A Time of Reckoning

What is California going to do to solve its horrendous traffic crisis?

IMPORTANT BYLAWS NOTICE
Please turn to page 21 for important information and a sample ballot regarding the upcoming Bylaws mail referendum vote. Please read this material carefully. Your Officers encourage you to participate in this very important process.
Transportation crisis warrants immediate attention

I don't normally relish having to announce bad news, but this month I need to bring the members up to speed on a critical issue. California is in the midst of a very serious crisis, and solving this crisis is going to require everyone's immediate and sustained attention.

I'm talking about California's worsening transportation crisis. For the past two decades California has been slowly sinking into a pool of transportation quicksand so thick it threatens to asphyxiate the state's economy. Since 1980, California's population has risen 50 percent yet highway capacity has increased only 7 percent, causing serious urban highway congestion.

We are paying a terribly high price for our traffic gridlock. Traffic congestion is now costing the state's economy $2.8 million per day in lost productivity and resources, both of which undermine the state's competitive advantage.

Big trouble ahead

But the really troubling aspect of this crisis isn't how bad traffic is today, rather what's going to happen 10 to 20 years from now. California's population is predicted to increase by 15 million over the next two decades, yet state transportation funding over the same period will cover not much more than the cost of maintaining the existing system.

The equation - less people using the same old decaying transportation system - means even more stifling traffic jams. Arthur Bauer of Californians for Better Transportation referred to the crisis as the "$5 billion financial hole" that's going to suck thousands of jobs right out of the state.

The problem is so urgent I have asked Engineers News to begin an in-depth three-part series covering all aspects of the crisis - the basic problems, their roots and possible solutions. I encourage members to read these articles carefully, perhaps even save them for future reference, so you can become informed on the problem.

Possible campaign issue

California's transportation crisis is shaping up to be a key campaign issue for the 2000 election and beyond. The new leadership in Sacramento, which Local 3 members worked so hard to elect last November, is moving very aggressively towards finding ways to ease the crisis. They may bring some important transportation referendums before voters in the upcoming general election.

California Senate leader John Burton, for example, has introduced a three-bill transportation package. One bill, SB 315, is a $16 billion bond proposal to fund high priority highway and transit projects over the next two decades. Another piece of legislation, SCA 3, would make it easier for counties to pass local transportation sales tax measures.

High-speed rail system

The third bill, SB 8, asks the California Transportation Commission and Caltrans to make a detailed assessment of what our state's transportation priorities should be. Another bill in the works would ask voters to approve a Los Angeles-to-Sacramento bullet train system, which would include routes to the Bay Area.

While Burton's transportation bills make way through the Legislature, Gov. Gray Davis is wrapping up the selection of a 44-member commission that will develop a comprehensive long-term infrastructure building plan. The commission's goal is to submit recommendations to the governor by Dec. 1, 2000, on how to plan, fund and build the infrastructure needed to support California's economic prosperity in the next century.

California's transportation system not only needs significant rehabilitation, but also major expansion. How California eventually solves its transportation crisis - whether it's multilane toll highways, new urban light-rail systems, more freeway widening and carpool lanes or a statewide bullet train system - will have a tremendous impact on our future work outlook. SB 315, for example, is the largest transportation funding package California voters have ever been asked to approve. If successful, SB 315 would not only go a long way in helping to ease traffic congestion, but it would also provide a lot of jobs for Operating Engineers for many years.

We must act now

We can't wait any longer to act. It now takes anywhere from 10 to 30 years to bring a major freeway or light-rail project to completion. Almost all of the major transportation projects recently completed or now under construction in California, like the BART extension to San Francisco International Airport, the Fresno freeway system and the U.S. 99 Livingston Bypass in Merced County, were all first conceived back in the mid-1960s.

If California wants to avert disaster before the state's population reaches 48 million by 2020, the state must forge ahead now with the planning and financing of a modern transportation system; otherwise Arthur Bauer's prediction of thousands of jobs being sucked right out of the state might materialize.
Dosser encourages participation in bylaws vote

By now most Local 3 members should have received in the mail an envelope labeled "Official Ballot Enclosed" and printed in the upper left corner the return address of Thomas Havey LLP in San Ramon, Calif. This packet contains voting instructions and a ballot regarding a referendum to amend the union bylaws.

Over the past year, Business Manager Don Doser, the other union officers and the rank-and-file Bylaws Committee have been working on updating and modernizing Local 3's bylaws, which, with the exception of sections dealing with dues and initiation fees, haven't been revised since they were first written in 1961.

The membership approved a bylaws resolution containing all the proposed changes at the January semi-annual meeting in San Francisco. The resolution was then presented to the membership during a round of district and special-called meetings from Feb. 16 through March 31. The changes have also been featured in a series of articles in the Engineers News and on the Local 3 Web site.

Doser and the other officers are recommending a "yes" vote because the changes will make it easier for Local 3 to conduct day-to-day business, streamline administrative functions, provide for the union's long-
term financial future and improve member benefits. For example, under the proposed changes, there will be no more waiting month for unem-
ployed dues and honorary members will be able to work during periods
of extreme labor shortages without losing their Gold Card status. The
changes will also make semi-annual meetings more accessible to the
members.

Doser and the other officers strongly encourage you to participate in
this referendum by immediately mailing in your completed ballot.

