

# ENGINEERS NEWS

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OPERATING ENGINEERS LOCAL UNION NO. 3

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A black and white portrait of Gray Davis, a man with short dark hair, wearing a suit and a striped tie. He is smiling slightly and looking towards the camera. The background behind him features a large, stylized graphic of the California state flag on the left and a circular seal with the text 'OFFICE OF THE ATTORNEY GENERAL' and 'STATE OF CALIFORNIA' on the right.

## Local 3's choice for Calif. governor

***Gray Davis' long history of supporting labor makes the lieutenant governor the best pick for the June 2 primary***



FOR THE  
*good & welfare*



by Don Doser

Business

Manager

.....

"...I  
urge  
Local 3  
members  
to vote  
"No" on  
both  
Props.  
226 and  
224."

.....

# Say 'No' to Props. 226 and 224 on June 2

In just a matter of days, union families across California will make the most critical voting decision in 40 years. On June 2 they will decide the fate of the Anti-Worker Initiative Prop. 226, which, if approved, would severely impede labor's ability to protect working families and advance labor's agenda in the political arena.

By now you have probably heard or read plenty about Prop. 226. It's the measure that would prohibit unions, and unions only, from spending dues money on political campaigns unless they obtain written consent every year from each union member. Prop. 226 may sound fair to some people, but it's extremely unfair to union members who are struggling to earn a decent living for their families.

Union political activism gives working families a voice in legislative and public policy decision-making, a process that ultimately improves the living standards of all workers whether they're represented by a union or not. Thanks to unions, most U.S. workers today enjoy paid vacations and holidays, overtime, health insurance, Social Security and Medicare, job safety, and much more. Unions have won these benefits for all American workers by negotiating good contracts for their members and maintaining a strong presence in politics.

But Prop. 226 would take labor out of the political game and force union members to sit on the sidelines. Prop. 226 is designed to make it more difficult for union members to have a say in government affairs while corporations, which already outspend unions 11 to 1 on politics, would remain free to pursue their interests unrestricted. Under Prop. 226 corporations won't have to get permission from their shareholders to use company profits for political activities.

And Prop. 226 goes far beyond silencing the political voice of working families. It's also going to infringe on our constitutional rights. Legal experts advising the labor movement say that if Prop. 226 passes labor may not be able to even run get-out-the-vote campaigns or phone banks, publish political information in union newspapers, endorse or support candidates in any election at the local or state level, lobby for or against legislation, or discuss political activities at union meetings. Prop. 226 sounds more like fascism than Americanism.

## The "Gang of Four"

Why are Gov. Pete Wilson, House Speaker Newt Gingrich, billionaire insurance tycoon J. Patrick Rooney and foreign lobbyist Grover Norquist the major backers of Prop. 226? Because unions, through their political clout, have prevented these men from diluting or eliminating our health care and retirement benefits, minimum and prevailing wage laws, public education system, and Social Security and Medicare programs.

The "Gang of Four" is using Prop. 226 to advance a hidden agenda. Wilson is using the initiative to court conservative Republicans as he prepares for a possible presidential run in 2000. Gingrich hopes Prop. 226 spreads nationwide so Democrats receive fewer donations from their biggest contributors - labor unions.

Meanwhile, Rooney, who heads the Golden Rule Insurance

see 'Prop. 224' continued next page

## THIS MONTH in the ENGINEERS NEWS



**Gray Davis For Governor**

Local 3's choice for Calif. governor

See page 9



**Specialty Crushing**

After a long, hard organizing campaign, Local 3 and Specialty Crushing signed an agreement on April 6

See page 4

Union News .....	3
Safety .....	7
Credit Union .....	8
Addiction Recovery Program.....	13
Fringe Benefits.....	14
District News.....	15-17
Meetings and Announcements.....	18
Swap Shop.....	19
Scholarship Contest Rules.....	20

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Company based in Indianapolis, is trying to weaken Medicare so he can increase sales of his health insurance policies. Norquist heads a corporate-financed right-wing lobbying group that wants to privatize Social Security. You can bet these four men aren't looking out for California's working families; they see Prop. 226 has a ripe opportunity to enhance their political fortunes and line their pockets.

I know that voting in primary elections isn't always the highest priority for everyone. But if there was ever an election in which union members and their families must get to the polls, it's the June 2 California primary. Although Prop. 226 has dropped somewhat in recent polls, labor has a long way to go to ensure defeat. We need every union member to get to the polls on June 2 and vote "No" on Prop. 226. And by all means, encourage your spouse, relatives, neighbors and friends to also vote "No" on Prop. 226.

### **No on Prop. 224**

And while you're voting "No" on Prop. 226, also vote "No" on Prop. 224. This is another potentially damaging initiative for the construction industry. Prop. 224 would require every public and private project that uses state funds to submit architectural and engineering design contracts to the California Office of the Controller for a cost analysis. If the controller's cost analysis shows that the state could do the project cheaper than the private sector, state engineers would get the work.

But the authors of Prop. 224, members of the Professional Engineers in California Government (PECG), ruined the initiative when they slipped in a clause in Section 3C that essentially establishes a rigged bidding system, which virtually guarantees that nearly all design work for state funded projects will be done by members of PECG.

If Prop. 224 passes, Local 3 surveying firms will no longer be able to compete with the state for land surveying work. As many as 100,000 construction jobs would be lost in the first two years as a result of construction delays and other problems resulting from Prop. 224.

Newspaper editorial boards are starting to catch on to Prop. 224. *The San Jose Mercury News*, in an April 24 editorial, said the measure "looks suspicious...The initiative's backers are calling themselves, 'Taxpayers For Competitive Bidding,' but the system they would set up was written by public employees for public employees. Voters ought to reject special-interest initiatives written by one of the special interests."

In this case, the special interest is PECG. This employee association, which is not affiliated with the AFL-CIO, wants to create the largest surveying firm in the world. Prop. 224 is nothing more than a power grab by PECG. It has "self-interest" written all over it.

*I urge Local 3 members to vote "No" on both Props. 226 and 224.*

# President Clinton denounces Prop. 226

## **Anti-Worker Initiative takes nose dive in latest Field Poll**

President Clinton issued a sharp denunciation of Prop. 226 at a May 4 fund raiser in Los Angeles. He said the Anti-Worker Initiative, which would require unions to get annual written permission to use a member's dues for politics, would unfairly "alter the balance of power in political debate" because it places limits on union political spending that aren't imposed on corporations.

"This is just an attempt to put unions at a disadvantage to other organized groups in the political marketplace and thereby diminish the voice of working men and women," he said.

Clinton's speech came just prior to the release of the most recent Field Poll, which showed voter support for Prop. 226 slipping to 55 percent in late April, down from 71 percent in February and 60 percent in March. Field Poll Director Mark DiCamillo said if the trend continues the Prop. 226 race would be close by election day.

Labor's aggressive grass-roots No on Prop. 226 campaign, which has included a vigorous voter registration drive and phone banking, seems to be paying off. The share of union households who support Prop. 226 fell from 61 percent in March to 47 percent in April. While union households favored Prop. 226 by a 2-to-1 margin in March, they are now evenly split on the initiative.

### **The gap's closing on Prop. 226**

The trend of voter opinions about Prop. 226 among likely voters taken by the Field Institute

April '98	Mar. '98	Feb. '98	Nov. '97
Yes 55%	Yes 60%	Yes 71%	Yes 72%
No 34%	No 29%	No 22%	No 22%



**Local 3 member Kathryn Shoemaker of O.C. Jones speaks out against Prop. 226 during filming of a No. on Prop. 226 commercial in Oakland May 1.**

# The downfall of a local

**Members deserted Arizona's Local 428, but one man found an oasis in Local 3**

by Jennifer Gallagher, Assoc. Editor

In a union, especially one as large and diverse as Local 3, you will find many different types of members, each with his or her own reason for joining. Some join for the wages, some join for the benefits, some just join because the company they work for gets organized.

It's easy to figure out why people join. But once they belong to a union, why do they stay?

In Bill Crocker's case the answer is simple. Unionism becomes a way of life. But in his 37 years as a member of the International Union of Operating Engineers, eight of which were with Local 3, Bill has seen many of his brothers and sisters abandon all that unionism stands for.

Bill joined the Operating Engineers with Local 428 in Arizona in 1959. He was 21 years old and unsure about what he wanted to do with his life. His uncle was a business agent, and he convinced Bill to join the union in January of that year.

At the time, Local 428 was small and provided few benefits to members. There was no apprenticeship program, no medical benefits, no pension and low pay. In fact, operators were only making \$2.47 per hour. Arizona has always been a right-to-work state, so the union had a hard time achieving the market share needed to become a powerful influence on the industry.

Starting in Bill's first year, the union began to grow. Between 1959 and 1970, wages and benefits climbed along with the market share, and the union became more powerful. Things looked good, and by 1980 Local 428 had 6,000 members. But then things started to slow down again. By the mid-1980s, work in Arizona started to

become scarce and members became disgruntled. Many members went to work for non-union companies.

According to Bill, the administration of Local 428 did everything it could to hold the union together. The agents were knowledgeable and the service was good, but the members became apathetic. Union companies had traditionally ignored the private sector and by the time publicly financed work slowed down in Arizona, the non-union companies had a stranglehold on private work.

Members fled to non-union companies. In 1989, with almost half of the membership gone, the union could no longer negotiate good contracts. Union companies couldn't compete and, as a result, wages and benefits plummeted. The dental plan was eliminated altogether. Some union contractors hung in there for a while, but eventually went non-union just to stay afloat. When the company Bill worked for went non-union, he knew it was time to pack up and move to a more lucrative location.

So he came to California to join Local 3.

When asked why he chose California over other areas of the country, Bill said that Local 3 was the reason. "Anyone who works in the industry, anywhere in the country, knows about Local 3," said Bill. "The wages, benefits and service are by far the best in the industry."



And Bill and his wife, Carolyn, certainly need the benefits that Local 3 provides.

Early this year, Bill was diagnosed with kidney cancer and was forced to retire two years before he had planned. Although he missed getting retiree health and welfare by two years, he's grateful that he can still pay into a health plan that covers as much of his medical care as it does. He also claims that without Local 3, he wouldn't have been able to retire at all. His eight years here have provided him with three times as much in pension as his 29 years with Local 428. According to Bill, there was no way he could have retired without his eight years with Local 3.

"We're just glad we got here when we did," said Carolyn.

## Local 3 welcomes Specialty Crushing

After a long, hard organizing campaign, Local 3 and Specialty Crushing signed an agreement on April 6. Union organizers have been trying to sign Specialty since owner Tom Chasm first carved out a niche for himself in the recycle crushing business after the 1989 Loma Prieta earthquake.

When Chasm first came here in the late 1980s, recycled material wasn't widely used. The quarries weren't yet running at capacity so contractors didn't need alternative sources of material. Now, with quarries sold out months in advance, the need for recycled material is at an all-time high. Specialty Crushing is the largest and most visible of the recycle companies and is the first in the recycle industry to sign with Local 3.

Local 3 Organizer Jay Bosley and Business Rep. Mike Dunlap put many hours into this campaign. A June 1997 election for the 16-employee unit voted was a tie, but Local 3 did not give up. Unfair labor practice complaints were filed by both sides, and at a January hearing that addressed the ULP's, the two sides began to make some progress in negotiating a deal beneficial to both.

Business Manager Don Doser's sensitivity to a precarious situation and his dedication to organizing made this campaign successful. Local 3 wishes to extend a warm welcome to Specialty Crushing's owner and new members, and we look forward to a long and productive relationship.



From left to right: Oakland Business Reps. Joe Tarin and Mike Dunlap, Specialty Crushing owner Tom Chasm, and Local 3 Organizer Jay Bosley



# Fed Up!

## Local 3 to hold huge rally in support of frustrated Nortech employees

**W**hen Local 3 sees one of its bargaining units getting the shaft, the union steps in and does something about it. For the past 10 months employees at Nortech Waste LLC near Roseville, Calif. have endured intimidation, retaliation, threats, unlawful terminations and other unfair labor practices.

