utah recently signed the master agreement and subsequently submitted its first major job order for equipment operators – 50 for its Park City project. This construction is an offshoot of multi-million dollar preparations for the 2002 Winter Olympics near Park City and, as of early March, Ames was expected to soon submit another dispatch request for 20 more. You can count on District Rep. Reid Davis of District 12 to ensure Ames gets top hands.
- In Hawaii, an election victory at Kona Transportation, the largest trucking operation on the Big Island, resulted in a signed contract and 44 new applicants. Special thanks to District Rep. Harold Lewis of District 17.
- In Kauai, one of the largest contractors, Doreen L. Sanchez-Rego, signed Hawaii's master trucking agreement after Lewis pursued a top-down organizing strategy. This resulted in 60 new applicants.
- In Oakland and Sacramento, Calif., CMI, an equipment shop, signed agreements after Bradshaw and Bill Feyling, our new research director, organized them from the bottom up. There were 25 new applicants.
- In Reno, District Rep. Pete Cox and Business Rep. Chuck Billings signed The Accurate Companies, resulting in 15 new construction applicants.
- The NLRB issued a bargaining order to Prime Services for the entire Bay Area after legal work by Local 3 attorney Paul Supton. That means 35 mechanics could soon become applicants.
- Staff in our Stockton District, under the direction of District Rep. Frank Herrera of District 80 and Bradshaw's Organizing Department, signed Patterson Sand and Gravel. This resulted in 45 new applicants.

The results are clear

These are but a few of the top organizing accomplishments last year, and we expect more victories during 2001. As President John Bonilla once said, "Everyone wants to be an operating engineer." Who can blame them? Successful organizing is simply getting the employers of non-union companies to appreciate the many benefits of a skilled, union-trained workforce.

In short, it is in everyone's best interest to be signatory to Local 3, the largest – and best organized – construction local in the world.

FROM THE
**organ-
izing
dept.**



By

BOB MILLER

**Local 3
Treasurer**

**organizing
hotline**

(877)674-6493

NEWS FROM fringe benefits



By

**CHARLIE
WARREN**

Director

College students covered by the California health and welfare plan

The Operating Engineers' health and welfare plan covers unmarried dependent children until age 19. Coverage is extended to age 24 for full-time students enrolled for nine or more units at an accredited school or college. This extension of eligibility applies to participants in Kaiser and the regular plans.

Students can maintain their student status during the summer months if they are enrolled for the terms preceding and following the summer break. Students 19 and older are required to submit proof of enrollment from the school registrar's office each semester or quarter. Failure to submit this documentation will result in delays in claim payment.

To ensure smooth coverage, the Trust Fund office suggests the following tips:



- Have the student make a copy of the certification for their records.

- When requested, students covered under the Kaiser plan should submit proof of enrollment. This would be in addition to providing the required documentation to the Trust Fund office.

- Take care to ensure all correspondence is always properly identified. Trust Fund records for dependents are filed under the member's name and social security number. The Trust Fund office reports that students and schools often send the certifications without identifying information such as member's name and SSN. In many cases, the Trust Fund cannot match these forms to the proper member.

- At the beginning of each semester or quarter, submit a completed Student Dependent Certification form to the Trust Fund office. This form should be available from your district office, the Fringe Benefit Center or the Trust Fund office. Upon receipt, the Trust Fund will note the information and any claims submitted can be processed normally.



Pre-retirement meetings concluded

We have just finished our current round of pre-retirement meetings, and special thanks to those who were able to attend. If you missed the meeting and need information concerning your pension, you may call the Fringe Benefit Center toll free at (800) 532-2105 or the Trust Fund office at (800) 251-2014.

Retirees Association Meetings

Retirees please take note: The current round of Retirees Association meetings has begun. Check the schedule and come out and get together with friends you've worked with over the years, and take the opportunity to make new friendships. As always, we will bring everyone up to date on the latest goings on with the union and its benefit plans. See you at the meeting. As always, refreshments will be provided.

Retirees Association Picnic

This summer's Retiree Association Picnic has been scheduled for June 2 at Rancho Murieta. On behalf of Local No. 3, the officers invite you and your spouse to be our guests at this annual event. Come up Friday, June 1, at noon and stay until noon on Sunday, June 3. There will be plenty of parking for your self-contained campers, motor homes and trailers. In addition to the camaraderie and great food, bingo is scheduled to start at 10 a.m. Please make plans to attend.



Finance your wheels with a union outfit

Most big name banks can offer you financing for your truck, car, motorcycle or all-terrain vehicle. The catch is that most big name banks are not union owned and operated. Local 3's own credit union, Operating Engineers Local Union No. 3 Federal Credit Union, gives you the opportunity to bank union.

When you support Local 3 and the union movement by banking with our own credit union, you also bank with an organization that can help your wallet. That's because OEFCU typically has lower vehicle loan rates than for-profit banks. Why? OEFCU is a member-owned cooperative whose sole obligations are to its members, not to stockholder profits. This means OEFCU loan rates usually are lower than those of banks. And because fees at OEFCU are also lower, banking with the credit union can mean saving you and your family thousands of dollars. It does not make sense to have your vehicle loan payments going to a non-union bank when you can obtain affordable financing and flexible terms from OEFCU. To see OEFCU's current low rates, click on the credit union link from www.oe3.org, or call any OEFCU branch. For the branch nearest you, call (800) 877-4444.

Car sale coming up

The credit union's next pre-owned super select vehicle sale, featuring more than 175 late model cars, trucks, and

sport utility vehicles, is Saturday, May 12 from 8 a.m. to 2 p.m. at the OEFCU Dublin, Calif., headquarters, 6400 Village Parkway, and at Corporate Motors, 6250 Florin Road, Sacramento, Calif. Shop different makes and models without having the hassles of going from dealership to dealership. You can save time at the sale by applying for loan pre-approval at any OEFCU branch or by calling (800) 877-4444 or applying online at www.oefcu.org

Praise for home banking

"It's great to be able to keep track of our balances without having to wait for a monthly statement." That's the opinion of Cheryl Tom, wife of Local 3 member Tom Lensper of Middletown, Calif. The Toms are among the thousands of OEFCU members taking advantage of OEFCU home banking. OEFCU membership benefits include free 24-hour access to the OEFCU Internet branch at www.oefcu.org. The secure Internet branch area of the site is entered using your member number and a password.

Once in the Internet branch you can check balances on any of your OEFCU savings, checking or loan accounts, and transfer balances among OEFCU accounts. You can also download information to Quicken or MS Money and track stocks. If you are already an OEFCU member, becoming a home banking member is easy. Just press the home banking button on www.oefcu.org and follow the on-screen instructions.

For more information about home banking or any other credit union product or service, call any OEFCU branch, check www.oefcu.org, or call (800) 877-4444.

FROM THE credit union



By
ROB WISE
Credit Union Treasurer
&
Local 3 Recording
Corresponding Secretary

CREDIT UNION MEMBERS ONLY — RAIN OR SHINE

Super Select Pre-owned Vehicle Sale

Saturday, May 12
8 am - 2 pm

- ◆ More than 175 cars! Most still under factory warranty
- ◆ Huge selection of cars, trucks, vans and sport utility vehicles
- ◆ No cash needed...
100% financing available
- ◆ .500% Auto Pay discount



OEFCU Headquarters
6400 Village Parkway

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

Operating Engineers Local Union No. 3
Federal Credit Union
www.oefcu.org

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

2 LOCATIONS



Members stand shoulder to sh

By Amy Modun, Managing Editor

An enthusiastic crowd of nearly 2,500 union members and their guests stood shoulder to shoulder with Business Manager Don Doser and the Local 3 officers during the March 18 Semi-Annual meeting at the Solano County Fairgrounds in Vallejo, Calif.

The program for this year's Semi-Annual included a swearing-in ceremony, guest speakers, union officer reports and door prizes. Before the meeting began, members enjoyed lunch and visited with each other inside the fairgrounds.

"We've got a lot of work to do in the next year and a half before we elect a labor-friendly Congress," Stockton Business Rep. Tom Aja said as he greeted guests at the door of the fairgrounds. "This meeting will hopefully motivate our members to get involved so that we can minimize any damage a Bush administration might do to labor, because in four years, I think there are going to be a lot of people who will say they didn't vote for Bush."

Lt. Gov. Bustamante issues challenge to get involved, find solutions

After Local 3 President John Bonilla called the meeting to order at 1 p.m., the Turlock City colorguard, represented by Operating Engineers, led members in the Pledge of Allegiance. San Jose Business Rep. Ted Sanchez followed with the National Anthem.