"This is an opportunity for members to directly participate in the deci-
sion-making process of their union," Doser said. "Every union member
gets to have a say in this matter because the members are the union. I
urge you to take advantage and send in your ballot today."

Members must deposit their ballot in the mail so that it will be
received no later than 10 a.m. on May 11. Don't wait until the last
minute. Mail your ballot early to ensure it arrives on time. If you haven't
yet received a ballot packet or your ballot got destroyed or lost, call
Thomas Havey LLP toll free at 1-800-560-1826. This service is available
seven days a week, 24 hours a day, until May 7.

Prevailing wage, daily overtime bills move through Calif. Legislature

Two important labor bills continue to progress smoothly through the
California Legislature. SB 16, which would require the modal rate to be used in calculating prevailing wages, has cleared the Committee on Industrial Relations and at press time was under consideration in the Committee on Appropriations.

The second bill, AB 60, which would restore daily overtime, has moved out of the appropriations committee and is being considered on the Assembly floor. Both bills attempt to reverse anti-union policies of former Gov. Pete Wilson.

The construction trades became outraged in 1996 when Wilson tried to lower prevailing wages on public works projects by changing the formula used for calculating the prevailing rate from the modal system to a weighted average. This change, which Wilson attempted to make through administrative loopholes, threatened to lower prevailing wages by as much as 20 percent.

After Gray Davis was elected governor in the November election, the new leadership in the state Legislature sought to prevent future attacks on prevailing wages by making the modal rate part of the labor code. Davis has vowed to sign the bill once AB 60 reaches his desk.

Wilson used a similar administrative loophole to abolish the eight-hour day in 1997. He asked the state's Industrial Welfare Commission, whose members he appointed, to allow employers to pay overtime after 40 hours in a work week instead of after eight hours in a day, a administrative change that has robbed some 8 million working people of over $1 billion in annual overtime compensation.

Like SB 16, AB 60 would prevent future attacks on daily overtime by making it part of the labor code.

Support for AB 60 appears to be growing. The Sacramento Bee, in an April 20 editorial, criticized Wilson's repeal of daily overtime for widening the growing wage gap in California between the haves and have-nots. "Restoring the eight-hour day is an important step toward righting that imbalance," the editorial concluded.

Local 3's territory expands to Wyoming, portion of S. Dakota

Business Manager Don Doser announces that Local 3 has merged with Local 800 based in Casper, Wyo. The merger, requested by IUOE President Frank Hanley, expands Local 3's territory to include Wyoming and a portion of South Dakota. In the photo at right, Doser, seated at the head of the table, meets April 22 with representatives of Local 3 and Local 800 regarding the merger.

Nearly 400 members of Local 800 will become Local 3 members effective May 3.

Bylaws Change Notice

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

Business Manager Don Doser (right) holds a copy of Peterson: The First Sixty Years presented to him by Peterson Tractor Company President Duane Doyle. Doyle is the grandson of Howard Peterson, the company's founder; and the book, which is largely based on the oral history of employees and family members, contains a collection of historical photographs from the company's archive and many other research sources.
The sound of a Harley-Davidson motorcycle is unmistakable. The low-pitch rumble of two large-bore pistons reverberating through its exhaust system is as unique as a familiar voice on the telephone. Japanese motorcycle manufacturers like Honda, Yamaha, and others have tried to imitate the look and sound of Harley without much success.

What makes the Harley-Davidson sound so distinct is the motorcycle's exhaust system. These twin pipes of chrome-plated steel tubing and baffles are manufactured exclusively by a team of about 80 Local 3 members at Gabilan Manufacturing Inc. of Salinas, Calif. Gabilan, a company that started as a custom and general manufacturing plant in 1946, has been a Local 3 shop since 1961.

With the recent popularity of owning a "hog" - everyone from movie stars to police to corporate executives are now riding the "beast" from Milwaukee - the demand for Harleys has increased dramatically over the past decade. In 1986, Harley produced 36,700 motorcycles. By 1998, the number jumped to 150,800, a 243 percent increase in 12 years.

Gabilan, being the exclusive manufacturer of stock mufflers for Harley since 1978, has had to increase its production to correspond with the demand. Gabilan last year produced about 350,000 mufflers. That's about 7,000 mufflers a week.

To accommodate the increased demand, Gabilan moved into a more modern facility on a street appropriately named Work Street in Salinas in October 1998. Inside the plant, the assembly process starts with the cutters, who slice 12-20-foot tubes of steel into workable pieces according to Harley specifications.

Next, the welders put the pieces together, and the polishers prepare the mufflers for final assembly. Gabilan also has a design and testing section where new and experimental mufflers are conceived and developed.

After inspection, the final product is wrapped and sent to Pennsylvania, where another company under contract by Harley-Davidson chrome plates the mufflers.

Company President Paul Bickel is extremely pleased with the performance of the Local 3 members. Their skills and commitment to quality manufacturing has helped Gabilan remain number one in the eyes of Harley-Davidson.
Steel cutoff saw operators from left are Ray Suniga, Brian Gattis and Dave Florez.

Fabrication welders from left are Ken Harrington, Bob Urquides and Robert Gonzalas.

Fabrication welders from left are Jim Hinkley, John Bokanovich and Kelly Diaz.

Shipping the final product in is Gilberto Nuñez.

Polishers from left are Richard Aguinaga and Jesse.

Operating the robotic welder is Dion Markley.