Local 3 and the unit of about 50 mostly Hispanic employees are going to send a message to Nortech that they're fed up with the abuse. They're going to stage a rally May 6 at 11 a.m. at Nortech's recycling facility at 3033 Fiddymont Road.

An estimated 500 supporters are expected to attend. Scheduled guest speakers include Local 3 Business Manager Don Doser, state Assembly members Dick Floyd, Deborah Ortiz, Kevin Shelley, Gil Cedillo and Fred Keeley, and co-chair of the NAACP Marcell Mills. Refuse the Rat (a man dressed in a rat costume) will be on hand to protest the garbage greed at Nortech. KBMB radio 103.5 FM will be doing live hourly broadcasts from the rally.

The problems at Nortech began in July 1997, when a large majority of the workers at the Roseville plant approached Local 3 about union representation. The workers had no pension, received a measly 7-cent-per-hour raise the two previous years, had poor medical coverage and worked under authoritarian management.

As soon as workers organized and the National Labor Relations Board scheduled an election, Nortech formed a company union to split the vote three ways. Nortech then began a campaign of discipline, discrimination, threats and intimidation against union supporters. Despite all this, the workers, nevertheless, voted overwhelmingly for Local 3 representation in September 1997.

Shortly after the election, Nortech called the U.S. Immigration and Naturalization Service and reported 19 "illegals" working at the plant. Nortech terminated 11 of the 19 a few days later. Also during this period, workers had their lunches slashed with razors, husbands had to drive their wives to work because of threats and intimidation.

When contract negotiations began in November 1997, Nortech hired a union-busting lawyer to represent the company. Two key union supporters were suspended for several weeks for exposing unsafe working conditions. Local 3 filed more unfair labor practice charges.

Nortech employees engaged in a brief work stoppage in December 1997 as a show of support for the two suspended workers. Nortech hired temporary

replacement workers after refusing the striker's unconditional offer to return to work. Local 3 filed more unfair labor practice charges.

Shortly after Christmas, Nortech accused one pro-union worker, who had cut a portion of his finger off at work, of instead cutting the finger off at home and bringing it to work so the company would have to pay the medical expenses. Workers were also refused medical treatment after being stuck with needles that were in the garbage on the recycling line.

Nortech continued its relentless retaliation of union supporters when it assigned union activist Alice Keyes to sweeping and picking up trash outside during the El Niño storms in January and February. Local 3 filed grievances and more unfair labor practice charges.

After eight contract negotiating sessions, Nortech finally made an offer – a pathetic 14-cents-per-hour wage increase. Local 3 believes the tens of thousands of dollars Nortech is paying for its union-busting attorney should go to the workers for pay increases, fringe benefits and safer working conditions at the plant. Nortech refuses to negotiate a lawful union security clause. In a last-ditch effort to reach a fair settlement, Local 3 has requested a federal mediator.

In all, the NLRB has issued complaints alleging 20 violations of federal law by Nortech. The 20 violations have been consolidated into one lawsuit, with trial before an NLRB administrative law judge scheduled for June 16.

The NLRB is investigating additional charges of unfair labor practices, which Local 3 filed after the original 20 complaints were issued. The latest charges include unlawful harassment and demotions of union supporters. The NLRB is also investigating allegations that Nortech refused to reinstate employees after the December 1997 work stoppage unless the workers agreed to drop their grievances.

# Organizing Update



**Trucks Plus, Redding, Calif.** - Unit of mechanics voted by a 2 to 1 margin April 24 for Local 3 representation. Hard-fought campaign involved entire Redding District office, with support from Organizing Department.

**Antioch Rock & Redi-Mix, Oakland, Calif.** - Election petition filed April 30 for unit of five equipment operators.

**Foremost Drilling, Reno, Nev.** - Election petition filed May 1 for 18 welders and mechanics.

**Maryl Construction, Kona, Hawaii** - Union won \$3,000 back-pay settlement and rerun election (scheduled for May 21) for 24 equipment operators.

**Hawaiian Bitumuls Paving & Precast Co., Honolulu, Hawaii** - Won NLRB legal victory and established 9A status in an 8F unit. Local 3 protected unit from Laborers takeover.

**Crawford Construction, Fresno, Calif.** - Election petition filed May 1 for 40 equipment operators.

**Kmart, Sparks, Nev.** - Union won \$22,000 settlement for employee Clair White, NLRB ordered rerun election in six months, company required to post notice of unfair labor practices.

operating engineers local union #3

Building  
America's  
Future

# Local 3's Web site celebrates first birthday

It was one year ago this month that Local 3 launched its home page on the World Wide Web. For the past 12 months, Local 3's Web site, at [www.oe3.org](http://www.oe3.org), has been providing Local 3 members and the public with an extensive offering of union information for those with access to the Internet on their home or office computers.

The Local 3 Web site is part of Business Manager Don Doser's commitment to provide members with the best service possible and keep them informed on what's going on in the union. The site is the result of an extraordinary team effort involving the officers, staff and district offices.

Since May of last year, Local 3's Web site has received about 5,000 "hits" or visits. When visitors access the Web site, they find profiles and current information about every major union department and related organization, including the Addiction Recovery Program, Foundation for Fair Contracting, fringe benefits, Public Employees Division, Rancho Murieta Training Center, Safety Department and more. Visitors can also find up-to-date legislative and political information as it relates to Local 3 and the labor movement. The newest section now contains information about State Bargaining Unit 12.

## All meetings listed on Web site

What's really nice about the Local 3 home page is

that it contains schedules and information about all union-related meetings, functions and training, including Hazmat, BATC, COMET and ACT, and DOT driver's training classes. The site also lists all district, Retiree Association and pre-retirement meetings, as well as district picnics. Even the popular *Engineers News* Swap Shop is posted on the Web site.



And if you accidentally toss out your *Engineers News*, there's no need to panic. You'll have the Local 3 Web site as a backup. The current issue of *Engineers News* as well as all recent back issues can now be found on the Web site.

## Links to other Web sites

Another important feature of the Web site is the links to other relevant Web sites. Union members can connect to the home pages of the AFL-CIO, the International Union of Operating Engineers in Washington D.C., U.S. Congress, state legislatures and government agencies, and the Local 3 Federal Credit Union. The Local site even has a link to the No on Prop. 226 campaign.

## E-mail makes Web site interactive

What makes the Web site such a valuable communications tool is that it's interactive. Local 3 can disseminate valuable information to its members, and members in turn can write back to the union, requesting information and providing feedback via e-mail.

Local 3 encourages members who visit the site to tell us what they think, ask for information, or just say hello.

The Web site has been a valuable communications tool not only for Local 3 members, but for Operating Engineers all over the country. One member, David Boyd of IUOE Local 400 in Montana, wrote in a March 30 e-mail message: "Great Web site. I'm with Local 400 here in Montana, but have many friends in Local 3 from when I lived in Sacramento. Your Web site allows me to keep up to date on what is going on in your neck of the woods. More importantly, I can e-mail the details about Prop. 224 and 226 to my parents, brothers, sisters and friends in California. Please keep up the great work."

With Internet use increasing over the past year by 150 percent and the amount of information flowing online doubling every 100 days, the Local 3 Web site will only increase in value and popularity. If you



have access to the Internet, pay Local 3's home page a visit. You'll like what you see.



# Local 3 at your fingertips.

Visit us on our Web site at:  
<http://www.oe3.org>

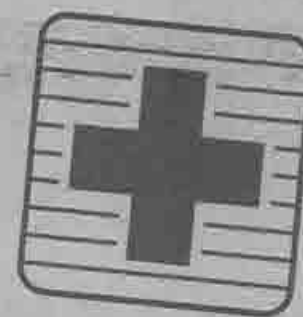


## NEWS FROM THE

safety  
dept.

by Brian Bishop  
Safety Director

# New Respirator Medical Evaluation



The following article outlines the new OSHA regulations for medical evaluations used to determine an employee's ability to wear a respirator. The language was taken from OSHA regulation 29 CFR 1910.134, which covers general industry, shipyards, longshoring, marine terminals and construction.

**(e) Medical evaluation.** Using a respirator may place a physiological burden on employees that varies with the type or respirator worn, the job, the workplace conditions and the medical status of the employee. Accordingly, this paragraph specifies the minimum requirements for medical evaluation that the employers must implement to determine the employee's ability to use a respirator.

**(1) General.** The employer shall provide a medical evaluation to determine the employee's ability to use a respirator before the employee is fit tested or required to use the respirator in the workplace. The employer may discontinue an employee's medical evaluation when the employee is no longer required to use a respirator.

## **(2) Medical evaluation procedures**

(i) The employer shall identify a physician or other licensed health care professional (PLHCP) to perform medical evaluations using a medical questionnaire or an initial medical examination that obtains the same information as the medical questionnaire.

(ii) The medical evaluation shall obtain the information requested by the questionnaire in Sections 1 and 2, Part A of Appendix C of this section.

## **(3) Follow-up medical examination**

(i) The employer shall ensure that a follow-up medical examination is provided for an employee who gives a positive response to any question among questions 1 through 8 in Section 2, Part A of Appendix C or whose initial medical examination demonstrates the need for a follow-up examination.

(ii) The follow-up medical examination shall include any medical tests, consultations, or diagnostic procedures necessary to make a final determination.

## **(4) Administration of the medical questionnaire and examination**

(i) The medical questionnaire and examination shall be administered confidentially during the employee's normal working hours or at a time and place convenient to the employee. The medical questionnaire shall be administered in a manner that ensures that the employee understands its content.

(ii) The employer shall provide the employee with an opportunity to discuss the questionnaire and examination results with the PLHCP.

## **(5) Supplemental information for the PLHCP**

(i) The following information must be provided to the PLHCP before a recommendation can be made concerning an employee's ability to use a respirator.

(A) The type and weight of the respirator to be used by the employee.

(B) The duration and frequency of use (including use for rescue and escape).

(C) The expected physical work effort.

(D) Additional protective clothing and equipment to be worn.

(E) Temperature and humidity extremes that may be encountered.

(ii) Any supplemental information provided previously to a PLHCP regarding an employee need not be provided for a subsequent medical evaluation if the information and the PLHCP remain the same.

(iii) The employer shall provide the PLHCP with a copy of the written respiratory program and a copy of this section.

**Note to paragraph (e)(5)(iii):** When the employer replaces a PLHCP, the employer must ensure that the new physician obtains this information, either by providing the documents directly to the PLHCP or by having the documents transferred from the old provider to the new one. However, OSHA does not expect employers to have employees medically evaluated just because a new PLHCP has been selected.

## **(6) Medical determination**

In determining the employee's ability to use a respirator, the employer shall:

(i) Obtain a written recommendation regarding the employee's ability to use a respirator from the PLHCP. The recommendation shall provide only the following information:

(A) Any limitations on respirator use related to the medical condition of the employee or relating to the workplace conditions in which the respirator will be used, including whether or not the employee is medically able to use the respirator.

(B) The need, if any, for follow-up medical evaluations.

(C) A statement that the PLHCP has provided the employee with a copy of the written recommendation.

(ii) If the respirator is a negative pressure respirator and the PLHCP finds a medical condition that may place the employee's health at increased risk if the respirator is used, the employer shall provide a powered air-purifying respirator (PAPR) if the medical evaluation finds that the employee can use such a respirator. If a subsequent medical evaluation finds that the employee is medically able to use a negative pressure respirator, then the employer is no longer required to provide a PAPR.

## **(7) Additional medical evaluations**

At a minimum, the employer shall provide additional medical evaluations that comply with the requirements of this section if:

(i) An employee reports any medical signs or symptoms that are related to ability to use a respirator.

(ii) A PLHCP, supervisor, or the respirator program administrator informs the employer that an employee needs to be reevaluated.

(iii) Information from the respiratory protection program, including observations made during fit testing and program evaluation, indicates a need for employee reevaluation.

(iv) A change occurs in the workplace conditions (e.g., physical work effort, protective clothing, temperature) that may result in a substantial increase in the physiological burden placed on an employee.