The roll call of the officers, read by the president, indicated all were present. Bonilla then introduced the meeting's keynote speaker, California Lt. Gov. Cruz Bustamante, who was escorted to the podium by Local 3 district representatives.

In an uplifting address, Bustamante challenged members to make sure elected officials know the issues that affect working families. He warned that the next couple of years could setback the progress of unions if members don't get involved and work together.

"We don't need compassion, we need action," Bustamante said. "Your job is to make sure your elected official knows you and your issues. As good as your leadership is in Sacramento, the California Legislature can't do it alone. Solutions come from people, not from government. You know your situation better than any outside body. The agenda for labor is an agenda for California. It's an American agenda. You must drive the agenda or it will drive you."

Bustamante also encouraged union members to stick together, despite changing demographics and challenges that may lie ahead.

"There are many things changing in the country," Bustamante said. "But we shouldn't let what divides us stop us from working together. Let's build California. Let's make it a place we can be proud of. There's a saying: Your destiny is my destiny. Your freedom is my freedom."

Doser warns of Bush's anti-labor agenda

After Recording Corresponding Secretary Rob Wise read the minutes of the last Semi-Annual meeting in September and the general report of the Executive Board, Doser eagerly seized the opportunity to expand on Bustamante's message.

We really didn't lose the election, it was stolen from us by the Supreme Court, he said. To give members an example, 19,000 votes were lost to the Butterfly ballot. In addition, African-American democrats were kept from the polls in Florida on election day.

"That's a sad situation," Doser said. "Other countries use our military to help their people get to the polls, and now those other countries are looking at us shifty-eyed."

On a more positive note, Doser said 30 percent of voters in last November's election were from union households while 80 percent of Local 3's registered voters made it to the polls. That's more than any other union in the United States, he told members.

In addition to working within the political system, Doser focused on how Local 3's Organizing Department will play a

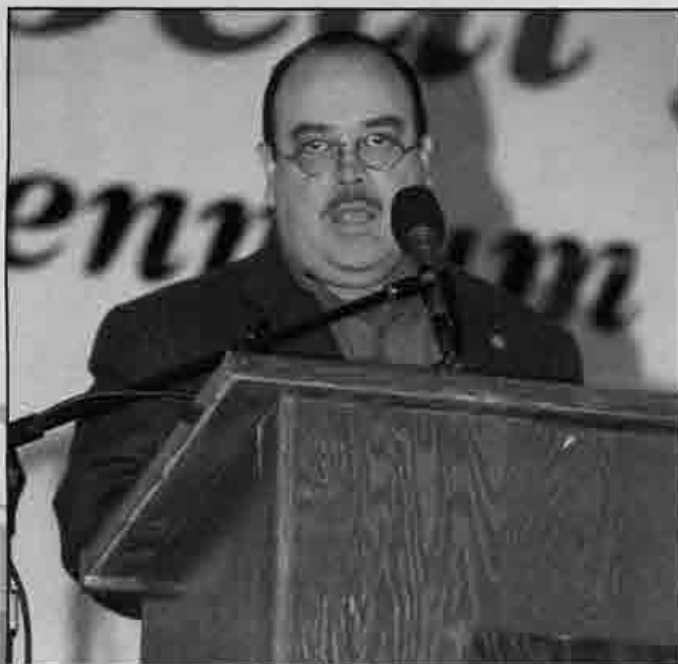


Eliza Eisenman, age 6, points with pride to a new tattoo worn by her mother, Melissa Eisenman, who was so thrilled by the way OE3 supported her in a recent legal skirmish she obtained the permanent body adornment as a way to show gratitude.



Al Dalton, far right, a nearly 60-year member of OE3 and retiree chapter chairman, is joined by friends at the March get together. From right are Dalton's wife, Mary Dalton, Mildred Darewit, Carol Ericson, Martin Ericson and Harold Darewit. Each of the three men joined OE3 in 1942.

oulders at the March Semi-Annual



Lt. Gov. Cruz Bustamante addresses the crowd.



Joining Semi-Annual festivities were former OE3 Business Manager Dale Marr, who retired in 1982 after nine years as head of the union. He is flanked at left by son Bob Marr, a San Mateo business representative, and at right by grandson Andy Marr. The trio represents three generations of OE3 membership.

vital role in taking the industry back. He urged members to work with their business representatives to get companies at 100 percent union. Doser also warned about Bush's recent attempt to revoke project labor agreements through the executive order he issued recently. The order says federally funded projects cannot use a project labor agreement, which means projects such as the Sacramento Regional Transit Folsom Rail Extension can't use the PLA that Local 3 fought long and hard to win.

This weakens our power as a union, and it's just a way to divide workers, Doser told the audience.

Luck of the draw

At the close of the meeting, Bonilla fired up the raffle wheel and drew the names of 15 lucky Local 3 members who will receive free dues for the next 12 months. The lucky winners are: Gary Morthole, Jerry Bennett, G. Castrillo, Stanley Snook, Nancy Rhoads, Stephen Ogden, Darrel Atchley, Jr., Ronnie Brayfield, Nancy Gans, Luka Vukancic, Robert Fleckenstein, Frank Rojas, Nestor Castillo, Jr., Carman Tracy, Charles Wright III.



Members of the Turlock City color guard lead the audience in the Pledge of Allegiance.

Historical perspective:

Spunky survivor of tragic fire helped spark nationwide labor movement

By Barbara Williams, business representative

SAN JOSE, Calif. — Longtime labor leader Rose Freedman, the last living survivor of a tragic New York fire that killed 146 girls and young women trapped inside a garment factory sweatshop, died quietly last February. She was 107.

The 1911 blaze at the Triangle Shirtwaist Co.'s Manhattan factory caught public imagination by dramatizing the plight of unprotected workers and helped spark a nationwide pro-labor movement.

Many of the victims died when they attempted to escape the blaze by jumping from eighth-, and ninth-floor windows. Others burned to death because management had locked the doors to keep workers at their machines.

Freedman resisted bribes

Freedman, 17 at the time, survived by following company executives to the roof of the building. Management tried to get Freedman to agree the doors had not been locked by bribing her. But she refused.

The carnage led to the first city, state and federal laws dealing with worker safety. It also helped the American labor movement and strengthened the building of the International Ladies Garment Workers Union, which had led an unsuccessful three-month strike two years before the fire.

Freedman made her rage clear during a January 2001 TV documentary. Even after 90 years, she could not forget her anger — and sorrow.

"That's the whole trouble of this fire," Freedman recalled. "Nobody cares. Nobody. Hundred forty-six people in a half an hour. I always have tears in my eyes when I think. It should never have happened. The executives, with a couple of steps, could have opened the door."

"But they thought they were better than the working people. It's not fair because material — money — is more important here than anything."

Unions were illegal

At the time of the 1911 fire, labor unions were illegal in the United States. Workers had no right to bargain collectively. The only contracts in which they could engage were individual ones with employers. These were one-sided deals that the employer could break at any time. Also, the only workers who engaged in such contracts were those whose services were in demand.

In fact, labor unions remained illegal in the United States until 1935, despite many strikes and much violence. It was the economic distress of the Great Depression that finally forced the government to pass the National Labor Relations Act. Only bitter labor unrest and the real possibility of a socialist revolution compelled its passage.

Nonetheless, employers disregarded the act, which required them to bargain collectively with unions over "wages, hours and conditions of employment." They considered it illegal.

As a result of management's refusal to acknowledge the NLRA, the years between 1935 and 1937 were filled with sit-down strikes. Workers would simply sit down at their machines and refuse to work.

These strikes reached their pinnacle in the

auto industry, and were led by the United Auto Workers.

Auto workers paved the way

In November 1936, autoworkers in General Motors plants from Atlanta, Kansas City and Cleveland were at war over soaring profits and sinking wages. Finally, in the city of Flint, Mich., the GM strikes took hold. By then 112,800 of GM's 150,000 workers were idle.

This had no small impact. In Flint, for example, more than 50,000 of the city's population of 165,000 worked in GM plants. The workers sat down at their machines and simply held the plant hostage. This strike was the only one at GM in which the government attempted to forcibly remove workers. This began when the governor ordered 1,500 national guardsmen to clear out everyone. On Jan. 29, 1937, a battle erupted between the workers and the civilian reservists. Guardsmen lobbed tear gas into the building. Workers, police and the militia members exchanged blows.

But the workers held. Finally, on Feb. 11, 1937, GM capitulated to UAW demands and reached an agreement for the 17 plants involved in the strike. UAW's membership doubled.