Material Inspector Steve Jensen.

Maintenance Technicians from left are 33-year member Ivan Hall and Dan Grammell.

Second shift job steward Bill Acres, right, with San Jose District Business Rep. Lew Bratton.

The Gabilan crew
A Time of Reckoning

With 15 million new inhabitants expected over the next two decades, California must confront its monumental transportation crisis or suffer the devastating economic consequences

First of a three-part series  By Steve Heuer, Managing Editor

Editor's note: Engineers News begins a three-part series covering one of California's biggest problems: traffic congestion. In this issue the newspaper examines the state's fundamental transportation problems, followed by two subsequent segments analyzing possible solutions and the role the Operating Engineers might play in carrying out those solutions.

Two sobering statistics - one demographic, the other financial - are converging on California like a giant hydraulic vice to crush the state under the weight of one enormous and potentially disastrous problem.

Over the next two decades demographers predict that California will be home to at least 48 million inhabitants, 15 million more people than live in the state today. However, funding over the same period to modernize and expand the state's already overburdened and deteriorating transportation network will cover only the cost of maintaining the existing system, and not much more.

The California Metropolitan Transportation Commission says three quarters of the nearly $90 billion in state and federal transportation aid earmarked for the next 20 years is committed to maintaining the current system. Only about 13 percent of the $90 billion, roughly $12 billion, has been set aside to expand freeways and mass transit, a drop in the bucket at today's construction costs.

Formula for disaster

Fifteen million more people jammed onto a system that's already having great difficulty accommodating the state's current population of 33 million is a prescription for disaster. If solutions are not found soon, experts predict, California's current transportation crisis will fester into a traffic catastrophe that could threaten the state's economic vitality.

To grasp how bad the situation could get in the future, one must first understand how serious the situation is today. Over the past 20 years California's population has increased more than 50 percent, while vehicle ownership jumped by 3.4 million, a 227 percent increase. If solutions are not found soon, an unprecedented 117 percent increase, according to Caltrans.

Today, Bay Area commuters waste some 110,000 hours a day stuck in traffic, up from 90,000 hours in 1996, and nearly 300 miles of freeways are congested, up from the 218 congested miles reported in 1990. Motorists in Santa Clara, Alameda and San Mateo counties spend 62,000 hours a day stuck in traffic, up from 29,000 hours a day just two years earlier, an unprecedented 147 percent increase, according to Caltrans.

The situation is only going to worsen if solutions aren't found soon. The population of the nine Bay Area counties alone will increase by 1.4 million in the next 20 years, bringing twice as many vehicles to an already clogged highway system. Even rapidly growing cities in the San Joaquin Valley like Sacramento, Stockton and Fresno are experiencing significant traffic increases. All three cities have undertaken extensive freeway and mass transit construction just to keep pace (see related story pages 12-13).

Highway congestion and decay

Twice as many drivers on nearly the same amount of highway has produced two results: highway deterioration and congestion. California has four of the 10 most congested cities in the nation: Los Angeles, San Francisco-Oakland, San Bernardino and San Diego. Drivers statewide spend more than 300,000 hours per day stuck in traffic.

Although traffic gridlock has been particularly severe in the Los Angeles Basin, the Bay Area is rapidly catching up. Traffic studies reveal that Bay Area drivers now spend almost as much time stuck in traffic jams as Los Angeles motorists - 59 hours per driver per year in Santa Clara County, compared with 63 hours in Los Angeles. Bay Area freeway speeds now average 37 mph compared with Los Angeles' 38 mph. Since 1960, the Bay Area has added 1.3 million residents, a 108 percent increase, while vehicle ownership jumped by 3.4 million, a 227 percent increase.

Since this photo was taken in 1990, traffic in the Bay Area has more than doubled.
Truth about the consequences

California is paying an enormously high price for its transportation woes. Lower worker productivity and corporate profits, higher fuel consumption and auto-repair bills, and stressed out commuters spending less time with their families are all byproducts of the state's overburdened and decaying transportation infrastructure.

Traffic congestion in California now costs the state's businesses more than $2.8 million per day in lost time and resources. Traffic congestion in the nine-county Bay Area alone is costing businesses about $5.5 billion annually in lost productivity and wasted resources, according to a 1997 study by the business group the Bay Area Council. The study concluded that congestion stifles the Bay Area's economic vitality, as well as threatens environmental quality, personal health and standard of living.

Traffic congestion, the study also concluded, undermines the region's competitive advantage because inventories have to be kept at high, inefficient levels, and companies that rely on timely deliveries of supplies often have to compromise quality and service. The most precious commodity, employees, can't get to work on time.

California not only has to confront its future transit demands, but also needs to play catch up. According to national studies, California's highway system is in bad shape, one of the worst in the country. A stunning 75 percent of the state's urban freeways and 60 percent of county roads are in poor to fair condition. Because of its dilapidated highway system, Californians pay an estimated $500 above the national average for car repairs each year.

You get what you pay for

California's transportation system is crumbling at the seams because the state remains at the bottom in highway spending. California has suffered a transportation funding shortfall for decades, most dramatically over the past seven years. After voters approved the transportation initiatives Props. 111 and 108 in June 1990, the state has failed to pass two subsequent transportation bond measures: Prop. 156 in 1992 and Prop. 181 in 1994, leaving a $2 billion funding shortfall in the state's long-term highway spending plan.