NEWS FROM THE  
*credit  
union*



by Rob Wise  
Credit Union  
Treasurer

# Save time and money next time you shop for a car



**"I** made a 25-cent phone call that saved me \$1,500.00," said Local 3 member Charles Perkins of Livermore, Calif. By contacting a member of the Independent Fleet Managers Association (IFMA), Charles was able to take advantage of one of the credit union's free vehicle shopping services. The IFMA Auto Purchase Network is made up of fleet managers at dealerships throughout Northern California. Credit union members can make an appointment with the IFMA member to get fleet pricing on vehicles.

Charles learned about the IFMA by contacting his credit union branch. At that time, a salesman at the dealership had already quoted Charles a price on a Dodge Intrepid. The vehicle information pricing specialist at the credit union told Charles to contact the dealership's IFMA member to see if he could get a better price. The result: Charles paid \$1,500 less than the salesman had quoted him.

The IFMA is just one of the free services your credit union has available for car shoppers. Call 1-800-877-4444 or access the credit union's Web site at [www.oefcu.org](http://www.oefcu.org) to learn more about the IFMA or the following services:

**Credit Union Direct Lending (CUDL)** – When you visit dealerships in Northern California, ask to speak to the CUDL manager or fleet manager. This way you can apply for a credit union vehicle loan right at the dealership, even during evenings and

weekends. You'll know in just a few minutes if your loan is approved, and there is no need to make a separate trip to a credit union branch to arrange financing. To find the name of a CUDL dealer near you, call 1-888 CUDIRECT or access the Web site at [www.cudirect.com](http://www.cudirect.com).

**The Auto Plan** – After you contact the credit union for vehicle loan preapproval, call 1-800-985-9995 for referral to an Auto Plan dealership. This might give you big savings off the sticker price of your next car or truck.

## Credit union fees half those of big banks

In a 1997 study of more than 400 banks, the U.S. Public Interest Research Group (PIRG) found that credit union deposit account fees were half those of big banks. And speaking of fees, last month marked the two-year anniversary of banks being allowed to charge a fee for use of their ATM's. The credit union recommends that you avoid these fees by applying for an Operating Engineers ATM/Check Card that accesses your checking account. When you use your check card at the supermarket and other locations, you

can get cash back and avoid other banks' fees.

High banking fees need not be part of your financial life: you can avoid them by joining the credit union. All you need is a completed membership application and a deposit of at least \$5 into a regular savings account. Call 1-800-877-4444 to find the branch nearest you and start saving today.

**"Auto Dues"**  
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**Pay your union dues the easy way**

Have your dues automatically deducted from your Local 3 Credit Union account

## Give yourself a break— from costly bank fees



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# Take me to the polls!

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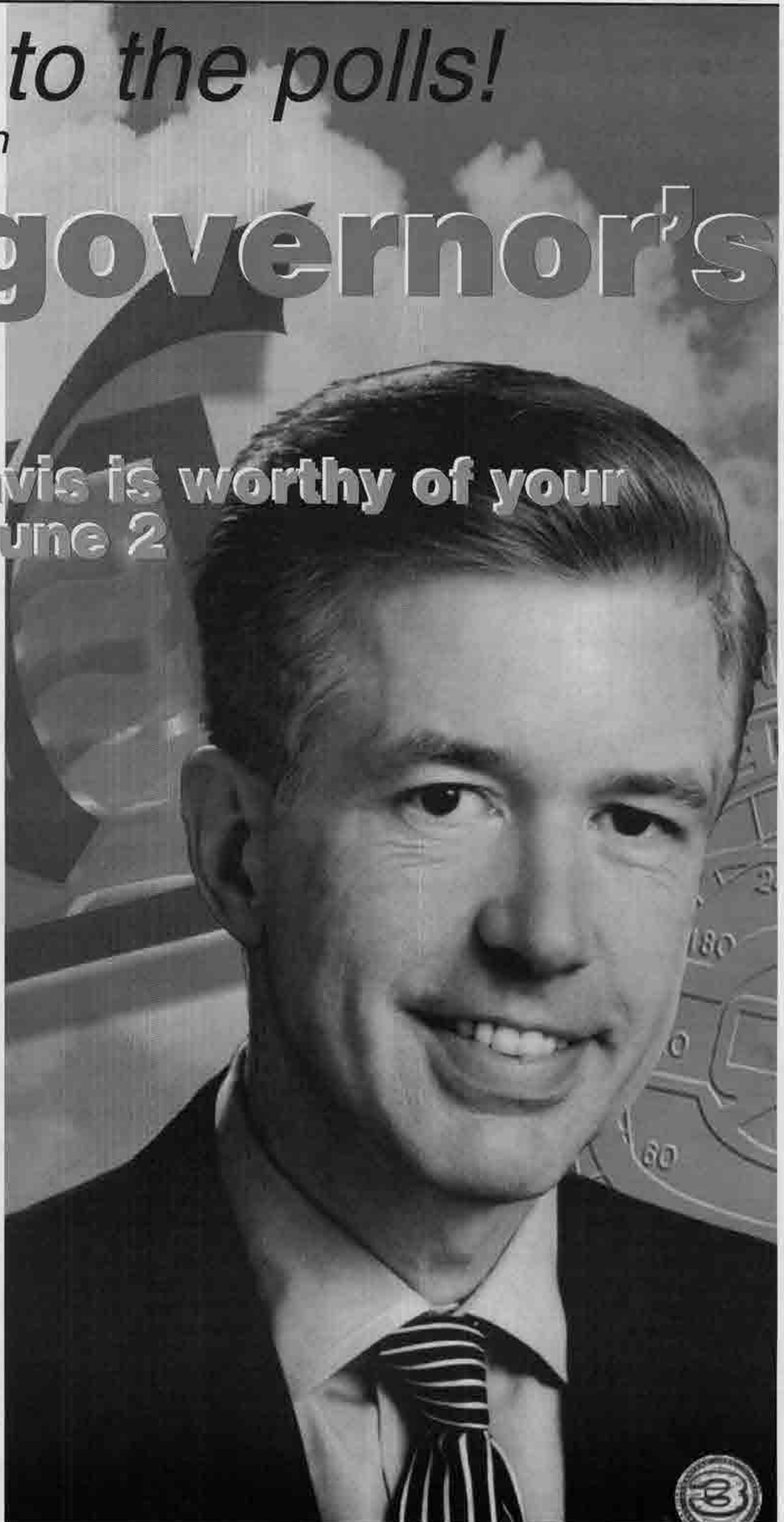
## The governor's race

### Why Gray Davis is worthy of your support on June 2

In California's first-ever open primary on June 2, voters will be able to choose among four major candidates for governor—Republican Dan Lungren or Democrats Al Checchi, Jane Harman or Gray Davis. The top vote getter in each party will face off in the November 3 general election. Of the four candidates, union members have one clear choice—Lt. Gov. Gray Davis.

Local 3 has endorsed Davis because of his long history of supporting labor. Davis has always been there for working families throughout his more than 30 years in politics: during his current tenure as lieutenant governor, as well as his eight years as state controller, two terms as a state assemblyman and eight years as chief of staff to Gov. Jerry Brown. Some highlights of Davis' record on labor issues include:

- During state budget delays in 1990 and 1992, Davis, as state controller, obtained court injunctions requiring that salaries be paid to state employees.
- In 1990, he distributed millions of dollars to public schools over the objection of Republican Gov. George Deukmejian, who was trying to impound the funds.
- When Pete Wilson became governor in 1991, Davis refused to implement Wilson's order to cut the pay of 27,000 state employees by 5 percent.
- Davis also won a court order overturning Wilson's attempt to increase health insurance premiums for state employees without renegotiating contracts. That same year, when Wilson was trying to slash the state workforce to help balance the budget, Davis demonstrated that the layoffs were unnecessary by identifying more than 20,000 vacancies.
- In 1992, Davis supported Prop. 162, which prohibited raids on public pension funds by guaranteeing public retirement system boards the exclusive authority to administer the funds.
- Davis was the first state controller to institute flex-time and on-premises day care centers for state employees.
- Davis actively supported increases in the state and national minimum wage.
- Davis opposes Prop. 226, the Anti-Labor Initiative.



# CALIFORNIA VOTE

## 1998



### You Have The Power

# California's primary election endorsements

On the following pages are Local 3's political endorsements for the **June 2** California primary. These recommendations identify candidates who have demonstrated to the Executive Board or district political action committees strong support for issues and policies vital to Local 3 members and their families. By using these endorsements as a guide, you are assured that these individuals support issues vital to you as a Local 3 member and that, if elected, they'll work hard toward improving your economic future. Regarding statewide propositions, it is Local 3's policy to make a recommendation only on those propositions that have a direct impact on our membership or, in some cases, on union members in general. Those propositions that do not fit into this category generally receive a "No Recommendation," and we encourage our members to study both sides of the issue and vote as they see fit.

## Statewide Election

Governor.....	Gray Davis
Lieutenant Governor.....	Cruz Bustamante
Secretary of State.....	Michela Alioto
State Controller.....	Kathleen Connell
State Treasurer.....	Phil Angelides
State Attorney General.....	Bill Lockyer
Superintendent of Public Instruction.....	Delaine Eastin
State Insurance Commissioner.....	Hal Brown

## State Board of Equalization:

District 1.....	Johan Klehs
District 2.....	No Recommendation
District 3.....	Mark Spiegler
District 4.....	John Chiang

U.S. Senator.....	Barbara Boxer
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## U.S. House of Representatives

District 1.....	Mike Thompson
District 2.....	Roberts Braden
District 3.....	Sandie Dunn
District 4.....	David Shapiro
District 5.....	Robert T. Matsui
District 6.....	Lynn Woolsey
District 7.....	George Miller
District 8.....	Nancy Pelosi

District 9.....	Barbara Lee
District 10.....	Ellen Tauscher
District 11.....	No Endorsement
District 12.....	Tom Lantos
District 13.....	Fortney "Pete" Stark
District 14.....	Anna Eshoo
District 15.....	Dick Lane
District 16.....	Zoe Lofgren
District 17.....	Sam Farr
District 18.....	Gary Condit

## California Legislature State Senate

District 2.....	Wes Chesbro
District 4.....	Mark Desio
District 6.....	Deborah Ortiz
District 8.....	Jackie Speier
District 10.....	Liz Figueroa
District 12.....	Sal Cannella
District 14.....	No Recommendation
District 16.....	Jim Costa

## State Assembly

District 1.....	Virginia Strom-Martin
District 2.....	Francie Sullivan
District 3.....	Scott Gruendl
District 4.....	No Recommendation
District 5.....	John Molina
District 6.....	Kerry Mazzoni
District 7.....	John Latimer

District 8.....	Helen Thomson
District 9.....	Robert Pernel
District 10.....	Debra Gravert
District 11.....	Tom Torlakson
District 12.....	Kevin Shelley
District 13.....	Carole Migden
District 14.....	Dion Aroner
District 15.....	Daniel White
District 16.....	Don Perata
District 17.....	Michael Machado
District 18.....	Ellen Corbett
District 19.....	Lou Papan
District 20.....	John Dutra
District 21.....	Ted Lempert
District 22.....	Elaine White Alquist
District 23.....	Mike Honda
District 24.....	Phil Stokes
District 25.....	Leonard Surratt
District 26.....	Dennis Cardoza
District 27.....	Fred Keeley
District 28.....	Alan Styles
District 29.....	No Recommendation
District 30.....	Dean Florez
District 31.....	Sarah Reyes
District 32.....	No Recommendation

## District 01 - San Francisco

San Francisco Supervisor.....	Tom Ammiano
San Francisco Superior Court Judge.....	Ron Albers
Marin Co. District Attorney.....	John Posey



**City and County of S.F.**

Assessor.....Doris Ward  
 Prop. A.....Vote Yes  
 Prop. E.....Yes  
 Prop. F.....No  
 Prop. H.....No  
 Prop. J.....Yes  
 Prop. K.....No