The following summer, UAW union organizers moved on Ford's factory in River Rouge, Mich. Fifty management goons attacked two unionists passing out UAW leaflets.

A famous labor leader, Walter Reuther, was one of them. He later testified during a hearing before the National Labor Relations Board that "(S)even times they raised me off the concrete and threw me down on it. They pinned my arms and shot short jabs to my face. I was punched and dragged by my feet to the stairway. I grabbed the railing and they wrenched me loose. I was thrown down the first flight of iron steps. Then they kicked me down the other flight of steps until I found myself on the ground where I was kicked and beaten."

Reuther is one of the many labor organizers who became heroes in the movement.

Greater public awareness needed

Unfortunately, too many Americans today have little knowledge of the history of the labor movement in the United States. It is not taught in public schools as part of an American History curriculum. Labor history is barely included in introductory college courses on American history.

Yet, the labor movement is an integral part of America's past and present. The creation of labor unions and the right to bargain collectively is replete with violence and upheaval of which most Americans know little. It is full of heroes and heroines who fought and died in bloody battles for the right to join labor unions.

If it sounds like war, that's because the right to create labor unions in the late 19th and early 20th centuries was, indeed, a war.

Most of the benefits that American workers now enjoy come from the labor movement, such as health care, pensions, social security, workers'



Above: Rose Freedman, 1920.
Inset: Rose Freedman, 2000

compensation and many safety and health standards.

The struggle continues

While the employment environment of the United States has changed considerably since passage in 1935 of the National Labor Relations Act, the nature of the struggle between management and labor remains constant. Management wants to keep its money and workers want decent wages and benefits. The only way workers can succeed is through collective action.

The International Workers of the World is one of the earliest labor unions. In the late 19th century its organizers traveled from mines to mills across the country to organize workers into one big union. The IWW abided by the belief that an injury to one is an injury to all.

Labor unions remain illegal, however, in many parts of the world, including China, Eastern Block countries and throughout Latin American and Asia. Indeed, public employees in many states in this country have no right to bargain collectively or to have labor unions recognized by a public agency.

It behooves every union member to read about the heroes and events of labor history. It is a history that Americans should know as workers benefit from the sacrifices of these early organizers. Knowledge is a powerful way to keep our right to organize and not take the right to bargain collectively for granted.

(Barbara Williams, an OGE union representative for 17 years, has a master's degree in labor and industrial relations from Michigan State University)

OE3 helps 600 technical engineers win 4-percent raises this year and in 2002

Provisions increase incentives for apprentices

More than 600 civil engineers and surveyors represented by Operating Engineers Local No. 3 received a 4-percent raise this year and will get another 4-percent raise next year, according to a recent hard-fought agreement.

The new contract affects OE3 members in 46 counties in Northern California plus Northern Nevada. The agreement with the Bay Counties Civil Engineers and Land Surveyors Association Inc. ended four months of tough negotiations and calls for the first 4-percent raise to go into effect March 1. This will be followed by another 4-percent increase March 1, 2002.

Also included will be improved benefits and higher starting salaries for apprentices, partly to help avoid a repeat of last year's shortage. A salary schedule is listed below. Additional details can be found in the master agreement.

surveyors of Local Union No. 3.

Through the efforts of our Business Manager Don Doser, our officers, our Political Action and Training Department, we have gained political clout. Proposition 35 passed, which should create more employment in our industry. State passage of Senate Bill 1999, which puts into law the requirement of paying prevailing wages for surveyors on the design and pre-construction phase of public works projects, should also help. This came about thanks to the foresight and dedication of our union leaders to help our members and the surveying industry.

These kind of results should help us look forward to a good year.

FROM
talking
to techs



By

GERRY ORME

Director, Technical
Engineers Division

A team effort

Overall, however, we did pretty good on the contract and we owe thanks to our members who came to our pre-negotiation and ratification meetings, sometimes in weather that was not always conducive to traveling.

We specifically offer thanks to our negotiating team: our officer in charge, Darell Steele, financial secretary, Business Rep. Armon 'Bud' Ketchum, and Business Rep. Jim Horan.

Also helpful were the members of our Contracts Department, who worked diligently through the many proposals and contract changes; and to the Northern California Surveyors Joint Apprenticeship Committee.

Negotiations for the next two-year salary, benefits and wage agreement will begin in late 2002.

An hourly record

Surveyor hours attained a record high of more than 1 million hours reported for the year 2000. Congratulations to the hard working

Salary Schedule

Wage rates effective March 1, 2001 are as follows:

Classifications	Rate
4025 Licensed Land Surveyor (+2000 hours)	\$33.51
4021 Licensed Land Surveyor (-2000 hours)	\$32.92
1161 Certified Party Chief (5 certs)	\$33.51
1151 Certified Party Chief (3-5 certs)	\$33.22
1131 Certified Party Chief (1-2 certs)	\$32.92
1301 Chief of Party	\$32.47
3761 Instrumentman	\$29.49
6311 Chainman/Rodman	\$26.73
9911 1st Period Apprentice - 50 percent	\$13.37
9921 2nd Period Apprentice - 70 percent	\$18.71
9931 3rd Period Apprentice - 80 percent	\$21.38
9941 4th Period Apprentice - 90 percent	\$24.06

Fringe benefits	Journeyman	Apprentice
Health & Welfare	\$ 4.35	\$4.35
Pensioned Health & Welfare	.84	.35
Pension	3.75	1.20
Annuity Fund	.35	-----
Affirmative Action	.59	.39
Vacation & Holiday	2.50	1.05
Supplemental Dues	.35	.35
Industrial Stabilization	.06	.06
Job Placement Center	.10	.10
Totals	\$12.89	\$7.85

Contract books will be printed as soon as possible and will be distributed to district offices.

FROM THE districts

FROM ROHNERT PARK EBOW BOHNERT PARK

Long term construction trend looks promising

ROHNERT PARK – A few updates on bids and results from District 10 are as follows:

Parnum Paving of Ukiah was the apparent low bidder on two Caltrans asphalt-overlay projects. One is Hwy. 128 Mill Creek Bridge to Robinson Creek Bridge for \$1.4 million. The other is Hwy. 1 at Navarro River Bridge to Little River for \$690,000.

Green's Right-Of-Way of Willits works on the South Coast transfer station in Gualala for \$600,000. **Siri Grading and Paving**, does tennis courts on Yulupa Avenue in Santa Rosa for \$225,000. **Mendocino Construction Services** out of Willits has Caltrans old Hwy. 101 Geysers Road project for \$111,000.

Bauman Landscape of Richmond does Hwy. 12 improvements, a \$800,000 project. **Ford Construction** of Lodi, does the Geysers recharge Pine Flat pipeline for \$14.6 million. **John N. Petersen** of Loleta, Calif., does the Caltrans Hwy. 1 Westport Blue Slide Gulch viaduct and road rehabilitation for \$1.3 million, and **Sebastopol Construction Services**, installs a water main on Manzanita Avenue for the city of Santa Rosa for \$120,000.

Good and sad news

The Rohnert Park district office staff offers best wishes to brother Jack Lowe and Joanie Sinsabaugh of Pilot Hill on their mid-January marriage at Lake Tahoe. Also, member James Hubert of Gualala, a 31-year member of Operating Engineers Local No. 3, is proud of his son, James "Jamie" Hubert, Jr., recently named by the Ukiah Elks Club as Mendocino County's sheriff of the year.

Finally, on a sad note, the staff offers condolences to the families and friends of two members who died in February, Jack Smith and Donald Dell.



Shown are 62 brothers and sisters who graduated recently from an eight-hour Hazmat recertification class headed by Brian Bishop, director of safety for Operating Engineers. They are standing in front of the OE3 building in Rohnert Park. Attendees said Bishop's knowledge, expertise and occasional jokes kept members captive during the daylong course.

FROM REDDING EBOW BEDDING

Baldwin Contracting creates magic

REDDING, Calif. – Early this year, **Baldwin Contracting** pulled a slick little rabbit out of a tight little hat. They prepared and made ready the building pad for a fast-track casino in Corning for the Paskenta Band of the Nomlaki Indian tribe.

The project began by lime treating to stabilize the three feet of mud under the 120,000-square-foot building pad. Then 33,500 tons of imported sub base, or rough sand, was placed and graded. Work ran dark to dark from Jan. 27 to Feb. 6 between rains.

The crew consisted of foreman Bob May, blade operator

Mark Isley, dozer operator Jim Marron, roller operator Bob Rouix and gradesetter Rick Fogle.

The casino project originally was to open for business by July 1. It has since encountered funding difficulty, however, so immediate activities have been temporarily curtailed. The rest of the site work, parking and the underground area are pending.