At the time of Props. 156 and 181, federal highway funds also began dwindling because of deficit reduction. Another setback came in the aftermath of the 1994 Northridge earthquake, when the state determined that a large number of state-owned bridges were vulnerable to earthquake failure. Gov. Pete Wilson diverted some $2 billion from highway and mass transit funding into a massive statewide seismic retrofit program. By 1996, California's State Transportation Improvement Program (STIP) had a $5 billion deficit, a funding shortfall that persists today.

And the prognosis for improvement any time soon appears bleak. A recent Californians For Better Transportation report concluded that "over the long run, transportation financing will remain unstable because of the state's growing population, growth in auto travel over the next 20 years, erosion of revenue from gasoline taxes due to more fuel efficient vehicles, and the emergence of alternative fuel vehicles such as electric cars."

Next month: Engineers News will examine possible solutions to the state's transportation crisis and how these solutions might impact the work picture for Operating Engineers.

Some sobering statistics

- In 1975, California had 15,138 "maintained miles" of highway and 72.5 billion vehicle miles of automobile travel per year. By 1996, the state's maintained miles increased only slightly to 15,202, yet automobile usage more than doubled to 149.6 billion vehicle miles.
- Caltrans recorded the biggest increase ever in traffic congestion in 1996, and the Bay Area was especially hard hit. That year, Bay Area drivers wasted 90,000 hours stuck in traffic, a 31 percent jump from the previous year.
- A 1997 Governor's Commission on Transportation Improvements revealed that the Bay Area has experienced a 140 percent increase in vehicle miles of travel since 1970.
- Recent studies show that California has a 10-year transportation infrastructure deficit of $15 billion to $25 billion.
How did mighty California sink so deeply into traffic gridlock?

When you evaluate the magnitude of California's transportation crisis, one of the first questions that comes to mind is: How could such a large, wealthy and progressive state like California sink so deeply into traffic gridlock in the first place?

No single factor can explain why the nation's most populous state has one of the worst transportation systems in the country, rather a complex series of political squabbles, changing demographics, environmentalism, neighborhood revolts and short-sighted planning occurring over several decades lie at the core of the state's current transit crisis.

**Politics**

Many transit experts trace the beginning of the crisis to Gov. Ronald Reagan, whose policies of reducing taxes and the size of state government led to a 65 percent reduction in highway spending in the 1980s. Then Gov. Jerry Brown's emphasis in the mid- and late 1970s on mass transit created such a political uproar in Sacramento that few major transportation initiatives got off the drawing board for eight more years.

Brown's two Republican successors, George Deukmejian and Pete Wilson, failed miserably at providing any vision for statewide transportation. This lack of leadership combined with stricter environmental laws, inflation and the Republican Party's aversion to new taxes contributed to 16 more years of transportation stagnation.

Wilson in particular proved a major impediment to transit advancements. His diversion of highway funding into seismic retrofitting and the legal problems caused by his attempts to privatize highway engineering prevented the state from making much-needed transportation headway in the 1990s.

**Search for affordable housing**

Another major cause of California's traffic crisis, many experts say, is the state's lack of affordable housing. Over the past three decades housing costs have risen so high in many urban areas that workers, particularly in the Los Angeles Basin and the Bay Area, are forced to move out to the farthest-reaching suburbs in order to buy a home.

This scenario - affordable housing far from major job centers - has created monumental traffic problems in all of the state's major urban areas. Many Californians typically rise each morning at 3 or 4 o'clock to begin their 2-3-hour commutes to work from outer suburbia.

Nowhere is this problem more pronounced than in the Bay Area. The average home price in Santa Clara County, the state's biggest jobs producing county, has reached a half-million dollars. As a result, many high-tech professionals working in Silicon Valley have opted instead to migrate to distant communities like Brentwood, Tracy and Modesto, where they can buy a single-family detached home with a yard for about $150,000.

**Construction of new freeways and mass transit projects**

As a result, Bay Area commuters often have to endure time-consuming and inconvenient transfers as they hop from one transit system to another. To illustrate the problem, a typical commute for employees living in San Francisco and working in San Jose goes something like this: take the MUNI underground to downtown San Francisco, then a taxi or MUNI bus to the train depot, then CalTrain south to San Jose, switch to Santa Clara County light rail, and finally a Santa Clara County Transit Bus to get to work. Workers commuting from Sonoma, Marin, Napa and Contra Costa counties have to jump through similar transit hoops to get to work via public transit.

The Bay Area could have had a world-class regional mass transit system, but the vision died some 30 years ago when two critical counties, Santa Clara and Marin, opted not to join the BART system when it was designed in the 1960s. As a result, only about one-third of the originally planned 300-mile system has been constructed. Frustrated commuters love mass transit systems like BART, but few actually use it primarily because commuters aren't willing to deal with the inconvenience of switching from one transit system to another.

**Environmental activism**

Construction of new freeways and mass transit lines have also been hampered, particularly in Northern California, by increasing environmental activism, which has mired proposed transit projects in lawsuits for years. BART extensions, freeway widening and the introduction of toll roads have all been met with fierce opposition from groups like the Greenbelt Alliance and Sierra Club. Plans for an 85-mile toll road linking I-80 and I-505 near Vacaville to I-680 in San Jose, for example, have been shelved indefinitely because of environmental concerns.