**District 04 - Fairfield****Solano Co. Supervisor**

3rd District.....Chuck Hammond

**Solano Co. Supervisor**

4th District.....William (Bill) Carroll

**District 10 - Rohnert Park****Sonoma Co. Supervisor**

4th District.....Paul Kelley

**Sonoma Co.**

Superior Court.....Elaine Watters

**Mendocino Co.**

District Attorney.....Susan Massini

**Lake Co. Supervisor**

2nd District.....James B. Kennedy

**District 20 - Oakland****Alameda Co. Supervisor**

2nd District.....Mark Green

**Alameda Co. Supervisor**

3rd District.....Wilma Chan

Mayor of Oakland.....Ignacio De Le Fuente

**San Leandro**

City Council.....Gordon Galvan

**San Leandro**

City Council.....Edwin Suchman

**Contra Costa Co. Supervisor**

1st District.....John Gioia

Contra Costa Co. Assessor.....Gus Kramer

**District 30 - Stockton**

Calaveras Co. Supervisor.....Terri Bailey

Calaveras Co. Sheriff.....Larry Copland

San Joaquin Co. Sheriff.....Baxter Dunn

**San Joaquin Co.**

Clerk-Recorder.....Cheryl McFall

Tuolumne Co. Sheriff.....Dick Rogers

**Stockton Unified School**

District Trustee.....Louis Gonzales

**District 60 - Marysville****Yuba Co.**

District Attorney.....Patrick McGrath

**Yuba Co.**

Sheriff-Coroner.....Virginia Black

**Yuba Co. Supervisor**

1st District.....Joan Saunders

**Yuba Co. Supervisor**

5th District.....Ted Lowe

Sutter Co. Sheriff.....Mike Nason

**Sutter Co.**

Auditor-Controller.....Barbara Kinniso

Butte Co. Sheriff.....Jim Callas

**District 80 - Sacramento****Sacramento City Council**

District 1.....Heather Fargo

**Sacramento City Council**

District 3.....Steve Cohn

**Sacramento City Council**

District 5.....Lauren Hammond

**Sacramento City Council**

District 7.....Robbie Waters

**Sacramento Co. Supervisor**

District 2.....Illa Collin

**Sacramento Co. Sheriff**

District 2.....Lou Blanas

**Sacramento Co. Supervisor**

District 5.....Don Nottoli

**Yolo Co. Supervisor**

District 2.....Lois Wolk

Yolo Co. Sheriff.....Ed Prieto

**Placer Co. Supervisor**

District 1.....Bill Santucci

**Placer Co. Supervisor**

District 2.....Robert Weygandt

Placer Co. Clerk-Recorder.....Jim McCauley

Placer Co. District Attorney.....Brad Fenocchio

Nevada Co. Sheriff.....Keith Royal

**District 90 - San Jose****San Jose City Council**

District 3.....Cindy Chavez

**San Jose City Council**

District 1.....Linda LeZotte\*

**San Jose City Council**

District 1.....Chuck Gillingham\*

San Jose Mayor.....Ron Gonzales

Hollister Sheriff Coroner.....Richard Boomer

\*Dual Endorsement

# Ballot Measures

**Prop. 219**

This proposition would mandate that all state and local ballot measures apply in the same way to all areas of the affected jurisdiction. It also requires that no state or local ballot measure can contain language that allows for alternative provisions to become law if a certain percentage of votes are cast for or against the measure.

In 1993, Prop. 172 enacted a statewide sales tax which would support law enforcement. But Gov. Wilson included a provision that only counties with a majority of "yes" votes would benefit from the tax increase. The authors of this proposition claim that this may have caused people who would normally vote no to vote yes so their county wouldn't be excluded. **No Recommendation**

## Prop. 220 - Superior and Municipal Court Consolidation

County courts in California are currently divided into two sections. Superior courts hear the majority of big cases such as felonies, family law, civil suits involving more than \$25,000 and municipal court appeals. Municipal courts have generally handled misdemeanors, minor infractions such as speeding tickets and most civil suits of \$25,000 or less. But with the passage of the "three strikes" legislation in 1994, superior courts have become severely backlogged and municipal courts have taken on more of the bigger cases. Prop. 220 would allow county courts to merge the two systems into a unified superior court system if the majority of the superior court and municipal court judges in a county agree. **Vote Yes**

### **Prop. 221 - Discipline of Subordinate Judicial Officers**

Since most courts are overloaded with cases, minor infractions are often settled by court commissioners and referees. These subordinate judicial officers handle cases where the law is clear and the details of the case are undisputed. Under the current system, these officers are not monitored by the Commission of Judicial Performance, the same body that oversees and disciplines judges. Prop. 221 would subject these subordinate officers to the same provisions that judges must adhere to. **Vote Yes**

### **Prop. 222 - Murder of a Peace Officer and Elimination of Sentence Credits**

This proposition does two things. It increases the sentence for second degree murder of a peace officer to life in prison without the possibility of parole. Currently, second degree murder of a peace officer is punishable by 25 years to life. Prop. 222 also would eliminate sentence credits for anyone convicted of murder. With the exception of those convicted of first-degree murder or second-degree murder of a peace officer, sentence credits are currently given to prisoners who participate in work and education programs and demonstrate good behavior while incarcerated. If Prop. 222 is enacted, no murder convict will be eligible for sentence reduction credits. **No Recommendation**

### **Prop. 223 - Spending Limits on School Administration**

Prop. 223 would force California's 994 public school districts to spend only 5 percent of the funds they receive from federal, state and local sources on administration. This would take effect in the 1999-2000 school year. Another provision of Prop. 223 would require each district, beginning in 1998-99 to link its annual budget to the achievement of performance objectives related to student improvement. Districts would be subject to an independent evaluation of the impact of performance budgeting every five years. Districts who fail to comply with either provision of Prop. 223 would be fined about \$175 per student by the State Board of Education. **Vote No**

### **Prop. 224 - State-funded Design and Engineering Services (the PECG Initiative)**

The Government Cost Savings and Taxpayer Protection Amendment would require each and every state, local and private project to submit engineering and architectural contracts to the California Office of the Controller, which would conduct a cost analysis comparing private sector and state civil service costs to perform that project. With some minor exceptions, contracts could not be awarded to private engineering and architectural firms if this cost comparison shows that civil service costs might be lower than private costs for performing these contracts. However, in comparing bids the state would not have to factor in overhead such as employee compensation, rent, utilities, insurance, legal services, while private firms would have to include such costs. This rigged bidding system would make it almost impossible for private firms to compete on a level playing field with the state. These private companies include civil engineering and surveying firms signatory to Local 3. **Vote No**

### **Prop. 225 - Congressional Term Limits**

Currently, members of the U.S. Congress do not have term limits. Although California cannot enact any legislation that would require term limits for the California delegation – we must abide by federal law – the state can declare an official position on the issue of term limits. Prop. 225, if passed, would declare that California's official position is that its elected officials should vote to amend the U.S. Constitution to limit U.S. Senators to two terms in office and members of the House of Representatives to three terms. The proposition would require that all candidates for federal or state legislative office who do not support term limits be identified as non-supporters on the ballot. Establishing term limits would violate a person's right to vote for the candidate of their choice. **Vote No**

### **Prop. 226 The Anti-Worker Initiative**

For the past several months, the Engineers News has carried articles urging you to vote "no" on Prop. 226. This measure, if passed, would irreparably hurt unions, and subsequently working men and women, throughout California. It would prohibit unions – and unions only – from using funds for political expenditures unless the union receives annual written authorization from each union member. Big business, which already outspends labor 17 to 1 on politics, would have no such restriction. If Prop. 226 becomes law, unions would be unable to fight against repeal of prevailing wages, the eight-hour day and job safety; be unable to spend money on politics in the November 1998 election, when the state elects a new governor, the entire state Assembly and half of the state Senate; and unions would be unable to help elect pro-worker candidates to state and local government. Prop. 226 is unfair, it silences the political voice of working people and it violates confidentiality. **Vote No**

### **Prop. 227 - English Language in Public Schools**

Bilingual education in schools has long been a source of conflict and debate. And as the number of immigrant children in California grows, the debate gets more heated. Prop. 227 mandates that bilingual education be prohibited except where exemptions have been granted. Children for whom English is a second language would be placed in special classes that would be taught almost exclusively in English. The children would then be funneled into mainstream classes. Parents would be allowed to make requests that their children be placed in classes taught in languages other than English, but those requests would be granted only if the child is at least 10 years old and the school agrees that it would be in the child's best interest. This proposition will inevitably harm the children that it seeks to protect. Immigrant children already face enough hardships without having to worry about learning subjects taught in a language they don't completely understand. **Vote No**



NEWS FROM THE  
**addiction  
recovery  
program**



by Uwe Gunnarsen

Director

Addiction  
Recovery Program  
(800) 562-3277

Hawaii Members Call:  
(808) 642-4624

# Firing for drug abuse

**Treatment can be a mitigating factor**



**W**orkers who get help even after they have already been fired for drug-related problems might eventually be able to get their jobs back. There is a split of opinion among arbitrators on treatment as a mitigating factor.

## Picture at time of firing

Take the case of a suspected drug user who had been dismissed for insubordination and absenteeism. The union urged the arbitrator to award reinstatement with back pay because the worker had received treatment after the discharge and had turned his life around. The employer expressed happiness for the worker's new-found health, but insisted the company was not required to bring him back to work. The employer explained it had acted on a "picture taken at the time of termination."

In that case, the arbitrator agreed with the employer. He noted that evidence of post-discharge rehabilitation should probably not even be admitted in a hearing. These were the criteria he used to uphold the termination:

- There was nothing in the contract to excuse alcoholics or drug users from obeying the plant rules.
- The worker had been sufficiently warned that his job was in danger due to his behavior.
- The worker had received progressive discipline and had been given one last chance.
- The employee's substance abuse had not been revealed as a causative factor before the firing.

## Treatment of a disease

In another case, the firing of a long-term employee with a record of being drunk or drinking while at work went before an arbitrator. The terminated employee was attending Alcoholics Anonymous and seeing a doctor who reported that he was a good risk with a favorable prognosis.

In this case, the arbitrator commented that while in most instances the clock stops at the time of dismissal, there are occasions where subsequent events may be given weight. Here the worker suffered from the disease of alcoholism that had no quick remedies and had a history of 22 years of employment with the firm, 20 of those years with a good record. Furthermore, all of the employee's lapses were related to his alcoholism.

The arbitrator recommended the severest discipline short of

termination and ordered the worker reinstated without back pay for the eight months he had been off the job.

Any future deviation from sobriety would warrant dismissal.

## Underlying cause

In a case similar to the above, an arbitrator said that if the underlying cause of the misconduct for which a worker is fired is a treatable disease, the worker should be given another chance after treatment. Successful post-termination treatment proves that the cause of the conduct was a diagnosable illness. Using that as evidence does not mean that the arbitrator is taking into account events that have happened after the firing.

## Treading with caution

Virtually all arbitrators who have taken treatment under consideration in dismissal cases have agreed that the success of treatment must be examined very carefully. The worker's claim that he or she is drug-free is not enough.

There are a number of other factors considered by arbitrators in this type of case, such as the nature of the job, safety concerns, the employer's discipline of other workers in similar situations, the connection between the addiction and the misconduct, and evidence that the rehabilitation has been successful.

## The role of the ADA

Under the Americans with Disabilities Act, recovering alcoholics and drug users are protected – if they can perform their jobs. The ADA does not protect current users of illegal drugs.

Still unclear is the extent to which relapse will be viewed as part of the recovery process. Treatment professionals consider relapse to be an expected and routine part of recovery. Arbitrators do not have to consider the ADA in their decisions unless the labor contract requires them to do so.

The above article was reprinted from the Feb. 1998 issue of *Drugs in the Workplace*.

## NEWS FROM *fringe benefits*

by **Charlie Warren**  
Director of  
Fringe Benefits

# California health and welfare plan *When are you eligible?*

## Hourly contributions

To be initially eligible for the California health and welfare plan you need to have 330 hours reported within three or fewer consecutive months. You are then insured for the next month and the following month, referred to as the "skip" month, with the balance of hours remaining in the bank. For example, if 330 hours are reported for January, February and March, members are eligible for benefits for April and May (the skip month). The coverage for those two months uses 220 of the reported hours, and the remaining 110 hours remain in the bank.

After members meet the initial eligibility requirements, continued eligibility is on a skip-month basis. For example, if a member has 110 hours reported for April, those hours are used to cover health and welfare for the month of June. The month of May, covered by the initial eligibility requirements, is skipped.