The moral of this story: If a difficult, fast-track job needs to be done, hire a union contractor – then move out of the way.

– *Business Rep. Jay Bosley*



Mark Isley rides a blade during hurried construction of a building pad for a pending Indian casino.



FROM UTAH
EBOW RIVER

Wintry weather clouds construction picture

SALT LAKE CITY – The work picture this winter has been slow, largely because we've had something this year we haven't had for several years: A real, snowy winter. But spring is coming and jobs are being bid. Geneva Rock and Granite have both bid several overlays in Salt Lake County and both have been successful in winning several bids. Now all we need is warmer weather.

Wasatch Constructors is looking for a May or June finish date and many operators should be employed afterward finishing up several projects.

On the bright side, light-rail construction is booming. They have the city torn up from one end to the other and about 50 operators are busy up to 60 hours a

week, weather permitting. They had an interesting discovery recently on 4th South east of State Street: They found two of the original survey hubs placed for the layout of Salt Lake City during the mid- to late-1800s.

Work should pick up soon in the sand and gravel business as the weather clears and the work season improves.

Hazmat time

A lot of work bid at **Kennecott** requires Hazmat certification. There will be a 40-hour class March 20-23 beginning at 7 a.m. at the Salt Lake City union hall.

Our district meeting is scheduled for March 29. **Ames Construction** representatives will discuss their upcoming 2001

work picture. Construction related to the 2002 Winter Olympics has provided Ames substantial work in the Park City area. The firm also is part of the joint venture on the \$380 million Legacy Highway project.

New positions

Two OE3 members have assumed new responsibilities and deserve congratulations (or is it condolences?) Rick Nielsen, a 36-year OE3 member, and Anthony Rivera, an experienced operator and longtime employee for **Granite Construction**, are new business representatives. I, too, am your new district representative.

– **Reid Davis**,
district representative

FROM THE
districtsFROM SACRAMENTO
EBOW SACRAMENTO

University construction keeps Valley members busy

BABY NEWS*Congratulations*

Thomas and Tamara Annis,
parents of
Elijah Joel,
born Feb. 13
at 9 pounds, 1 ounce;

~

Steven and Jaine Laird,
parents of
Hannah Rose,
born Feb. 8
at 8 pounds, 15 ounces.

~

Congratulation dittos

John Brynda, formerly of the
Sacramento district and now
of the Yuba City district, and
spouse Desiree on the Feb. 6
birth of their daughter
Cyan Elizabeth.
She weighed
8 pounds, 2 ounces.

SACRAMENTO – Although it's still early March, we have a lot of work in District 80, much of it at the nearby University of California, Davis. McCarthy is well underway with the construction of the campus' new \$40 million Performance Art Center. At the same time, **Barnes Construction** has almost completed the \$37 million Science Center, do to be finished in June.

Construction is also expected to start this spring on a \$40 million convention center in Yolo County. Although it's too soon to say who will handle construction, the project promises to provide many local jobs.

In other projects, **Goodfellow Bros.**, builds an onramp at County Road 102 and I-5 in Yolo County, and **Teichert Construction** is 50 percent complete with three subdivisions in the Natomas area of Sacramento, with 3,000 lots and several miles of underground work. There are still 40-plus members working at Teichert in the Natomas area.

Also in Davis, **RM Harris** and **Baycity Paving and Grading** are 85 percent complete with the much-needed I-80 freeway overpass at Mace Boulevard. A May completion date is expected.

Motorcycle ride to Reno picnic

Want to meet
other members
of Operating
Engineers Local
No. 3 who love
the wind blowing

in their face and the freedom of the road? If the answer is yes, then join your wind-blown brothers and sisters on Saturday, July 28 for a motorcycle ride and picnic in Reno. Plan to meet at the Sacramento office, 4044 North Freeway Blvd., Sacramento, at 7:30 a.m. sharp. Call Theresa Reclusado or Kathi Westlake at (916) 565-6170 to reserve your spot and to check on motel reservations.

See you on the highway.

Picnic and softball game July 8

District 80 will hold its annual picnic July 8 at the Loomis Regional Park located in Loomis, Calif. The picnic will be from 11 a.m. until 5 p.m., with lunch from 12:30 p.m. until 2:30 p.m.

Please contact the Sacramento office if you plan on attending.

Get your bats, balls and mits out of storage because highlighting the July 8 picnic will be a softball tournament featuring the apprentices playing against journey-level members at nearby Loomis Community Park, or Loomis South.

The apprentices will be led by coordinator Theresa Reclusado and the vets will be coached by District Rep. Frank Herrera. Sign-up at the Sacramento office. Call Kathi Westlake or Theresa Reclusado at (916) 565-6170.

– **Frank Herrera**,
district and special representative
and business representatives.



FROM THE addiction recovery program



By

**UWE
GUNNERSEN**

Director

New drug rules prevent cheating

The U.S. Department of Transportation labored four long years on the revision of its drug testing rule 49 CFR 40. It is a monstrous document, 386 pages long, and reflects tremendous public comment, especially from labor unions.

It also distills the experiences made over the past 10 years into more transparent and commonsensical procedures.

Unlike most other government rules and regulations, these are well written and can even be understood by yours truly, which means any low-achieving tenth-grader should be able to understand them.

We must remember that most of our members do not work in places subject to DOT rules. Nevertheless, these rules have pretty much become the gold standard in our industry and more often than not form the basis of Joint Management/Labor Substance Abuse Policies found in our master agreements.

Not everyone's affected

Most of us are not concerned with any of this. That, of course, is wonderful because it means we don't (or think we don't) use any illegal drugs or abuse alcohol to the point where we are impaired in the workplace.

Then there are some of us who simply do not want to forego using our drug of choice, who eagerly look for loopholes in the regulations and for ways to adulterate or substitute our urine samples.

Some of us have managed to avoid positive tests by using commercially available, clean, freeze-dried urine.

Others are the unfortunate owners of "urinators" (you know how they work), or have used an almost endless variety of chemical and herbal additives to subvert the testing process.

New testing procedures

Well, all that is out and validity testing is in.

Validity testing is not exactly new. It has been available at the employer's request on a limited basis. The new and revised rules mandate validity testing. I do not want to list all the scientific details of this procedure but let me assure you that the technology used in the testing laboratories makes it extremely unlikely that any adulterated specimen will remain undetected.

Therefore, we better think twice about what our choices are when we insist on using of illegal drugs. Mandatory validity testing will begin Aug. 1.

Additional protections

We have, however, been concerned about the occasional incident where we believed a member was unfairly accused of adulterating a specimen.

The determination has always been based on drug test results without the benefit of review by a qualified medical review officer.

Together with other labor representatives, we advocated during the public comment period for the following protection: An MRO should interview the employee to verify an adulterated or substitution finding by analysis of the split specimen.

I am pleased to report that Mary Bernstein at the DOT heard us loud and clear and has added the two protections we sought into the final rule. These protections will also become effective Aug. 1.

My only concern is that all employers of our members, who have implemented a substance abuse policy in their workplace, take note of the changes in the new rules and update their policies. All policies in our collective bargaining agreements have a provision that requires updating to conform with revised federal rules and regulations.

So, please be so kind to point this out to your employers. We want to avoid the grief that comes with grievances.

Quit now

One last personal comment from me to those of you who are still using, however casually. It really is not worth it. You'll lose time from work and if you insist on continuing to use, you just may not make it in this industry. If you want help with quitting, call us. Your union has a benefit for you that will help you recover from use, abuse and addiction.