California indeed has lost valuable time in solving its mostly self-induced transportation problems, but it's never too late to begin looking for practical long-term solutions before the crisis turns into a catastrophe.

Next month: A look at possible solutions to California's transportation crisis.
Dublin Branch Moves to Roomier Quarters

The Credit Union's Dublin branch picked up and headed west. At its new location in a remodeled 13,000 square-foot building at 7300 Amador Plaza Road in Dublin, the branch offers members ample parking, additional teller stations and more than twice as much lobby room. The branch includes a no-surcharge ATM where you may make deposits, withdrawals, balance inquiries and obtain VISA cash advances.

In addition to having extra room, the new branch features security doors. The security door system has a metal detector in a vestibule between the outer and inner entry doors. Metal items, such as a gun or camera, will set off the metal detector and prevent the doors from opening. Installing these doors was a natural step to take given the importance the credit union has always placed on member and employee safety.

Participating in a ribbon-cutting to mark the opening of the new Dublin branch location are (from left): Mike Donohue, credit union vice president for finance; Nancy Walker, credit union vice president for member services; William Guezu, credit union president and CEO; Michelle Mastinian and Sandy Belcher, member services representatives; Rob Wise, Local 3 treasurer; Darra Mouat, regional branch supervisor; Debbie Fialling, member services representative; Veronica Bethel, branch supervisor; Leon Lanfr, credit union vice president for operations; Bev Barton, member services representative; and Ron Poff, regional branch supervisor.

The credit union is offering qualified members who apply before June 30, the chance to pay zero points and receive one-quarter percent off its regular mortgage rates for home buying or refinancing.

The offer applies to the credit union's 30-year, 15-year, 30-year due-in-five-years and 30-year due-in-seven-years fixed rate mortgages. Credit union real estate services are offered in California, Nevada and Utah. For more information, please contact the Real Estate Department at 1-800-877-4444.

"Buy union" goes for the credit union too

Cross a union-sponsored picket line? "No way," is your answer. Keep yourself informed about the companies that do and do not support unions? "I make a point of that," you say. What about the choices you make as a financial consumer? Is your checking account at an institution staffed by union employees? How about your car loan? Does the coupon you enclose with your payment each month have the name of a non-union commercial bank on it? When your VISA bill comes every month, do you write out a check to a union or non-union organization? Where do you have your CD and money market accounts?

Members of other locals may not have the option to go with a 100-percenter-union credit union for all kinds of financial needs, from youth accounts for their children to home loans. As a Local 3 member, you do have that option. Option may not be the right word. Benefit is more accurate. You benefit by paying lower fees for financial services than you would at a non-union bank. In some cases the credit union charges no fees for the same services for which banks do charge a fee. You also benefit by paying lower interest rates on loans and earning higher dividends on savings. Your union benefits when you buy union, even when "buy union" means borrow and save union.

Step one to supporting your 100-percenter-union credit union is to become a credit union member. Request an application by calling 1-800-877-4444 or apply online at www.oefcu.org. Establishing membership requires that you return the completed application to the credit union along with a minimum $5 deposit into a regular savings account.

For more information contact any branch or 1-800-877-4444.
At a recent district meeting, Business Manager and International Vice President Don Doser spoke of a phone call he received from International General President Frank Hanley. "Mr. Hanley just informed me that Local 3 is the fastest growing Local within the International Union," Doser said. Doser commented that our union's membership is the highest it has been since 1979, and that he expects it to be the highest ever by the end of 1999.

Bigger is better when it comes to unions. More members provide additional grassroots resources and votes in political campaigns. More employers—Local 3 signed 99 new companies in 1998—means more jobs for our members. Size is power when it comes to negotiating contracts and negotiation power means higher wages and fringe benefits for all of you. A large membership and contractor base helps Local 3 keep healthcare costs down and pension benefits up. By creating a level playing field, organizing helps our signatory employers. Above all, organizing means helping people better their lives. It means watching a family achieve a living wage, a belief in the future and, most important, their dignity.

what's happening.

Here are some recent statistics and a few of the details about

- Local 3 has a 100-percent win rate in National Labor Relations Board (NLRB) elections so far this year, and organizers are filing new petitions at an average of one per week.

- Fifty-eight campaigns are underway in four states. Highlights include:

  **Hawaii**

  Under the direction of District Rep. Harold Lewis, Hawaii is targeting the non-union contractors working in military bases on Oahu. Organizers Kalani Mahoe and Clyde Ell have numerous campaigns in progress and have signed nearly a half dozen new contractors this year.

  **Utah**

  The entire Utah staff, including District Rep. George Stavros and Organizer Reid Davis, has a major internal organizing campaign underway focusing on bringing our membership up in signatory units. To date over 100 new applications have been received. Two NLRB elections are underway. One of them involves 20 surveyors and is proceeding with the direction and assistance of Director Andy Mullen of the Technical Engineers Division.

  **Nevada**

  Nevada is booming with organizing drives. A major victory—94 percent yes vote—at Elko General Hospital headed by Assistant Organizing Director Jim Scott and Mine Rep. Paul McKenzie led to a huge card drive now underway at Washoe Medical Center and St. Mary's Hospital in Reno. This campaign has the potential of 4,000 new Local 3 members and District Rep. Pete Cox, the entire Reno staff, Organizers Bob Tweedy and Larry Daniels, and many other Local 3 departments and staff are working hard to make it happen. To date over 50 percent of the workers have signed authorization cards and we expect to file election petitions shortly.