A benefit of this system is that if you have more than 110 hours reported for a month, the remaining hours go into the bank. So if 140 hours are reported for April, it gives you June eligibility and puts 30 hours in the bank for future use.

## Flat rate contributions

Employees of contributing employers reported at a flat-rate normally establish initial eligibility the first day of the month following three consecutive months for which contributions were received. Each flat-rate contribution will provide a single month of eligibility. Flat-rate contributions do not normally provide an hours bank accumulation.

## Retiree health and welfare alert

Members and spouses covered by the Pensioned Health and Welfare Trust Fund who become eligible for Medicare benefits must enroll for parts A and B of the Medicare program. Failure to enroll will result in the plan denying any charges that would have been paid by Medicare, regardless of whether the eligible member or spouse has enrolled in the Medicare program.

From the point the member or spouse becomes eligible for Medicare, pensioned health and welfare becomes the secondary payer. This means Medicare will pay on the charges first and the trust fund will pay the appropriate balance of covered charges after Medicare has paid its portion.

## Retiree picnic

The Retiree Association picnic is almost here and we hope to see you all there. So mark your calendars and show up at

Rancho Murieta on Saturday, May 30. Feel free to come and stay from noon Friday, May 29 to noon on Sunday, May 31. There will be plenty of parking for your self-contained campers, motorhomes and trailers. Once again, Local 3 is picking up the tab for this event, so be sure to come out and have a great time on us.

## Claims processing for active members in California and all retirees

Claim forms received in the trust fund office are first examined to determine whether all pertinent information has been included. Information necessary to process a claim includes fully itemized bills, claim forms, the physician's diagnosis and, if you have more than one group plan, the other insurance carrier's payment sheets.

If all information necessary for processing has not been included, the fund office will request the additional information from the employee or the provider of service. The claim will be held until the required information is received.

The fund office requests this information by sending a letter to the employee, the provider of service, or both. If you receive a request for additional information, you should attach the requested information to the letter and return it to the fund office as soon as possible.

If you have any questions, please call the trust fund office or your Fringe Benefits Service Center.

## Hearing aid care plan

Proper hearing is not only vital to enjoy a normal life, but it also plays an important role in preventing accidents.

The Operating Engineers Health and Welfare Trust and the Pensioned Operating Engineers Trust Fund have a preferred provider organization (PPO), the Hearing Aid Care Plan, that dispenses hearing aids to members and covered dependents at a negotiated rate. For hearing aids obtained for plan providers, the trust fund payment per device is \$450. You pay only \$100. This is limited to one device per year every four years. To contact the Hearing Aid Care Plan, call 1-800-322-4327.

For hearing aids obtained from non-preferred providers, the trust fund payment per device is \$450, also limited to one device per year every four years. You must pay the balance per device. With the average cost of \$960 per hearing aid device, the out-of-pocket expense can be substantial if you don't use a preferred provider.

# Local 3 mourns loss of 53-year member Bud Lampley Sr.

Local 3 is mourning the death of longtime Local 3 member Bud Lampley Sr., who passed away April 17 after 53 years of membership in the Operating Engineers. The union would like to send its condolences to the Lampley family.

Bud's career in the Operating Engineers began in 1945, when he took his first union job with A.S. Jones, and a few years later with Niles Sand and Gravel and C.J. Woods Inc. In 1962, Bud bought a P&H truck crane

and became an owner-operator for three years before going back to running jobs.

Bud next worked as a foreman for Redgwick & Banke before going to work for Les McDonald Construction from 1970-81. Bud retired in 1981 and received his 50-year gold watch at the 1995 retiree picnic at Rancho Murieta. Bud will be dearly missed by all those who knew and worked with him over the years.



## NEWS FROM THE districts

### As weather improves work moves

MARYSVILLE - Things are starting to dry out with the nice warm sunny days we have had lately.

Monterey Mechanical is busy with five operators working at the wastewater plant in Chico.

from *marysville*

Baldwin Contracting, also from Chico, has started back up on various projects and was the low bidder for \$94,000 on the rehabilitation of Lincoln Road in Yuba City.

Baldwin was also low bidder for \$1.1 million on an asphalt overlay job that will take place at various locations throughout Butte, Sutter and Glenn counties.

Kiewit-Pacific is gearing up for the Nicolaus Bridge job on Hwy. 99 south of Yuba City. The job will involve some night work.

Granite Construction was low bidder on the road widening and paving in Plumas Co. from west of LaPorte Road to Sloat Road for \$9.7 million. We will have a pre-job conference this week.

Benco Construction was low bidder for \$689,250 on the bridge and approaches in Sutter Co. on Hughes Road at the East Channel Sutter Bypass.

We have a few more projects coming up for bid this month, one in the Princeton Area for Reclamation District 1004, a new pumping plant and fish screen structure with an estimated cost of \$4.75 - \$5 million.

We also have a project in Glenn County to construct a siphon, remove an existing rock dam and construct a coffer dam for the Bureau of Reclamation at an estimated cost of \$5 - \$10 million.

Business Rep. Dan Mostats

### Rep. Patsy Mink visits Hawaii District office

HAWAII - Congresswoman Patsy Mink (D-Hawaii) accepted an invitation to visit the Local 3 Honolulu office on April 17. Mink has been one of the main supporters of the Davis-Bacon Act, the federal prevailing wage law, and led the Democratic minority in a fight to retain the act. We must all be thankful that she and her colleagues were successful.

from *hawaii*

Mink has always been a strong supporter of the working men and women of Hawaii and the entire United States. She has always responded to our requests for aid and has fought to protect the rights of workers.

During her visit, there was considerable discussion about the problem of out-of-state contractors coming here and getting the bulk of the work on military bases. She stated that she would help us in our drive to get more work for our in-state contractors and Local 3 members.



Rep. Patsy Mink, right, with District Rep. Adrian Keohokalole.

We all owe her our support for all that she has done for us in the past and for what she pledges to do in the future.

Willie Crozier, Hawaii Industry Stabilization Fund



Left to right: Allan Parker, Operating Engineers J.A.C., John Songnini, Local 3, Business Agent, Wilford Pulana, Local 3, Business Agent (Maui), Kenneth Kobatake, Delta Construction, Wayne Kawano, Hawaiian Dredging, (not seen) Wil Ideue, Fletcher Pacific, Dan Arana, Fletcher Pacific, Kalani Mahoe, Local 3, Business Agent.

April 17 meeting with signatory contractors of Local 3 and U.S. Congresswoman Patsy Mink

Left to right: Adrian Keohokalole, District 17 district rep., Ed Minkel, CMZ of Hawaii, Inc., U.S. Congresswoman, Patsy Mink, Joan Manke, Mink's secretary, David Coonrod, Consolidated Engineering Labs., James Westlake, Hawaii Construction Industry Association.

April 17 meeting with signatory contractors of Local 3 and U.S. Congresswoman Patsy Mink



NEWS FROM THE  
*districts***Member since 1943**

REDDING - Redding District Rep. Monty Montgomery, right, proudly gives Frank Youtsey, center, a replacement gold card. Youtsey was initiated into Local 3 in June 1943. Pictured to Youtsey's left is his son.

**Project labor agreement reached on light-rail project**

SACRAMENTO - The Regional Transit Board accepted a project labor agreement negotiated between the Sacramento Sierra Building Trades and Sacramento Regional Transit for the \$222 million South Sacramento Light Rail extension. The board consists of four city council members and three county supervisors.

from *sacramento*

Kiewit has begun its \$38 million Sump II pump station project. The company will soon be starting another phase of the Del Webb

project which will entail moving 3.5 million yards of dirt. The Del Webb project will require 55 operators to move 75,000 yards of dirt per day. The company will run two shifts, six days working 10 hours, then five days working 10 hours, to finish 600 housing pads.

Teichert has 2.5 million yards of dirt to move and 400 lots to build at its Foothill subdivision project. This includes some golf course work. The \$20 million Natomas subdivision has 300,000 yards of dirt to be moved and about 600 pads to be built. Teichert still has a lot of subdivision work to be done at Broadstone and Whitney Oaks.

Granite has reported that it will start the overlays at Hwy. 38, Hwy. 99 and Cal State Sacramento.

*Business Rep. Ricky Johnson Sr.*

**Sonoma County teeming with proposed projects**

ROHNERT PARK - The Santa Rosa City Council voted to sign a contract that would allow the pumping of billions of gallons of wastewater to generate electricity for the next 30 years. The pipeline would pump 11 million gallons per day and would bring in revenue of \$1.9 million per year. The project is estimated at a cost of \$132 million, and laying the 4-foot wide pipe will put a tremendous number of Operating Engineers to work.

from *rohrnert park*

Lawsuits have been filed by both the Alexander Valley Association and the National Audubon Society, but the city will proceed with the design of the project unless a court order stops it. The pipeline is scheduled to be operating by April 2001.

In Lake County, the Basin 2000 Watershed Restoration Project has the support of the Operating Engineers. The project will enable the county to proceed with the next phase of its wastewater recycling initiative, which will include the restoration of wetlands. This will play a vital role in securing a sustainable environment and economy for the Clearlake Basin. The project will cost an estimated \$20 million.

Also in Lake County, Caltrans is planning quite a bit of work. The Putah Creek Bridge on Hwy. 29 near Middletown will be replaced later this year at an estimated cost of \$4 million. And several road rehabilitation and restoration projects will begin over the next couple of years, with a lot of work being planned for Hwy. 20 and Hwy. 29.

**Political activities**

We would like to thank all the members, families and friends who attended the April 21 Sonoma County Board of Supervisors

meeting. We filled the rooms and hallways, leaving standing room only. We hope we will be seeing the half-cent sales tax measure, which will allow for the widening of Hwy. 101 from Windsor to the Sonoma County line, on the November ballot.

Local 3 has been working for the last three years with numerous organizations and some of the best contractors in the North Bay to make the road widening happen. If we are successful in getting this passed, we will have \$800 million worth of work over a 20-year period. We have needed three lanes along that stretch of road for over 20 years. Along with providing work for our members, the road widening will provide safer travels for our families and friends.

As many of you know from our phone calls, the staff of the Rohnert Park office has been working our phone bank to remind all members to vote no on Props. 224 and 226.

**Organizing**

The Rohnert Park office extends a warm welcome to Dor Anderson and Son, Stuart Engineering, Mark Mora Backhoe Service and Ground Effects Construction. These local companies have signed contracts with Local 3 this year. Welcome aboard.

The staff and volunteer members in the district are working closely with the Organizing Department in Alameda on other major organizing campaigns. If you have time and are interested in volunteering, please call the district office. Our staff will fill you in on the various organizing efforts and will let you know how you can be of help. This is an ongoing endeavor.

And, as always, if you have any questions or want to get more involved with your union in any way, please contact the district office at (707) 585-2487. We're here to serve you and will do everything to make sure you're getting the most from your union.

*District Rep. Guy Wagner and  
Business Reps Jim Killeen and Greg Gunheim*



# NEWS FROM THE districts

## Labor

## CALENDAR

### May



### Asian/Pacific American Heritage Month

**1** Mary Harris "Mother" Jones was born in 1830. The renowned labor organizer, who lived to be 100, said, "I live in the United States, but I do not know exactly where. My address is wherever there is a fight against oppression. My address is like my shoes; it travels with me. I abide where there is a fight against wrong."

**1** In 1888, 19 machinists at the East Tennessee, Virginia, and Georgia Railroad assembled in a locomotive pit to decide what to do about a wage cut. They voted to form a union, which became the International Association of Machinists.

**1** May Day, or International Workers' Day, which commemorates the historical struggle of working people around the world.

**3** In 1886, at the height of the movement for the eight-hour day, police opened fire in a crowd of

workers participating in a general strike at McCormick Harvester Co. in Chicago. Four workers were killed, and anarchists called a public rally the following day at Haymarket Square to protest the police brutality. As the peaceful protest drew to a close, a bomb was thrown into the police line. One officer was killed and several were wounded. Police responded by firing into the crowd, killing one and wounding many. The incident kicked off an intensive campaign against labor leaders and other activists, and eight anarchists were later framed for the bombing.