(800) 562-3277

in Hawaii:
(808) 842-4624

visit our Web page at
www.oet3.org



Departed Members

Our condolences to the family and friends of the following departed members. Compiled from the March 2001 data bases

Christo Balla	Placerville, CA	01-24-01
Herman Bruschke	Magna, UT	02-19-01
Dellmar Caswell	Oroville, CA	02-02-01
Edward Clester	Oroville, CA	06-08-00
Ed Cochran	Empire, CA	02-11-01
Alfred Drake	Ben Lomond, CA	02-11-01
Grover Dustin	Modesto, CA	12-30-00
Hans Enge	Carson City, NV	02-01-01
Melbour Fauvor	Story, AR	01-09-01
William Franks	Las Vegas, NV	01-26-01
Hector Gauci	Merced, CA	02-16-01
Lester Gonn	Ogden, UT	01-27-01
Richard Hayden	Callahan, CA	01-20-01
F. Jackson	Napa, CA	02-05-01
Jakob Lambert	Jenins, CH, Switzerland	01-18-01
John Lundgren	San Leandro, CA	01-18-01
Earl Maschmeyer	Monterey, CA	02-04-01
Oliver McDowell	Redwood City, CA	02-10-01
George McLean	Walnut Grove, CA	01-12-01
Dewey Moore	El Sobrante, CA	02-18-01
John New	Stockton, CA	02-04-01
Robert Nicholas	Meridian, TX	01-06-01
James O'Brien	Petaluma, CA	01-24-01
Ernest Ornellas	Ewa Beach, HI	02-05-01
Elmo Ricci	Petaluma, CA	02-12-01
Ronald Rickard	Kapolei, HI	02-12-01
John Self	San Francisco, CA	09-28-00
Robert Sheets	Corning, CA	02-22-01
Jack Smith	La Center, WA	02-06-01
Thomas Smith	Yuba City, CA	01-30-01
Jesse Soto	San Jose, CA	01-19-01
Orland Spencer	Roseville, CA	02-11-01
Charles Spires	Fernley, NV	01-25-01
William Taua	Haiku, HI	02-24-01
Howard West	Castro Valley, CA	12-16-00
George Wilson	Castro Valley, CA	02-24-01
Clark Yarbrough	Livermore, CA	01-31-01

Deceased Dependents

Eleanore Barnes, wife of Wayne Barnes	02-18-01
Gloria Bradley, wife of L.C. Bradley	03-02-99
Edith Burns, wife of Colburn Burns	01-31-01
Elizabeth Danner, wife of Robert A. Danner, Jr.	02-24-01
Phyllis Greene, wife of Robert E. Green	02-06-01
Mary Halemano, wife of John Halemano	02-10-01
Pauline Harrod, wife of George Harrod	12-25-00
Amelia Hill, wife of Sulo Hill	02-08-01
Dallas Jensen, wife of Edwin K. Jensen	02-02-01
Alice Johnson, wife of Neil Johnson	07-31-00
Loa Mills, wife of Mavin Mills	01-30-01
Dorothy Reynolds, wife of James Reynolds	01-01-01
Mary Vargas, wife of C. Vargas	01-19-01
Ruth Wagnon, wife of Chester Wagnon	01-12-01
Barbara Wardlow, wife of Don Wardlow	11-22-99
Iona May Wineland, wife of Clifford Wineland	10-21-99
Betty Young, wife of Henry O. Young	07-11-00
Glenola Young, wife of Anton Young, Jr.	12-29-00

meetings
&
announcements

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of February 2001 and have been determined to be eligible for Honorary Membership effective April 1, 2001.

James Adams*	1159420	Ottie Harris	1219597	Alvie Owens*	0873336
Kenneth Anderson	1230236	Charles Hill	1230307	William Perry	1199157
roger Beaver	1230295	Dale Johnson	1079748	Wilbert Porria	1161183
Billy Brown	1102046	Paul Kamiya	1032478	Charles Potter	0889065
Gary Coy	1208414	Don Keele	1064150	James Riley	1212531
Steve Doughty*	1065300	Daniel Kelleher	1142951	Charley Sehorn	1051456
Robert France	1166709	Ronald Kelly*	1219758	Roy Soga	1230025
Floyd Gaither	1212401	John Lafranchi	0863778	Diek Stam	1229946
Robert Galau	1225716	Otto Lenhart	0413266	George Torrans	1230337
Michael Gibbs	1229817	Jim Lucas	1230318	Earl Vogt	1196400
Bobby Golden	1212406	Sam Martinelli	1166532	Robert Wagnon	1166633
Ron Guthrie	1076478	Niles Nilsen	1226059	Glen Wallevand	0682812
Ervin Hadenfeldt, Jr.	1094388	Mitchell Nunez	1178182	Homer Wynn	1123517

*Effective January 2001



meetings & announcements



MEETINGS

DISTRICT

APRIL 2001

- 3rd District 40:** Eureka, CA
Engineers Building
2806 Broadway
Eureka, CA 95501
- 4th District 70:** Redding, CA
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 5th District 60:** Yuba City, CA
Sutter-Yuba Board of Realtors
1558 Starr Drive
- 12th District 80:** Sacramento, CA
Labor Center Hall
2840 El Centro Road
- 19th District 04:** Fairfield, CA
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533
- 26th District 30:** Stockton, CA
Stockton Waterloo Gun
& Bocci Club
4343 N. Ashley Lane

MAY 2001

- 3rd District 50:** Fresno, CA
Laborer's Hall
5431 East Hedges
- 10th District 11:** Reno, NV
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502
- 24th District 01:** Burlingame, CA
Machinists Hall
1511 Rollins Road
- 30th District 15:** Rock Springs,
WY
Holiday Inn
1675 Sunset Drive
- 31st District 12:** Orem, UT
Best Inn & Suites
1100 West 780 North

JUNE 2001

- 4th District 17:** Kauai, HI
Kauai High School Cafeteria
Lihue
- 5th District 17:** Honolulu, HI
Washington Intermediate
School Cafeteria
1633 So. King Street
- 6th District 17:** Maui, HI
HGEA
2145 Kaohu Street
Wailuku
- 7th District 17:** Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula Street
- 8th District 17:** Kona, HI
King Kamehameha Kona
Beach Hotel
75-5660 Palani Road
Kailua-Kona
- 14th District 10:** Ukiah, CA
Discovery Inn
1340 N. State Street
- 21st District 90:** San Jose, CA
Masonic Hall
2500 Masonic Drive
- 28th District 20:** Martinez, CA
Plumbers 159
1304 Roman Way



RETIREE ASSOCIATION MEETINGS

EUREKA

Tues. April 3, 2 p.m.
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING

Meeting and potluck
Wed. April 4, 1:30 p.m.
Frontier Senior Center
2081 Frontier Trail
Anderson, CA

YUBA CITY

Thurs. April 5, 2 p.m.
Sutter-Yuba Board of
Realtors Bldg.
1558 Starr Drive
Yuba City, CA

AUBURN

Thurs. April 12, 10 a.m.
Auburn Recreation Center -
Lakeside Room
3770 Richardson Drive
Auburn, CA

SACRAMENTO

Thurs. April 12, 2 p.m.
Stationary Engineers Bldg.
1620 North Market
Boulevard
Sacramento, CA

FAIRFIELD

Thurs. April 19, 2 p.m.
Operating Engineers Bldg.
2540 North Watney
Fairfield, CA

MODESTO

Thurs. April 26, 10 a.m.
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON

Thurs. April 26, 2 p.m.
Stockton Waterloo Gun &
Bocci Club
4343 North Ashley Lane
Stockton, CA

FRESNO

Meeting and potluck
Thurs. May 3, 11 a.m.
Woodward Park - Valley
View Area
7775 Friant
Fresno, CA

RENO

Thurs. May 10, 2001 2 p.m.
Operating Engineers Bldg.
1290 Corporate Boulevard
Reno, NV

SF/SAN MATEO

Thurs. May 24, 10 a.m.
Villa Hotel
4000 South El Camino Real
San Mateo, CA

NOVATO

Thurs. May 24, 2 p.m.
Inn Marin
250 Entrada
Novato, CA

meetings
&
announcements

**The
Antique Caterpillar Machinery Owners Club**
will sponsor a large exhibit as a part of the
California Antique Farm Equipment Show
located at the
International Agri-Center in Tulare, California
on April 21st and 22nd
Caterpillar will be the Feature Tractor at this show