  **California**

  In California card drives, elections or first contract negotiations are in progress in Oakland, Stockton, Sacramento, Redding, San Jose, San Francisco, Fairfield, Marysville, Rohnert Park, Eureka and Fresno. The entire Utah staff, including District Rep. George Stavros and Organizer Reid Davis, has a major internal organizing campaign underway focusing on bringing our membership up in signatory units. To date over 100 new applications have been received. Two NLRB elections are underway. One of them involves 20 surveyors and is proceeding with the direction and assistance of Director Andy Mullen of the Technical Engineers Division.

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It is time to remove the wedge

Don Doser and I are making a strong appeal to all Local 3, JAC and Tech Engineers employees, as well as employers. We are asking you to work hard to change the myths about the court-ordered consent decree and to support all of the programs coming out of the second amended consent decree. The amended consent decree has a definite date to be dissolved in August 2001 provided all of the requirements are met.

The Office of Compliance and Civil Rights (OCCR) is working hard in all areas of placement. If you are unemployed for any period of time, even for just one day, put your name on the out-of-work list. A job order offering you another opportunity for work might be placed that same day. Any number of possibilities can happen and do.

As a union, we cannot stand for anything that drives a wedge between our members. We have lived with the court order far too long. The consent decree has to be seen for what it is, something that has outlived its usefulness. It is time to do the things we know can and should be done regardless of a court order.

Our differences and opinions make each one of us unique and valuable, but it is when our differences keep us from working together that we lose. Let us all continue to work together to enjoy ongoing success as Local 3 brothers and sisters standing together as one, for only together are we one of America’s strongest unions.

Once again, I would like to thank you for your enthusiastic approach and support for all the programs of the Office of Civil Rights and Compliance.

Four-hour course on hazmat shipments

Operating Engineers Local 3 along with instructors from the International Brotherhood of Teamsters will be offering a four-hour course designed to meet the requirements of the Department of Transportation (DOT) regulations as found in 49 CFR regulations 172, 173 and 174.

The course will cover the handling, shipping, transporting, labeling and placarding of hazardous shipments.

WHEN:
May 11 & 12, 1999

WHERE:
Sacramento District Office
4044 N. Freeway Blvd., Sacramento, CA

TIME:
Two training sessions will be available on both days.
Session I 8:00 a.m. - 12:00 p.m.
Session II 1:00 p.m. - 5:00 p.m.
(choose one session)

COST:
No fees.

To register, please call the Safety Department, Alameda at 1-510-748-7400 ext. 3356 or 3358. Seating is limited.
The early 1990s, the only freeways serving Fresno were a section of Hwy 41 and the U.S. 99. Today, thanks to strong political leadership, community support and good planning, Fresno is on the verge of completing an entire freeway system that will go a long way in accommodating traffic needs for one of the fastest growing metropolitan areas in California.

Constructing an efficient, modern freeway system in Fresno couldn't have come at a better time. Fresno has seen its population nearly quadruple over the past 30 years, from about 200,000 at the beginning of the 1970s to close to 800,000 today. By 2020, Fresno will be home to more than 1.5 million people and will rank as the ninth fastest growing city in California.

Local politicians, labor leaders and transportation planners got an early start on laying the groundwork for Fresno's freeway system. Since the 1960s, Caltrans has been buying right-of-way property, securing funding, completing environmental studies and doing design work. Then Fresno passed Measure C in 1986, a half-cent, 20-year sales tax that secured a substantial portion of the funding, about $750 million through 2006.

Caltrans, in cooperation with the Fresno County Transportation Authority, started construction on the first segment in July 1992: the Hwy. 180 "Gap" project, a $35.2 million, 2.2-mile section built by Ford-Benco JV that connect ed U.S. 99 and Hwy. 41. Since the Gap was completed in spring 1995, Fresno's freeway system has taken shape on four different construction fronts:

- HWY. 41 SOUTH - Three different contracts have extended this section of freeway from the terminus of Hwy. 41 in downtown Fresno, over U.S. 99, and more than 10 miles south to Lemoore. Benco completed a $28 million, 1.4-mile section of four-lane freeway from just north of U.S. 99 south to Jensen Avenue. This project included two interchanges at Hwy. 41 and U.S. 99. American Paving did the dirt and paving for Benco.

- MENEFEE CONSTRUCTION then extended the Hwy. 41 freeway an additional 4 miles from Jensen to Floral in 1996. This $23.3 million project included two interchanges. The following year, Granite took the freeway south 6 more miles from Floral to Elkhorn.

- HWY. 41 NORTH - Morrison Knudsen Corp. is currently wrapping up a $29.7 million section of four-lane freeway from Friant Road to Avenue 10. This contract included bridges over the San Joaquin River and interchanges at Perrin Road and Avenue 10. MK is also working on the next phase: a $14.3 million contract to extend the freeway to Avenue 12 in Madera County. Hwy. 41 North will eventually extend all the way to the southern gateway to Yosemite National Park.

- CROSS-TOWN CONNECTION FREEWAY - This project consists of a combination of extending Hwy. 41 to Chestnut and building a 14-mile stretch of the Hwy. 168 freeway, which will veer northeast towards Clovis and eventually stretch to the gateway to Kings Canyon National Park.