**3-10** Working Women's Awareness Week, sponsored by the Coalition of Labor Union Women.

**16** In 1938, the U.S. Supreme Court issued the *Mackay* decision permitting employers to permanently replace striking workers. Employers used this weapon against striking workers sparingly until the 1980s, when its use increased under the influence of the Reagan Administration's antiunion policies.

**18** In 1917, the Amalgamated Meat Cutters and Butcher Workmen initiated a huge organizing campaign in packinghouses across the U.S. that brought membership from 6,500 to 100,000 two years later.

**19** In 1942, the Steel Workers Organizing Committee formally

became the United Steelworkers of America (USWA).

**25** In 1886, Philip Murray was born in Blantyre, Scotland. He was the USWA's founding president and head of the Congress of Industrial Organizations from 1940 until his death in 1952.

**26** Henry Ford's opposition to collective bargaining was in evidence on this day in 1937, when company goons attacked United Auto Workers (UAW) organizers at the "Battle of the Overpass" outside of the River Rouge plant. Though General Motors and Chrysler signed collective bargaining agreements with the UAW in 1937, Ford held out until 1942.

**27** In 1959, delegates of the Insurance Agent's International Union and the Insurance Workers of America, having ratified the merger agreement at their respective conventions, convened as delegates of the merged union, the Insurance Workers International Union. The 15,000-member union merged with the United Food and Commercial Workers in 1983.

**28** In 1835, the Ladies Shoe Binders Society was formed in New York.

**30** Anniversary of the Memorial Day massacre at Chicago's Republic Steel plant in 1937. Police attacked strikers, killing seven, wounding 100.

## DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members

Eugene Aiu	Kaneohe, HI	03/20/98	Ray Kepley	Rio Linda, CA	03/06/98	Fred Stevens	Hilmar, CA	03/01/98
Frank Alford	Chowchilla, CA	03/03/98	Bertram Klask	Kapaa, HI	02/24/98	Daniel Storper	Zions Grove, PA	03/03/98
Daniel Amador	Oakley, CA	03/16/98	James Lampley	Modesto, CA	03/03/98	B. Tallman	Napa, CA	03/15/98
Leo Anderson	Haltway, OR	03/09/98	Harold Larson	Yuba City, CA	02/26/98	E. Tarchini	Middletown, CA	02/10/98
Toru Arakawa	Honolulu, HI	03/06/98	Tim Lee	Elko, NV	02/19/98	Henry Thompson	Grants Pass, OR	03/15/98
James Baker	Waianae, HI	01/14/98	Manual Lemos	Concord, CA	12/27/97	Werner Trepp	Reno, NV	03/15/98
Philip Byrnes	Reno, NV	03/20/98	David Liebgott	N. Highlands, CA	02/27/98	Alfred Wilson	Clearlake, CA	02/27/98
Albert Cameron	Lodi, CA	03/23/98	Albert Mahler	Watsonville, CA	03/16/98	Andrew Wong	Kailua, HI	03/24/98
Thomas Casteel	Napa, CA	03/15/98	Weldon Martin	Oroville, CA	03/07/98	<b>Deceased Dependents</b>		
Leslie Dalen	Pinole, CA	03/26/98	Ernest Michieli	San Leandro, CA	02/24/98	Lorraine Conci (wife of Michael Conci)		03/26/98
Carleto Denico	Sacramento, CA	01/27/98	James Mori	San Mateo, CA	02/19/98	Linda Hill (wife of Richard Hill)		03/16/98
Jim Donaghe	Fresno, CA	03/30/98	Fred Newcomb	Lincoln, CA	02/25/98	Houston David Ross (son of Ronald Ross)		02/25/98
Gale Edwards	Kearns, UT	02/28/98	Arthur Newell	Colfax, CA	02/27/98	Bernadette Johns (wife of Floyd Johns [dec])		03/17/98
Donald Fay	Bella Vista, CA	01/07/98	Lester Paul	Chico, CA	03/08/98	Anna Karnes (wife of Billy Karnes)		03/03/98
Patrick Gouveia	Puunene, HI	03/14/98	H. Peterson	Livermore, CA	02/09/98	Agnes Orton (wife of William Orton)		02/19/98
William Hamilton	Diamond Springs, CA	03/06/98	Daniel Ramirez	Danville, CA	03/12/98	Jewell Sheppard (wife of Jack Sheppard)		02/05/98
James Hardin	Rio Linda, CA	02/17/98	Sherman Saunders	Gabbs, NV	03/17/98	June Walker (wife of Arthur Walker [dec])		03/01/98
Ralph Jones	Nevada City, CA	03/16/98	Thurman Steele	Los Gatos, CA	03/02/98	Kathleen Withers (wife of R. Calvin Withers)		03/03/98
Francis Kaahue	Waianae, HI	03/19/98	Delmar Steele	Laytonville, CA	03/02/98	Betty Young (wife of Byron Young)		11/03/97

## meetings & announcements

## HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of April 1998, and have been determined to be eligible for Honorary Membership effective July 1, 1998:

John A. Camarra *	1054951	Tsutomu Nakaue	1128447
Barry Britton *	1142679	Raymond Nottmangel	1117589
Elmer Draper	0993924	Joe Paulazzo	0865537
A.C. Galan	0758239	Hardy Reeves	0987265
Ines Hinojos	1098480	Milward Roth	0792731
Eric B. Johnson	0835941	Roger Tomita	1088522
Harry F. Krause	1128404		

\*Effective April 1, 1998

### ELECTION OF GRIEVANCE COMMITTEE District 17 (Maui, HI)

Recording-Corres. Secretary Robert L. Wise announces that on June 10, 1998, at 7:00 p.m., at the regular quarterly District 17 (Maui) membership meeting, there will be an election for one (3) Grievance Committee members. The meeting will be held:

June 10, 1998 at 7:00 p.m.  
Waikapu Community Center  
22 Waiko Place  
Wailuku, HI

### ELECTION OF GRIEVANCE COMMITTEE District 17 (Hilo, HI)

Recording-Corres. Secretary Robert L. Wise announces that on June 11, 1998, at 7:00 p.m., at the regular quarterly District 17 (Hilo) membership meeting, there will be an election for one (3) Grievance Committee members. The meeting will be held:

June 11, 1998 at 7:00 p.m.  
Hilo Hawaiian Hotel  
71 Banyan Drive  
Hilo, HI

### ELECTION OF GEOGRAPHICAL MARKET AREA ADDENDUM COMMITTEE MEMBER District 10 (Ukiah, CA)

Recording-Corres. Secretary Robert L. Wise announces that on June 18, 1998, at 7:00 p.m., at the regular quarterly District 10 (Ukiah) membership meeting, there will be an election for one (1) Geographical Market Area member to fill the unexpired term left vacant by resignation. The meeting will be held:

June 18, 1998 at 7:00 p.m.  
Discovery Inn  
1340 N. State Street  
Ukiah, CA

### ELECTION OF GEOGRAPHICAL MARKET AREA ADDENDUM COMMITTEE MEMBER District 70 (Redding)

Recording-Corres. Secretary Robert L. Wise announces that on July 21, 1998, at 7:00 p.m., at the regular quarterly District 70 (Redding) membership meeting, there will be an election for one (1) Grievance Committee member. The meeting will be held as follows:

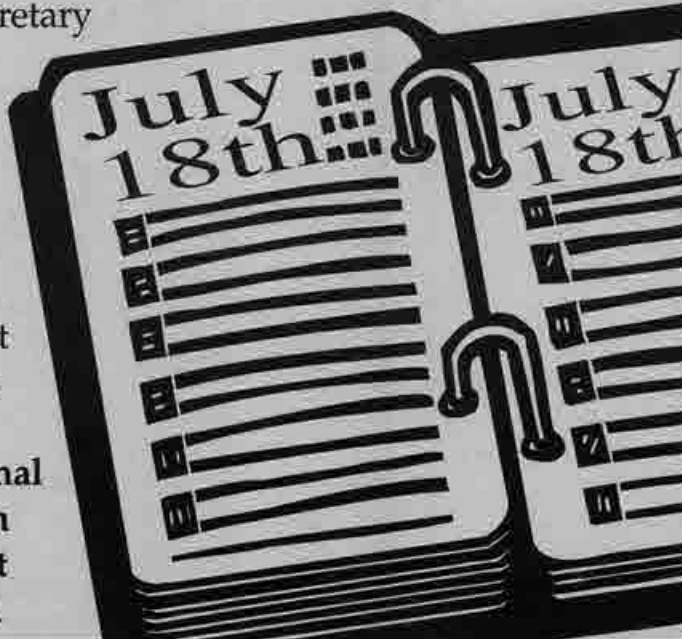
July 21, 1998 at 7:00 p.m.  
Engineers Building  
20308 Engineers Lane  
Redding, CA

## SEMI-ANNUAL MEETING!

Recording-Corres. Secretary  
Robert L. Wise has  
announced that the  
next Semi-Annual  
meeting of the  
membership, will be  
held on

p.m. at  
the following address:

Seafarers International  
Union Auditorium  
350 Fremont Street  
San Francisco, CA



## DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

### MAY 1998

- 11th\* ...District 01: Burlingame, CA  
Machinists Hall  
1511 Rollins Rd., Burlingame, CA
- 12th\* ...District 04: Fairfield, CA\*\*  
Holiday Inn  
1350 Holiday Ln., Fairfield, CA
- 14th\* ...District 50: Fresno, CA  
Laborer's Hall  
5431 E. Hedges, Fresno, CA
- 27th\* ...District 12: Orem, UT  
Steelworkers Hall  
1847 S. Columbia Ln., Orem, UT
- 28th\* ...District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd., Reno, NV 89502

### JUNE 1998

- 4th ....District 90: Salinas, CA\*\*  
Labor Temple  
117 Pajaro Street, Salinas, CA
- 8th ....District 17: Kauai, HI  
Kauai High School Cafeteria  
Lihue, HI
- 9th ....District 17: Honolulu, HI  
Washington Intermediate School Cafeteria  
1633 S. King St., Honolulu, HI
- 10th ....District 17: Maui, HI  
Waikapu Community Center  
22 Waiko Pl., Wailuku, HI
- 11th ....District 17: Hilo, HI\*\*  
Hilo Hawaiian Hotel  
71 Banyan Dr., Hilo, HI
- 12th ....District 17: Kona, HI  
Holualoa Imin Community Center  
76-5877 Mamalahoa, Holualoa, HI
- 18th ....District 10: Ukiah, CA  
Discovery Inn  
1340 N. State St., Ukiah, CA
- 25th ....District 20: Martinez, CA  
Plumbers 159  
1304 Roman Way, Martinez, CA

### JULY 1998

- 20th ....District 40: Eureka, CA  
Engineers Building  
2806 Broadway, Eureka, CA 95501
- 21st ....District 70: Redding, CA  
Engineers Building  
20308 Engineers Lane, Redding, CA 96002
- 22nd ....District 60: Oroville, CA  
Cannery Workers  
3557 Oro Dam Blvd., Oroville, CA
- 23rd ....District 30: Stockton, CA  
Stockton Waterloo Gun & Bocci Club  
4343 N. Ashley Lane, Stockton, CA
- 27th ....District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way, Fairfield, CA 94533
- 29th ....District 20: San Leandro, CA  
Sheet Metal Workers Training Center  
1720 Marina Blvd., San Leandro, CA
- 30th ....District 80: Sacramento, CA  
Engineers Building  
4044 N. Freeway Blvd., Ste. 200  
Sacramento, CA 95834

\* Note Date Change  
\*\* Note Location Change



# swap shop

## FREE WANT-ADS FOR MEMBERS

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business-related offerings are not eligible for inclusion in SwapShop. *Engineers News* reserves the right to edit ads. **NO PHONE-IN ADS PLEASE. LIMIT 2 ADS PER ISSUE.**

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

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

**OR FAX ADS TO:  
SwapShop  
(510) 748-7471**

\*All ads must include Member Registration Number or ad will not appear. Social Security Numbers are not accepted. All ads should be no longer than 50 words.