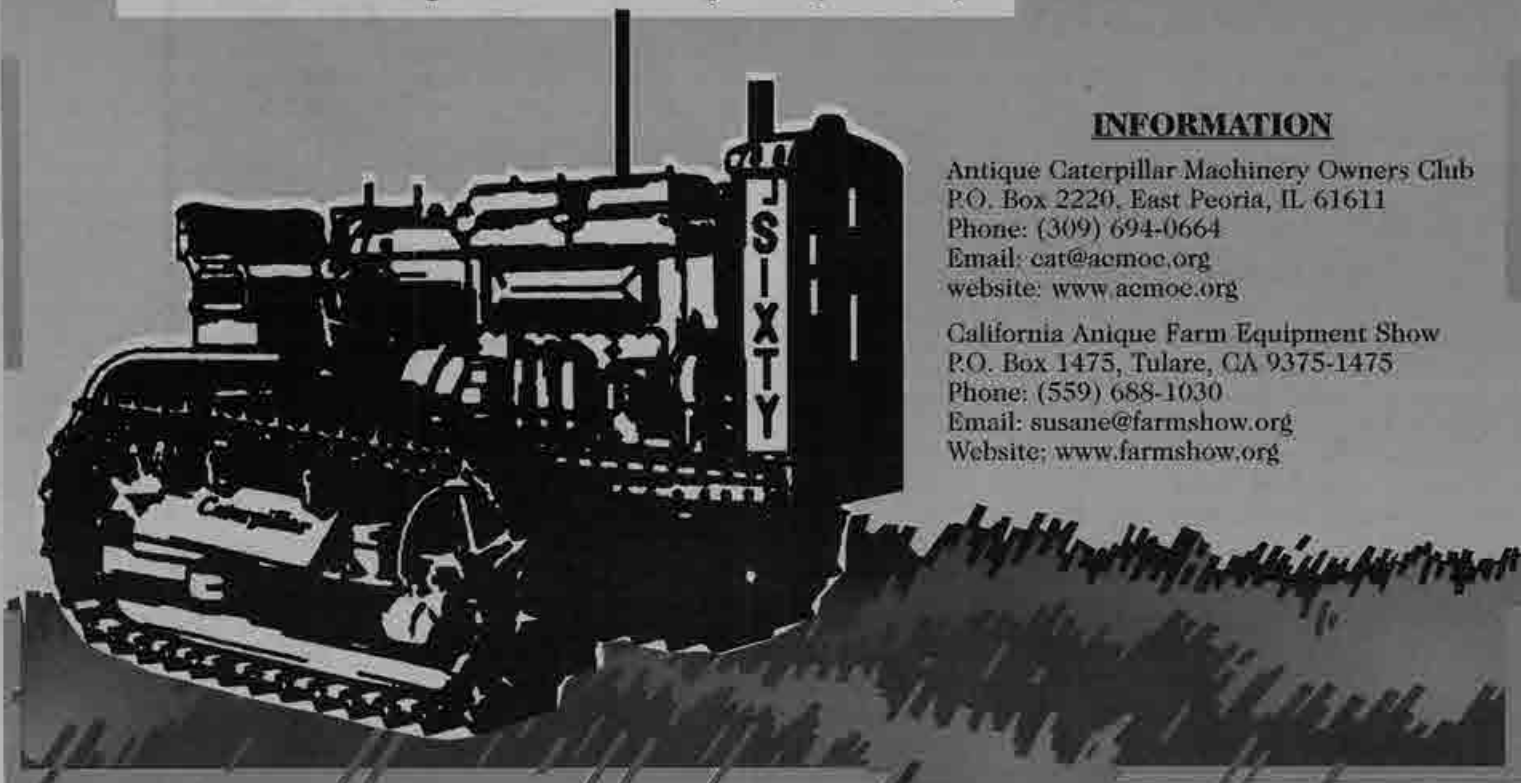
Caterpillar Collectors:

Please bring your antique machinery. We are striving for 150 exhibits.
Participate in the parade 9:30 am Saturday and 10:00 am Sunday.
Visit the ACMOC booth with new merchandise available.
Attend the ACMOC regional members meeting at 3:00 pm Saturday

INFORMATION

Antique Caterpillar Machinery Owners Club
P.O. Box 2220, East Peoria, IL 61611
Phone: (309) 694-0664
Email: cat@acmoc.org
website: www.acmoc.org

California Antique Farm Equipment Show
P.O. Box 1475, Tulare, CA 9375-1475
Phone: (559) 688-1030
Email: susane@farmshow.org
Website: www.farmshow.org



swap shop

SwapShop ads are offered free 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 immediately notify the office 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 two ads per issue. To place an ad, type or print your ad legibly and mail to:

Operating Engineers Local Union No. 3, 3920 Lennane Dr., Sacramento, CA 95834
ATTN: SwapShop

or fax ads to SwapShop (916) 418-3260 or e-mail to: www.oe3.org

All ads must include the member's seven-digit registration number or the ad will not appear. All ads should be no longer than 50 words.

FOR SALE: Cab-over camper to fit small pick-up, stove, sink, icebox, sleeps 4, not so nice on the outside, clean & cozy inside, first \$125 takes it. (707) 939-2768, #2275640.

FREE: '72 Datsun pick-up, only card-carrying Operating Engineers need inquire, owned since '83, ran great 'till I rear-ended that guy, (707) 939-2768, #2275640.

FOR SALE: '73 Sea Swirl 18-ft like new with 4-cyl Mercury cruiser 368 hrs, C.B. radio, VHF radio, impulse depth finder, '93 trailer, spare launching guides, stand up canvas over seats, all for only \$ 3,000, (916) 423-3357, #1051382.

FOR SALE: Thousand Trails campground membership, good at all T.T. preserves, home park is Las Vegas, Nevada, dues paid to April 2001, year dues \$386, asking \$1,500 + transfer fees, (307) 237-7807 leave message (call is to Wyoming) #1460802.

FOR SALE: Thousand Trails membership, good for all Thousand Trails resorts, \$1,500+ transfer fee, (831) 724-8839, #1943504.

FOR SALE: Browns Valley area, 10 miles N.E. of Marysville, 7.5 acres, 80 gpm + well 2" irr. Piped all over, great water, fenced & cross fences, house pad, beautiful view, underground elec. & telp. large pond, septic approved, BVID water available, \$ 135,000/OBO, (530) 743-1909 or (530) 713-0519, #0336937.

FOR SALE: '89 Skeeter bass boat, SF175DF, 18.5-ft, 175 horse Mercury, 2 fish finders, rods & reels, tackle, life jackets, new batteries, less than 100 hrs. on the water, always covered, very nice, \$ 7,000 (775) 635-2485, #1177130.

FOR SALE: Alesis 10-piece digital drum set with 18-bit drum module, 75-watt Crate amp, all hardware & throne, 1-877-496-5196, #2344279.

FOR SALE: 18.9 acres w/2 older mobile homes, 12 miles from Colfax, California, secluded/3400', older 20x56+ mobile, 3-bd, 2bth, above ground pool/deck, screened porch, wired for battery power or generator, spring water, wood stove, new carpet/linoleum, generator, inverter w/batteries, included 2bd, 2bth 20x60 mobile rental, cash, as is \$189,000, (775) 847-0646, #1157834.

FOR SALE: RV Lot in Palm Springs, California area, in member owned park, 3 hot mineral pools, dues \$75 per month asking \$14,500, (760) 329-3583 or (760) 861-0250, #0112660.

FOR SALE or TRADE: 1.4 acre building lot at lake Don Pedro (water meter has been installed), lot is ready to build on, consider Class A Motor in trade, \$ 20,000, (209) 571-0659, #2044380.

FOR SALE: bring your city tired family to your 49-acre getaway, close to fishing & hunting skiing & snowmobiling, remote & wooded in Northern California on county maintained road, utilities close, easy to develop or leave natural, \$ 28,500-terms possible with 1/3 down, e-mail: <redith@cot.net> or call (530) 398-4199, #1093290.

FOR SALE: Zeman flat bed trailer, 8x19-ft deck, 2-axles w/ reworked suspension, electric brakes, rubrails & stake pockets in good shape, good material transport trailer, \$ 1,000/OBO, contact Mike (510) 793-2964, #2404475.

WANTED: 16 or 17-ft canoe in Good or repairable condition, call after 5 P.M. (559) 291-5327, #1654299.

FOR SALE: Thousand Trails/NACO gold card membership, 51 parks nation wide, unlimited time in the system, the finest park system available, 2001 dues paid, MUST SELL \$2,500+transfer fee, (702) 346-0522, #0908550.

FOR SALE: 2000 Dodge diesel 2500 4x4 quad cab SLT, automatic, all power, tow pkg., camper special, 34,000 miles, \$ 29,000, (480) 986-9120 or (530) 258-9531 or (480) 215-4024, #1604341.

FOR SALE: '84 Pontiac Fiero, 4-cyl, automatic transmission, all or part out, extra parts, red w/gray interior, not running, (209) 832-2448, #2163663.

FOR SALE: '95 Olds Cutlass SL, 3.1 Ltr., 62,000 miles, excellent condition, \$ 5,200, (916) 718-5579, #2018313.

TRADE: one stock in-take manifold w/carb for a Ford 360 p/u for: rear bumper chrome for '73, (209) 541-1553, #2193846.

FOR SALE: oval dining room table w/5 chairs, no leaves, 72-in top, good condition \$200, (209) 541-1553, #2193846.

WANTED: Mid-sized tractor w/hydraulics, front loader bucket & gannon scraper, (209) 786-2736 ask for Tony, #1144803.