- HWY. 41-180 INTERCHANGE - Kasler Construction, now Morrison Knudsen, completed the $8.2 million Hwy. 41-180 interchange, as well as the section of freeway from the interchange to Shields. American Paving was again the dirt and paving subcontractor for Kasler, and W.M. Lyles Co. did the underground. DeSilva Gates has completed the $22 million section from Shields to Ashlan. MK is doing the $34 million Ashlan-to-Bullard section.

Construction on Fresno's freeway system is far from over. Additional contracts are expected to be let this year, including the $58 million section of Hwy. 168 from Bullard to Shepard, with interchanges at Herndon, Fowler and Temperance avenues. Another major contract, Hwy. 180 from Chestnut to Clovis, will also be let this year, and the section from Clovis to Temperance will likely start in spring 2004.

One of the last projects covered under Measure C will be the 1.5-mile section of Hwy. 180 extending west from U.S. 99 to Brawley. This project is scheduled for completion in 2007.

When this section is completed, Fresno will have accomplished a feat unsurpassed in recent years by any other California city - construction of an entirely new freeway system.
Dean Carlton on scraper, David Steele on blade and gradesetter Dino Debenedetto work on a section of Hwy. 41 North near the San Joaquin River bridge.

Above: Morrison Knudsen Corp's $29.7 million Hwy. 41 North project stretches several miles from Friant Road, over the San Joaquin River, to Avenue 10.

On the Hwy. 41-180 interchange project working for American Paving are paver operator Louie Olivas and screedman Val Huerta. Behind the paver is roller operator Roy Contreras.

From left are water truck driver Matt Cummings, foreman Larry Braden and loader operator Toby Baker on the Hwy. 41 job.

American Paving's mechanic Robert Luna
Answers to Questions About Retirement Pension

What is the pension fund?
The pension trust fund is a plan that allows members to earn a monthly pension benefit when they are eligible to retire. To be eligible for a pension benefit at retirement, a member must earn the required years of credited service, known as pension credit, to vest under the plan’s rules and meet other conditions, such as attaining the age requirements, filing the necessary application and retiring.

How do I earn pension credits?
Credited service is based on hours worked and contributions from your employer as required by the collective bargaining agreement. You need at least 1,000 hours reported by your employer, per calendar year, for a full year of credited service. Fractional credit may be earned if you work at least 350 hours but less than 1,000 hours. Credit is currently granted as follows:

<table>
<thead>
<tr>
<th>Hours</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,000 or more hours</td>
<td>1 year of credited service</td>
</tr>
<tr>
<td>750 to 999 hours</td>
<td>3/4</td>
</tr>
<tr>
<td>500 to 749 hours</td>
<td>1/2</td>
</tr>
<tr>
<td>350 to 499 hours</td>
<td>1/4</td>
</tr>
<tr>
<td>Less than 350 hours</td>
<td>No credit</td>
</tr>
</tbody>
</table>

Example:

If you work more than 1,000 hours in a year, can I earn more than one year of credited service?
No, one pension credit in a calendar year is the most you can earn. However, if you have more than 1,000 hours, the value of your credit increases.

How is the value of my credit determined?
The current formula used to determine the value of credited service is:

Value = Hours Reported x Contribution Rate x Benefit Factor Percentage

Example:

<table>
<thead>
<tr>
<th>Hours</th>
<th>Contribution Rate</th>
<th>Benefit Factor Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,400</td>
<td>3.75</td>
<td>0.30</td>
</tr>
</tbody>
</table>

When an investment?

Effective Jan. 1, 1998, the plan adopted a five-year vesting schedule. To be eligible for five-year vesting, a participant must have at least five pension credits without a permanent break in service and he or she must work for a contributing employer at least one hour on or after Jan. 1, 1998. For the period Dec. 1, 1976 through Dec. 31, 1997, the requirement for vesting was 10 years of credited service without a permanent break in service. Different rules were in place prior to Dec. 1976.

If you are not vested and you fail to earn any credit in a calendar year, you will no longer be a participant. You will again become a participant when you have 500 or more hours reported in a calendar year.

What does vested mean?
Generally, vested means you have earned the right to a monthly pension benefit when you are eligible to retire.

If I am not vested, can I lose pension credits?
Yes, if you are not vested and you incur a permanent break in service, you will lose the pension credits you had earned.

When would I incur a permanent break in service?
In general, you would incur a permanent break in service when you fail to earn any credited service for a period of five consecutive years. There are certain exceptions or grace periods, such as limited extensions for disability. If you are out of work for any extended period of time, you should check with the trust fund office to determine the effect on your pension benefits.

When can I retire?
If you are vested with 10 or more years of credited service, regular retirement age is 62.

If you meet the requirements, the pension plan also provides for a reduced benefit on an early retirement pension as soon as you reach age 55.

Disability pensions are available at any age if you have at least 15 credits and a Social Security Disability Award, or at age 60 if you have at least 15 but less than 18 credits and a Social Security Disability Award.

For those who qualify, the plan also provides Service Pensions. In general, Service Pensions reward long term participation in the plan and provide full retirement benefits at an age earlier than a regular pension. Age and credited service requirements for Service Pensions vary. The specific requirements for Service Pensions are included in the plan’s summary description.

Effective Jan. 1, 1998, if you are vested with five but less than 10 years of credited service, the normal retirement age will be 65. Regular, early, disability and service options are not available.