**FOR SALE: English Bulldogs.** AKC, champion lines, excellent pedigrees. Heavy boned. (209) 271-0511. #2241865

**FOR SALE: Tractors.** Cat D7, 3T series. \$3,000. Los Banos. (209) 826-9465. #1043556

**FOR SALE: House in ski area.** Dorrington, CA - 17 mi fr Mt. Reba/Bear Valley on Hwy 4. Part of Sno-Shoe Springs development. Private lake for homeowners. \$99,500. (209) 826-9465. #1043556

**FOR SALE: Mobile home.** Older, small w/2-bd (#1 walk-thru). Perfect for couple. Very clean, in family park near Lake Comanche. Hogan, Amador, Pardee and Melonies. Wonderful vac or 2nd home. Near shopping/drug stores. Reasonable space fee w/laundry, showers. Covered porch/storage. Valley Springs area. \$5,500. (209) 786-2665 after 7 pm. #21561622

**FOR SALE: Horses.** Racing or performance. We have 4 broodmares and a stallion priced from \$600 to \$5,000. Will consider trade. 62-gal alum fuel tank 63" l x 16" d x 18" w. \$700. (541) 899-7201. #366937

**FOR SALE: Marble.** Travertine 130 pcs, 1 ft squares, \$500. Also: over 2,000 bricks stacked, ready to use. 20¢ ea or make offer on all. 1970 Datsun p/u w/lumber rack. \$400 OBO. (510) 372-7513. #1974005

**FOR SALE: HD Repairman tools.** Box open 3/4 - 1 1/2, metric 10 - 24, 3/4 Impact drill, chipping gun. Sockets, impact & chrome to 2 1/2", 3 certified chains. (510) 483-3091 Ray. #1117501

**FOR SALE: Glass T-Top.** One pair for '78-'79 TransAm, in factory GM carry bags. Excel cond, \$800 OBO. Also: new go-cart back tires, 18x9.50-8 'Carlyle Turfsavers'. Paid \$65 ea, will sell both for \$75. Ruby/diamond/gold women's ring and earrings, size 7, \$175 for both. (209) 586-4342. #2210061

**FOR SALE: Monarch wood burning cook stove.** Good condition, antique. \$400. (510) 447-1636. #1051253

**FOR SALE: Dog pens,** desk, air filter, water filter, heater, big wheels. (510) 799-0116. #1948712

**FOR SALE: Honda EX 650 generator.** Less than 100 hrs, perfect cond, very quiet. \$425 OBO. (510) 439-5925. #1191153

**FOR SALE: 40-acre cattle/horse ranch.** 40 mi south of Yosemite, near Coursegold. Good well, PG&E, phones, corrals, sheds, beautiful bldg sight w/view. Lots of wild life: deer, turkey, quail etc. \$157,900. (209) 255-0526 Louie Lawrence. #0918926

**FOR SALE: Lake Tahoe timeshare.** Bi-annual one week at Tahoe Edgelake Beach Resort. Can trade your week for other locations. \$6,500. (702) 883-1736 eves. #1276825

**FOR SALE: 1966 Mercedes Benz 230 SL.** RHD, silver ext, red int, hard top, black soft top, 16" Momo Star rims, fuel inj just rebuilt, show or drive daily. \$18,500 OBO. (209) 334-1955 lv msg. #2260507

**FOR SALE: 16 in Dodge truck rims.** Center line type, custom drilled 5 x 5 1/2, with 275 x 65 x R16 BF Goodrich tires, sued 2 wks, paid \$1,300, will take best offer. (209) 334-1955 Dean, lv msg. #2260507

**FOR SALE: Jacob's sheep.** Flock reduction, 12 ewes, 4 rams. White w/black spots & horns. All are 3 yrs and younger. \$2,000. (530) 241-4735. #2046963

**FOR SALE: Boom truck.** 1975 Chevy 366 cu in, 14' flat bed, 37' Pitman boom, 6 1/2 ton. \$12,500. Also: complete beauty shop equipment and supplies. (209) 962-4528. #2051482

**FOR SALE: 1993 GMC 1/2 Club Cab.** 6-ft, 5.7 liter, 3,800 mi, 2 WD, AT, SLE pkg, AC, PW, PDL, tilt wheel, CC, cassette, running boards, bed liner, tow pkg, excel cond. Asking \$17,500. (510) 531-7036. #2061049

**FOR SALE: 1985 Cruise Air motorhome.** 30', twin beds, new tires, trans. \$13,000. (510) 680-0268. #921440

**FOR SALE: Slot machine.** 25 cent Bally three reel. It works! \$500 as is w/stand. (510) 798-7408. #2036625

**FOR SALE: 1975 Ford Ranchero.** 8-cyl, PS, PB, AT. 30K mi on new eng 351, set of mags. Also: 1970 Chevrolet, PB, AT, 8-cyl, 15K mi on new 350 eng. (650) 366-4015. #484705

**FOR SALE: 1995 Toyota Corolla DX.** AT, PS, PB, PDL, PW, cassette, tilt wheel, AC, dual air bags, champagne color. Take over payments at OEFCU. (209) 826-1657. #1829146

**FOR SALE: Ford 390 cu in engine.** Complete overhaul and bored .30 over. Short block, never run, all new parts. Will throw in heads and headers to buyer. \$800. (702) 423-8238 Fallon, NV. #653921

**FOR SALE: Ford Heavy Duty C-L Auto Transmission** with shift kit. All new parts, completely overhauled. New torque converter and flex plate included. Fits 351-366 and 390 engines. \$450 for all. (702) 423-8238 Fallon, NV. #653921

**FOR SALE: 1991 Southwind 33' motorhome.** Fuel inj, elec ign, 460 Ford, 2 roof air, dash air, hyd jacks, steer-safe, petramatic auto front wh bal, 2 TV, VCR, AM/FM cassette, 7 new 10-ply tires, more. Very clean, 23K mi. \$38,900. (408) 379-3568. #1091244

**FOR SALE: 1958 Chevy Apache Longbed stepside.** 235 cu in, Muncie w/Hurst 4-sp, dual carbs, headers,

points, cherry bombs, etc. Many extra body/eng parts. Runs well w/nice KMC chrome wheels. \$4,500 OBO. Joe (415) 586-2207. #1852493

**FOR SALE: 16-ft Hobie Cat.** Two sets sails, Harken main, Cat box, covers, Baja wheels, trailer. \$500. (408) 425-5318. #2056143

**FOR SALE: Mobilehome.** Priced right for 2nd home or retirement. 2-bd/1.5-ba in Fortuna, CA, neat w/view of valley and lovely garden. \$10,000. (707) 725-3390. #711825

**FOR SALE: Parts for 1966 Ford pickup.** Grill: \$100, dash w/instruments \$50. (702) 453-5961 after 5 pm. #1136253

**FOR SALE: 1992 Chevy 1/2 ton.** 4x4, ext cab, 350, manual trans, tinted windows, bed mat, diamond plate tool box, auto windows, ADL, AC, new motor, tires & brakes \$15,500. (702) 673-1155. #2237624

**For Sale: 15-ton come-along,** 16ft., fiberglass boat with 35hp Johnson motor and trailer. \$800. Alfred Lassen (209) 984-1006. #0987219

**For Sale: Beautiful lakefront lot,** 3 acres, over 300ft lakefront water, septic, power, phone, private dock permit, great hunting, fishing, skiing, boating. 10 miles to airport, 15 miles to wilderness area. 3 miles to store and marina. Trailer with snow roof, deck with great view and sleeping cabin. Lot is at Ruth, CA. This is a lease lot, \$45,000. (707) 442-7925. #0854186

**For Sale: Home in Copper Cove subdivision.** Copperopolis, CA, 3bd/1 1/2 bath, detached 2-car garage. Lots of backtop in front provide a large parking area. On fenced acre lot 1 mile from Saddle Creek Golf Course. Quiet, child safe street, asking \$115,000; includes lake privileges. Adjacent 1.1 acres available. (209) 785-2869. #1137547

**For Sale: Electric wheelchair,** 2 batteries, charger, like new, use 2 months, cost \$5,000-plus; well sell for \$1,500. (777) 723-2362. #1058704

**For Sale: Free time share,** Tahoe Beach and Ski Club, pay back taxes, maintenance fee and transfer fees. (510) 639-0487. 1725472

**For Sale: Tandem trailer 6x14.** 3-ft. side boards, asking \$550 cash, no checks. (530) 589-3772. #1051248

**Free phone cards:** Telephone bill out of control? Save on local, long distance calls. Flat rate, 19 cents per min, in US, anytime, any day from any touch-tone phone. Great Int'l rates too. No surcharge, no surprises, no bills. Call (415) 641-1947. Leave name, address and I will mail you a phone card free. #2203534

**For Sale: Hydra-Hammer Arrow Model 30.** 6cyl. gas, w/cab, \$2,800. (650) 960-4021. #2102541

**For Sale: 14-ft. aluminum Gregor boat** w/10hp Chrysler Forest engine & trailer, or wheels for loading as car topper. \$1,500. (501) 656-1963. #1230135

**For Sale: 2 clearetracs** one 6cyl w/ hyd dozer w/rear hyd pump. One bare w/6cyl diesel engine. Both 'A' models, need work. \$500 firm. (707) 869-2349. #993927

**For Sale: 4 lots in Lake County,** in town of Nice, 2 on gravel rd, w/water only. 2 on paved county road next to each other w/all utilities, including sewer. Can use mobile home no less than 600sq. ft., \$15,000 for all or trade for late model Honda Accord 4-door w/a.t.-a.c., low miles in exc. condition. (707) 869-2349. #993927

**For Sale: 1987 Bayliner.** 17ft., 85 hp, CD player, down riggers, depth finder, full delta canvas, mint cond., garaged \$5,000/best offer. (925) 803-4079. #2268960

**For Sale: 1991 Pontiac Firebird,** loaded, mint cond., 68K miles. \$7,150/best offer. (925) 803-4079. #2268960

**For Sale: Boat,** 1976 Galzie, 19 1/2 ft, tri-hull, open bow, o.m.c. outdrive, 351 Ford V8, wide and stable, tandem trailer, good cond., \$2,700/best offer. (209) 847-6209. #883782

**For Sale or Trade: 1971 GMC cab-over stake bed truck** with all sideboards, low miles, 401V6 gas engine, trade for dump truck of same value. (209) 772-3858. #2110599

**For Sale: Organ.** Thomas Californian 265, \$300. (209) 576-8762. #1737302

**For Sale: 1988 HD Sporster,** looks good, runs strong, many extras, \$6,000/best offer. Kelly (209) 462-2060, evenings. #1981772

**For Sale: Lopi fireplace insert-stove,** great cond., \$350. (408) 663-6666. #0823647

**For Sale: 1985 Martin,** 16ft. 7 inches, Chev. V6 o.m.c. outdrive, 320 hrs., full top Hummingbird 3D fishfinder Minkota trolling motor plate, Lomac trailer, \$6,500. (209) 223-2459. #1188038

**For Sale: '58 SL Mercedes,** new paint, interior and carbs nice, \$20,000/offer. '79 Chevy 1-ton \$1,200. 4,500 water tank hvy gauge aluminum bolt or \$2,000. Miller tilt 2-axle, good rubber, \$1,200. '68 International bobtail dump \$1,500. '83 CR 500 Husky, low hrs. \$900. (925) 672-5117. #2251878

**For Sale: '87 Avion travel trailer,** 34 ft., triple axle, hitch, electric jack, four screw-down leveling jacks, awnings all windows, bra. AC, micro, 4-burner stove-oven, stereo Cass system, twin beds, full bath, magic bed couch, dinnett, TV/tele front and rear, excellent cond., \$16,500/best offer. (916) 632-9800. #0932846

**For Sale: '83 Chevy longbed pickup** 3/4-ton, new paint, new bedliner, new battery, alt., starter, high miles but runs good. \$2,500/offer. (707) 257-6877. #1846184

**For Sale: '84 Furukawa FL320A 4.5 yd.** articulated loader. Size of 966c Cat. Cab, lights, wipers, good, clean tuning machine for \$19,000 or would consider trade for backhoe. (707) 664-1784. #1047032

**For Sale: '80 Case 580C loader-backhoe,** extendable with 481 valve and 12-inch or 24-inch backhoe bucket, \$12,000. Santa Rosa. (707) 664-1784. #1047032