FOR SALE: '94 Jeep Cherokee Sport, 4-door, 6-cyl, AT, AC, power, keyless entry, blue w/gray cloth int., CD newer BFG tires, Surco 44x60 roof rack, 114,000 miles, looks & runs great, \$6,500/OBO, (209) 823-8684, #2159306.

FOR SALE: Pro-Form 725XT treadmill, has arm workout, 6 programs, pulse, etc., \$300/OBO, (209) 823-8684, #2159306.

FOR SALE: TIRED of HIGH gas prices? I've got your answer, '93 Ford Ranger ext/cab 2WD-3.0L w/5 sp & AC, P/S, nice commuter easy on the pocket book, \$3,000/OBO, call Tim (530) 639-0302.

FOR SALE: '85 Case 580-SE Backhoe, very good cond., Extend-Hoe, 4 in 1 loader, 4 backhoe buckets, \$16,000/OBO (650) 355-7451 after 6 PM, #1808673.

FOR SALE: Two 5-acre parcels in Silver Springs, Nevada, near the lake & next to power, \$12,000 each, (775) 747-3171, #1759119.

FOR SALE: Two separate cemetery plots in Tucson, Arizona, Evergreen Mortuary, very beautiful, nicely kept, a \$3,000 value at \$1,800 for both +transfer fee, write to O.L. Black 406 South Buffalo Street, Canton, TX 75103, #0921384.

FOR SALE: '87 Alpenlite 28-ft 5th wheel trailer, queen island bed, AC, awning, TV antenna, AM/FM cassette, roomy bath w/tub & shower, livable floor plan, sleeps 4, excellent condition, hitch included, \$9,000/OBO (208) 945-3233 or e-mail: <cmcpo@allidaho.com>, #1896053.

FOR SALE: '94 Ford 250 turbo diesel 5-speed 4x4 XLT, sliding window, tow package, Power: locks, steering & (tinted) windows, CC, AC, AM/FM stereo w/tape, power plug, trailer brake control, lumbar back, both seats, steel plate w/goose neck ball, tool box, steps, long bed, \$15,500/OBO, (925) 447-2408, #1115402.

WANTED: ultralite aircraft, bent, broken or uncompleted kits, also any parts, call Charlie (707) 938-3158 or e-mail: <ulflyer1@aol.com>, #166637.

WANTED: BMW R100 motorcycle engine or possibly entire bike, call Charlie (707) 938-3158 or e-mail: <ulflyer1@aol.com>, #166637.

FOR SALE: Collectable shot gun, Browning automatic 12-gauge full choke, 32-inch barrel, made in Belgium, good condition, \$5,000, (209) 931-2058, #1022395.

FOR SALE: '77 GMC 4x2 camper special truck, new engine (454), transmission, brakes, radiator, alternator, battery, exhaust, upholstery, tires & much more, AT, PW, PS, PB, Power locks, MUST SELL (wife hates it) \$3,500/OBO, (707) 333-8095, #2402550.

FOR SALE: '79 Holiday Rambler, 32-ft class A, Dodge 440 chassis, 60,000 mi, runs good, double bed in rear, shower over tub, his & hers closets, 7 KW Koler, new 19.5 tires, new 20-ft awning, new wood blinds & mattress, lovingly taken care of, \$12,000/OBO, (775) 629-9533, #1046810.

FOR SALE: 39.7 Acre farm, hay & pasture, live water, 37-acre water righted, house or cow setup, older 3-bedroom home, barns, fruit trees garden spot, nice view, \$165,000, e-mail: <thoroughbred@fntc.com>, (541) 473-3628, #0661395.

FOR SALE: '65 Mustang hard top, pony interior, 289 4-barrel, automatic, power steering, AC, very clean, \$5,500. ALSO: '76 Ford C-750 box, power gate, 391 V8, gas engine, 5-speed, \$3,000/OBO, (775) 629-0245, #1171933.

FOR SALE: 18+ acres, 40 minutes east of Carson City, Nevada, open country, view of Sierras & surrounding hills, horse country, privacy, sub-dividable one or two poles from power, \$44,900, (775) 629-0245, #1171933.

FOR SALE or TRADE: deeded time share, Ramada Suites Reno/Vegas, 1 week floating summer/red, memorial day/hot August nights/labor day, \$8,900 value, sell or trade for \$2,000, call (530) 275-1898 or e-mail: <geneandnancy@netzero.net> Nancy, #2014006.

FOR SALE: '99 Caravelle Bow rider boat, Chevy 305 eng, fuel inj, stainless prop, bimini top, travel & storage cover, Am/FM CD w/ 4 speakers, Volvo out-drive, tilt wheel, metal craft tandem axle trailer, fish finder, \$19,500/OBO, (801) 766-8053, #2256195.

FOR SALE: 2000 Aljo 33-ft 5th wheel, 2 slideouts, was/dry htps, fiberglass sides, AC, micro, 27-in TV, CD, everything upgraded, used twice, non-smoker, very clean, MUAT SELL, \$28,000/OBO, (801) 766-8053, #2256195.

FOR SALE: '95 Jeep Grand Cherokee Laredo, 4-door, silver, 6-cyl, AT, AC, leather interior w/tow package, like new, \$11,500/OBO, (408) 871-8081, #2000316.

FOR SALE: Snow Blower (Wards), dual stage, 8H.P., 3-speeds w/reverse, \$300/OBO, (650) 348-5532, #1003161.

FOR SALE: Replica Model T, miniature car, MFG: McDonough Power Equip. Co., 8H.P., Briggs Eng., wooden spoke wheels, 16-in tires, rare collectable,

excellent condition, \$2,000, (650) 348-5532, #1003161.

FOR SALE: '70 Karmann Ghia, Red, 3-speed, automatic, garaged, excellent condition, runs great, original Empi, 8-spoke mags included, a must see, \$6,000 Firm, (707) 526-6154, #1848149.

FOR SALE: '85 Chevy Pathfinder motor home 32-ft, class A, self contained, AC, DC, TV, generator, 2 air condit., water tanks, low mi. 47,000, clean, new fridge, new water heater, stove, kitchen, microwave, has living room, bed room, shower room and rest room, runs good, \$18,000/OBO, (510) 783-6037, #1932925.

FOR SALE: '85 boat, Bayliner Cady, 17-ft, outboard motor-85 force w/ trailer, low hours, new canvas & carpet, looks & runs good, \$2,500/OBO, (510) 783-6037, #1932925.

FOR SALE: Women's 11-piece golf set, used 3 times, features 1,3,5 woods & 3 to 9 irons, plus pitching wedge, 100% graphite shafts \$100, ALSO for sale: purple Miller bag w/ ultra lite stand, many pouches \$50, bag bog cart, 4 positions & scorecard holder \$50, all like BRAND NEW, (775) 849-9564 or e-mail: <jjorgenbound@aol.com>, #2398733.

FOR SALE: '82 20-ft Mirro cruiser, deep-vee, 93-in beam, 1/0 V8, merc. 185 orig. hrs., full cabin, 6-ft headroom, complete galley w/ice chest, fresh water, private head. Low range depth, VHF, TOM trailer, 15 HP Honda kicker, \$8,500, (707) 838-7653, #0634612.

FOR SALE: Trailer, Jeep car, 2 axle, 4-wheel surge brakes, 15-inch 8-ply tires, \$995/OBO, (650) 494-2009 Palo Alto, CA, #1242916.

FOR SALE: '96 Chevrolet Suburban, loaded 4x4, 454, only 60,000 mi., excellent condition, \$22,000/OBO, (707) 484-7038 or (707) 829-0604, #2072143.

FOR SALE or TRADE: Miller 44G 300 amp gas welder, 10.2 kw, 3,664 hrs, \$3,500/OBO, (775) 751-1821, #2269569.

FOR SALE: '83 Ford van conv., extra long body, rebuilt engine, less than 5,000 mi., has built in cabinets, microwave oven, sink, 2 water, plus water hook up, iceless ref., AC, DCm TV, CB radio, radio & tape deck, air cond., heater, a.c. powered on top, sleeps 2, very clean, (209) 634-5767, #1065265.

FOR SALE: Antique Drag Saw, manufactured by Vaughan Motor Works of Portland, OR during the late 1920's or early 30's, 4 hp, complete with 5-ft blade & some literature, good condition, (530) 243-0801, #0674918.

FOR SALE: '83 Buick Skylark, 3.0 engine, automatic, AC, new battery, new radiator, runs good, \$700, (408) 265-7164, #1941657.

FOR SALE: 30-ft Landau by Georgie Boy 2000 Motor Home, less than 3,000 mi., many extras, selling due to illness, \$49,000, (209) 477-7646, #1143032.

FOR SALE: '96 convertible Ford Mustang (black), V8, 4.6 liter, automatic, rear wheel drive, 49,900 approx. mileage, AC, PS, PW, PL, CC, tilt wheel, premium wheels, leather interior, all wheel ABS, AM/FM cassette, rear spoiler, \$16,500, (209) 245-3532, #1812603.

FOR SALE: D-7 & 12 yard scraper, 3T1 model, older model, (209) 245-3532, #1812603.



FROM RENO
EBOW BENOOE3 leader Thomas "Tom E." Francis, decorated
Vietnam vet, dies at age 51

RENO, Nev. — Thomas E. "Tom E." Francis, a 30-year member of Operating Engineers Local No. 3, longtime foreman for Granite Construction and a decorated Vietnam veteran, died recently one week after being diagnosed with cancer. He was 51.

Francis' sudden death to brain and lung cancer came 14 years after he had beat back a form of skin cancer and later made lifestyle changes, such as giving up smoking, family members said.

"It was so unexpected," his widow, Linda Francis, said afterward. "He really didn't have any symptoms."

Granite co-workers, too, were shaken, later presenting his family with a leather-bound book filled mostly with pictures and mementos of Francis at work, including many asphalt-paving sites.

Born in Reno as Thomas Edgar Francis, he was often known to his friends merely as "Tom E.," an abbreviation that often was misspelled.

"It's not T-o-m-m-y," he told his friends, Linda Francis said, quoting her late husband. "It's T-o-m, space, then E period."

Francis grew up in Sun Valley north of Reno and graduated from Sparks High School. He served in the Air Force from 1966 to 1967 and volunteered for the

Army Special Forces from 1967 through 1970. He completed three tours of duty in Vietnam, receiving two Purple Hearts and the Silver Star.

Following his discharge, Francis joined OE3 in 1971, and was dispatched to Granite in 1974, where he rose to foreman and was known for passing his skills on to newcomers, friends and coworkers said. As a tribute, Granite officials told his widow his radio number, two-one-six, would be retired.

In addition to his blue-collar accomplishments, Francis mastered academia, receiving a bachelor's of science degree from Stanford University in Palo Alto, Calif., often attending school part time. He later taught gradesetting at Truckee Meadows Community College.

District Rep. Pete Cox of Reno said Francis' death leaves big shoes to fill.

"He excelled to the fullest and became the best in his profession," Cox said. "Tommy was not only dedicated to his employer but his employees were his top priority. The older hands appreciated his knowledge of the trade that made



Thomas "Tom E." Francis, center, oversees laying of asphalt.

their job easier and more enjoyable. The younger operators working for Francis were given a chance to learn the trade the right way from a man who enjoyed teaching and passing on everything he knew.

"He will be missed greatly."

Francis is survived by his wife, Linda; children Lisa Ann, John Thomas, Jenna Leigh, Tiffany Ann, Stephanie Marie and stepson David Robert Rucilez.

A union-backed memorial fund was established in lieu of flowers, and contributions may be sent care of Operating Engineers Local No. 3, 1920 Corporate Blvd., Reno, Nev., 89502.

Reno forklift class helps operators master seven skills for certification

RENO, Nev. — Seven apprentices and journey-level members of Operating Engineers Local No. 3 recently mastered seven basic forklift

skills to meet new federal requirements, Greg Smith, administrator of the Nevada Joint Apprenticeship Committee, said afterward.

Held up to three times per year, the eight-hour, one-day course is free to OE3 members and helps them meet a mandatory certification law

that went into effect last July. "All forklift operators must have a card that says they have completed the course," Smith said. He added that the course includes three hours of in-

class instruction, a test and, if they pass the test, hands-on instruction the remainder of the day.

"They have to be competent at this for safety" reasons, Smith said. "If we give them something that says their certified, we're saying 'Yes, they're competent.' We're putting our necks on the line; It's not a rubber stamp-type certification."

The latest graduates are: Randy Anderson, Lisa Bradley, Steve Lauriano, Ron Mattos, Robert McHaney, Brian Prather and Jack Wright.



Ron Mattos practices his skills on an extended forklift, one of seven required for federal certification.

FROM THE
districts

FROM THE districts

Faces in the Field



Apprentice Michelle Crawford and Apprentice Coordinator/Instructor Jerry Kringle.



Backhoe operator Marvin Naihe and Oiler Stephen Medeiros, next to Big Island Business Rep. Bruce Brumaghim preparing to sign the supplemental dues form as Laborer Nelson Kahele looks on.



Journey level lube and service engineer Jason Iglesia and apprentice Jamey Coloma on a RLS Lee jobsite.

FROM HAWAII EBOW HAWAII

Waikiki Beach improvements

More than \$350 million in public and private investment has gone into wider roads, lush landscaping, sandy beaches and the first major hotel and commercial construction in the area since Hawaii's recession set in 10 years ago. District 17's signatory contractors and its members on Oahu have stayed busy as a result.

Some of the recent and more visible projects completed include \$13.6 million in sidewalks, new sand, a waterfall and extensive landscaping along Kalakaua Avenue. A

\$3 million bandstand and \$11.5 million facelift for the Waikiki Natatorium has also been completed.

Upcoming state projects include a \$5 million pedestrian bridge over Kalakaua Avenue and \$12.6 million in dredging and other work on the Ala Wai Canal.

Hilton's new \$95 million, 25 floor, 435 room Kalia Tower led the redevelopment.

It was followed by the \$140 million Honu Group retail complex and the \$65 million DFS Galleria entertainment and retail project, both still in construction.

Waikiki's construction costs

City, state and federal funds:

Kuhio Beach Park	\$13.6 million
Kapiolani Park Bandstand	\$3 million
Kalakaua Avenue Pedestrian Bridge	\$5 million
War Memorial & Natatorium	\$11.5 million
Waikiki Landscape Master Plan	\$1 million
Kuhio Avenue roadwork	\$750,000
Ala Wai Canal dredging	\$10.3 million
Other Ala Wai work	\$2.3 million
Ala Moana Boulevard roadwork	\$8 million

Private Investments:

Honu Group	\$140 million
Hilton Hawaiian Village, Kalia Tower	\$95 million
DFS Galleria	\$65 million
Louis Vuitton renovation	7.5 million
Hyatt Regency renovation	\$3 million
ABC Store renovations	\$3 million

Total: \$368.96 million

Adult literacy programs offer reading assistance

Crane operator certification, fork lift certification, Hazmat certification, First Aid/CPR certification and OSHA certification may well be just the start of things to come. As the trend for certification and the subsequent related training to acquire certification grows, it is evident that our membership must be informed. In our apprenticeship and training classes, as well as Hazmat and National Commission for the Certification of Crane Operators preparation classes, it appears that some of our members may need to improve their literary skills.

The Community School for Adults Department of Education Adult Literacy Programs offers tutoring in reading and writing skills for the beginning adult learner on a one-to-one basis. They are able to tutor in a place that is comfortable for the adult learner and have flexible hours. If you have questions, call any one of the offices listed:

Oahu: Jane Lee, 832-3595, Farrington CSA; Sandra Tanaher, 733-4004, Kaimuki CSA; Jan Liftee, 594-0541, McKinley CSA; Gayle Araki, 837-8466, Moanalua/Aiea CSA, 836-0075; Dolores McCrum, Wahiawa CSA, 622-1634; Joanna DeRyke, 259-0477, Windward CSA.

On the Big Island of Hawaii: Diane Gentry, Charlene Hart and Toddy Hagans, Hilo CSA, 974-4100; Brenda Natina and Mikahala Roy, Kona CSA, 327-4692;

On Kauai: Sanae Morita, Kauai CSA, 274-3390.

On Maui: Sylvia Ishikawa, Maui CSA, 873-3082.

The Hawaii state DOE contact is Annett Young and she can be reached at 594-0170. All calls will be kept confidential.

CAMP H.M. SMITH, Hawaii – Officials broke ground for the Nimitz-MacArthur Command Center, U.S. Pacific Command's new headquarters building, during a recent ceremony Feb. 20.



Left to Right: Command Sgt. Maj. Barbara S. Smith; Dennis Watts, president and chief executive officer of Dick Pacific Construction Company; Adm. Dennis C. Blair, U.S. PACOM commander in chief; and Rear Adm. Charles R. Kubic, commander of Pacific Division and Naval Facilities Engineering Command.



Hawaii Congressman Neil Abercrombie discussing merits of the project with Rear Admiral Kubic. The admiral also updated congressman Abercrombie on the upcoming \$600 million Ford Island project.