**For Sale: '71 International Travel-All,** exc. cond., \$2,500. (209) 823-6693. #0574324

**For Sale: Class A motorhome,** 1990 Winnebago Chieftain, 33-ft., low miles, A-1 shape, loaded, \$20,000/offer. (707) 446-6885. #0388528

**For Sale: '96 Plymouth Neon sedan,** lapis blue, 19,800 miles, like new. AC, AT, power steering, am-fm stereo cassette, pro-lock security, still under warranty, \$8,500. (415) 641-1947. #2203534

**For Sale: '91 35-ft.** Southwind RV, many extras, hydraulic levelers, steer safe. '81 VW Rabbit tow vehicle. dishes, linens, one owner, non-smoker, low miles, w/naco gold card, QRA included, \$55,000. (707) 745-0809. #2249654

**For Sale: D2 dozer,** exc. cond., \$5,500. Ford 1989 front end off 4X4, like new, \$400. 12 ft. Sears aluminum boat, \$150. (916) 729-7136. #1993034

**For Sale: 10 lakefront & lakeview lots** in private subdivision on Table Rock Lake near Branson, Mo. Underground power, telephone, cable TV to ea. lot. Sewer treatment plant and community well. Ready for building. Lots range from \$22,000 to \$35,000 or \$260,000 for all 10. (408) 438-4683. #1644375

**Wanted: Ultralight airplanes,** bent, broken, in storage, parts or uncompleted kits. Call Charlie at (707) 938-3158. #1166637

**For Sale: Cat 12F blade,** all hydraulic, with rear rippers, great cab and heater, new driver tires. Neal Wittingham, (916) 485-4984. #0469213

**For Sale: 30-inch Gannon backhoe bucket** profile 4, fits Ford 555, very good cond., retails for \$1,175. Will sell for \$400/best offer. (408) 730-9160 after 6 p.m.

**For Sale: 18-ft. bass tracker,** Mercury 75 hp, 2-down riggers trolling plate, Bimotop, 2 fish finders, boat cover, removable lounge, loaded, must sell, \$9,800. (916) 729-7136. #1993034

**For Sale: 3-bd, 2-bath custom built home** on 2 acres in Virginia City Highlands, 1,900 sq. ft., all wood trim and doors interior, woodstove, new paint, \$185,000, call John (702) 847-9659. #2312740

**For Sale: 3 speed men's bicycle,** \$40. Back cab glass for 1970 Ford truck, tinted, \$25. Electric hedge trimmer, \$15. 2 rear coil springs for 1964 Chevy \$40. Electric soldering iron with variable heat control, \$10. Exercise bike with speedometer, \$50. Garage vacuum cleaner w/hoses, 1.25 hp, 5-gal capacity, needs work. \$10. (650) 593-6385. #558767

**For Sale: 3-pt. hitch equipment** 8 1/2-ft. spring tooth Massey Ferguson model No. 67, \$550. John Deere Ringer 3 blade, \$350. Almond Wood 16 inch length, \$100. (209) 634-5767. #1065265

**For Sale: '94 Buick Century wagon,** new engine with 14,000 miles, 4-cylinder, 8-seater, PS, PB, AC, am-fm radio, beige w/brown interior, roof rack, \$2,500/best offer. (209) 576-8762. #1737302

**For Sale: Jet ski,** '87 Kawasaki 550, exc. cond., fast, \$1,350/best offer. #2300524

**For Sale: Hydraulic 8-yd.** scraper, carry-all type w/ hydraulic controls, for rubber or track driven, #3,500. (916) 991-1530. #486196

**For Sale: Cadillac Seville,** 4-dr., leather upholstery, full electric, looks, runs like new, \$4,500/offer. (916) 991-1530. #486196

**For Sale: '81 Honda Goldwing motorcycle,** fully dressed, \$2,500 in chrome and accessories, C.B., stereo, helmet w/headphones, runs, looks like new, \$3,000/offer. (916) 991-1530. #486196

**For Sale: '83 FXSB Low Rider,** color: coffee & cream, new clutch, fresh tune-up at D & D Cycle, oil cooler, Corbin seat, S&S carb., Sifton cam, super clean, super fast, lots of chrome, built to last, must sell, \$10,000. (605) 994-0747. #1281431

**Wanted: Old Outdoor Life magazines,** call Bob at (408) 265-8160. #2118403

**For Sale: Home in the country,** 3-bd., 2-bath, 2-car garage on 1/4 acre, 6 years, 4 miles from Brownsville, very clean, fishing, hunting area, must see to appreciate. \$99,000. (530) 679-2391. #826930

**For Sale: '88 fishing ski barge** tunnel hull, '88 90hp Yamaha OB w/176 hrs., hilltop on engine, Hummingbird fish finder, ranger seats, lots of extras, Zieman trailer, \$6,100/offer. (925) 754-2405. #0519856

**For Sale: Backhoe truck & trailer,** \$18,000, 3-in. bebo 3-phase pump, \$4,000 220 or 440. '70 Case backhoe 580CK, 4,060 hrs., '72 Ford 8000 dump Bobtail, '71 Zieman flatbed trailer 3-axle. (916) 967-1449. #0702515

**For Sale: Mobil home.** 10X55, cute, clean, covered patio, storage and laundry facilities. Perfect for weekend or vacation, close to fishing, water sports, 4 Mother Lode lakes, ski within 1 hr., in family park, low space fee, \$4,900. (209) 786-2665, m-t after 7 p.m. #2077461

**For Sale: Boat & trailer,** '84 Delhi, 131/2 ft., aluminum Bass Boss 40, swivel seats, rod holders, '95 Calkins trailer, like new, all reg. current, must sell, \$750/offer. call Robert (925) 556-3300. #2084439

**For Sale: 3 Sporter 9mm 50-round magazines.** \$100/offer or trade for 22 magnum. call Robert (925) 556-3300. #2084439

**For Sale: Labrador retrievers,** yellow AKC-OFA puppies, gorgeous, field and show lines, solid conformation, \$500-\$600. (530) 389-8420. #1837482

**For Sale: Bloodhounds AKC,** tracking lines, dam from Missouri prison trackers, sire show/tracking, large, awesome litter, long ears, beautiful markings. (209) 665-5860 or (530) 389-8420. #1837482

**For Sale: Jet ski,** '87 Kawasaki 550, exc. cond., fast, \$1,350/offer. (916) 989-3615, evenings. #2300524

**For Sale or Trade: Lake Tahoe timeshare,** 2-bd. unit w/whot tub/spa in building, AAA star rating, split season, spring-fall, 1 week, the Ridge Tahoe, \$10,000 or trade or use as down pymt., on 24.26 travel trailer of equal value, call Vernon at (408) 336-0613. #1257246

**For Sale: '92 Pace Arrow motorhome,** 33 ft., 25,000 miles. Ford power, hyd. jacks, awnings all around, 2 air and engine air, back-up camera, microwave, 2 TVs, non-smoker, A-1 cond., \$46,000/offer. Palo Alto, Calif., (650) 323-0422. #1754900

**For Sale: 12-ft. '92 Caribou Cabaner Camper.** queen-size bed, refrigerator-freezer, microwave, generator, full bath, plus outside shower, AC, furnace, range, entertainment equip., 8-ft. awning, outside lights, exc. cond., \$8,400. (530) 365-6731. #1087564

**For Sale: '85 Titan motorhome,** 30 ft., dual air, stereo throughout, microwave, plus regular stove, fridge, freezer, 454 cu. in. engine, low mileage, Onan gen., CB, walk-around bed, very good cond., \$16,500. (510) 792-5996. #482414

**For Sale: Log splitter,** heavy duty, \$1,000. (925) 516-9679. #2102638

**For Sale: '93 Chevy S-10,** AC, PS, PB, 5-spd., low miles, great shape, camper shell w/carpet kit, \$5,999.99. (209) 478-8732. #1607629

**For Sale: '79 E350 dual-wheel van,** 15ft. fiberglass walk-in box, new motor, tilt rear end, broken left axle, \$3,000/offer. (209) 586-4342. #2210061

**For Sale: '85 Toyota Landcruiser.** AC, 4 spd., 176K miles, studded snow tires, \$4,500. (209) 586-4342. #2210061

**For Sale or Trade: Older 3-bdr, 2-bath home,** 1,400 sq. ft., 2 1/2-car garage on 1/3 acre, central heat, AC, vacuum, lg. shade trees, mature orchard, lg. garden area, retirement neighborhood, dead-end street, located in Citrus Heights, Roseville, Calif., \$130,000. Write P.O. Box 59, Virginia City, NV 89440. #1157834

**For Sale: Collectors: AH Fox Sterlingworth** 12 gal. double shotgun over 100 years old, beautiful cond., (916) 989-8249. #0883664

**For Sale: 26 ft. Aljo Aly travel trailer** deluxe, loaded, very good cond., with add-on room, (916) 988-8249. #0883664

**For Sale: '93 Dodge 1-ton diesel** dually supercab w/90-28-ft.-6-in. Road Ranger 6th wheel, truck has too many options to list, fuel cap 135 gal., new tires on both rigs, \$29,000. Jim Grant. (707) 894-2319. #498700

**For Sale: '84 Buick Century wagon,** new engine with 14,000 miles, 4-cyl., 8 seater, PS, PB, AC, am-fm radio, beige w/brown interior, roof rack, \$2,500/offer. (209) 576-8762. #1737302

**For Sale: Jerry Rice autographed football,** Official 49ers NFL team ball w/letter authenticity. Never opened. \$200/offer. (209) 576-8762. #1737302

**For Sale: Ford F-250 tires,** rims and hub caps; LT 235/85 R16 load range E, ver good cond., approx. 20,000 miles. \$250. (916) 682-2009. #1191235

**For Sale: Custom-built home,** 2,300 sq. ft., 3 bd, (2 bedrooms large enough for king beds), 2 full baths, 1/2 bath, formal dining rm. with fireplace, dining rm. w/built-in china hutch, family rm. w/fireplace, built-in vacuum, large play room, big lot, RV parking off alley. (209) 668-4689, Turlock, Calif., Nolan Young. #0418171

**For Sale: '80 Chevy 1-ton dually,** 10.5 ft. utility bed w/ 8 locking compartments, 454 cu. in. engine, \$4,500/offer. (530) 243-4268, Redding, Calif. #947127

**For Sale: Howard, HR 15 roterator,** 60 in., asking \$750/offer. Also, '72 El Camino, great cond., 350 engine, AC, FM radio. (209) 722-4464, ask for Ted. #0826783</



# More scholarship awards

## Local 3 to award 20 \$500 'Special Scholarships' at July 18 semi-annual meeting

In fall 1997, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their second scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted about \$27,000 for the Scholarship Fund. Another scholarship fund raiser, which sought donations from parents of past scholarship winners, organizations that Local 3 has made charitable contributions to and individual union members, netted an additional \$17,000.

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

for the second, third and fourth years of college, provided they remain full-time students.

For the Special Scholarships, the names of all applicants will be entered into a drawing to be held at the July 18 semi-annual membership meeting. Applicants need not be present to win. The Special Scholarships are available only to the sons and daughters of Local 3 members.

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

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

### General guidelines for awarding the 20 \$500 Special Scholarships

1. Sons and daughters of Local 3 members may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application. Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships if the parent was a member of Local 3 for at least one year immediately preceding the date of death.
2. Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the regular Local 3 College Scholarship Awards and do not win will automatically qualify for this drawing.
3. Applications will be accepted until June 1, 1998. You may get an application at your district office or any credit union branch.
4. Winners will be determined by a random drawing to be held at the July 18, 1998 semi-annual membership meeting. Applicants do not need to be present to win.
5. The money will be funded when the college or trade school confirms the winner is a full-time student.

### personal notes

#### Personals:

Congratulations to Ney Vencer III and Barbara Lobland on the birth of their son, Ney Vencer IV, on Feb. 5. He weighed 8 pounds 9 ounces and was 21.5 inches long.

And congratulations to members Randy Rugh, who works for Teichert, and Lauren Davies, who works for DeSilva-Gates, on their engagement. The wedding will take place on Sept. 6.



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