How will my pension be paid?
At retirement, the pension is paid to the member in the form of a monthly benefit for his or her lifetime. If the member is married, the automatic form of payment is the 50 percent Husband and Wife Pension, unless the spouse rejects his or her right to this form of payment. Under this option, a reduction is made to the member's pension. The amount of the reduction depends on the member's and spouse's difference in age. The member receives a lifetime monthly benefit and, if the member predeceases the spouse, the spouse will receive a monthly benefit equal to 50 percent of the member's benefit for the balance of his or her life. The plan also allows the member to take a higher reduction and provide a benefit of 75 percent or 100 percent to the surviving spouse.

If the member is not married or if the spouse has rejected the Husband and Wife Pension, the normal form of payment is the Life Pension with a 60-month guarantee. Under this payment form monthly benefits are payable to the member for his or her lifetime. If the member passes away within the first 60 months of payment, the balance of the 60 months is payable to the beneficiary. The plan also provides an option that allows the member to take a reduced benefit to extend the guarantee period to 120 months.

Does the plan provide death benefits if I die before I retire?
If a vested member dies prior to retiring, benefits are payable from the plan. The type and amount of benefit payable depends on the member’s marital status, age and pension credits at the time of death. Complete death benefit information is included in the plan’s summary description.

How much will I get?
The amount of your pension depends on your age, work history, the type of pension, options selected and other variables. Only the trust fund office is authorized to determine your pension benefit amount. Upon receipt of a pension application, the trust fund office will do the necessary research and determine your benefit amount.

If I am planning to retire, when should I apply?
You should file an application at least three months prior to your anticipated retirement date.

What happens if I file an application and I change my mind about retiring?
You are not obligated to retire simply because you have filed an application. The filing of an application allows the trust fund office to do the research necessary to determine your benefit. If you change your mind, simply notify the trust fund office and your application will be placed in the pending file. If your application remains pending for a year or more, a new application will be required.

Where can I talk with if I need additional information?
You may call the trust fund office at 1-800-251-5014 or (510) 433-4422 or the Fringe Benefit Service Center at (510) 748-7450.

Refer to the summary plan description of the rules and regulations for full details.
Activities Coming Up!

We look forward to the introduction of new materials in the first-through-fourth periods of our curriculum. Set to appear in classrooms within the next two to three weeks are two new textbooks, Land Surveyor Reference Manual and Surveying with Construction Applications, Third Edition. We expect these books to be helpful when you need it.

Our Hands-on Competition to be held in Alameda this year. We planned a new and aggressive course that is sure to challenge everyone. All apprentices and journey upgrades will meet on Saturday, May 8, for check-in and orientation. Then, crews, randomly put together, will begin the competition. Judges from our instructors staff, employers and union representatives monitor each crew as they proceed through the competition course. After the competition our office staff will provide a wonderful lunch for everyone, scores will be tallied, and prizes and awards will be distributed. Every participant will go home with a special gift courtesy of the NCSJAC and the pride of having given their personal best in this year’s competition. This event may be mandatory, but the annual hands-on competition is one that no one ever wants to miss.

Deficient Related-Training Progress

In last month’s article we talked about how excessive absences from related-training classes affect apprentices. Another issue that needs to be addressed is lack of related-training progress. Your apprentice agreement and the NCSJAC Selection Procedures provide specific guidelines for progress in the classroom. You will recall that one important requirement of our program is that an apprentice agree to attend class a minimum of 144 hours per year. Likewise, apprentices must complete related training relevant to the current period of training within 1,000 working hours before they can be advanced to the next period of training.

During busy work seasons apprentices can easily add up 1,000 working hours, but may fall behind because they have not completed the necessary course work.

Remember these few suggestions:

1) Above all, do not miss class. There is a direct correlation between individuals who miss class and those who fall behind. When you are in class, focus on the matter at hand, that is, completing your course work and relating it to your field work.

2) When regularly attending, make sure you turn in your related-topic tests. At the end of each week, when we review our class records, we check for absences and also for individual progress. It is very common for apprentices to spend more than one week working on a topic; however, we caution you not to let it get out of hand. If you are having any problem at all, talk to your instructor. Do not let two weeks go by without turning in school work. Your work hours will add up and suddenly your school work will fall behind. Follow the class schedule as closely as you can and do not hesitate to ask for help when you need it.

3) Contact the NCSJAC Administrator whose door is always open if you feel you need any additional explanations. The NCSJAC staff is always more than willing to help in any way they can.

4) Get ahead in your school work. You certainly cannot fall behind when you work ahead of schedule!

With the introduction of new curricula materials, additional special materials and laptops, we think you will enjoy your three hours a week in class!

In closing, here is a little something we would like to share with you:

- you can start the day without caffeine.
- you can get going without pep pills.
- you can resist complaining and boring people with your troubles.
- you can eat the same food every day and be grateful for it.
- you can understand when your loved ones are too busy to give you time.
- you can overlook it when something goes wrong through no fault of yours and those you love take it out on you.
- you can take criticism and blame without resentment.
- you can ignore a friend’s limited education and never correct him or her.
- you can resist treating a rich friend better than a poor friend.
- you can face the world without lies and deceit.
- you can conquer tension without medical help.
- you can relax without liquor.
- you can sleep without the aid of drugs.
- you can say honestly that deep in your heart you have no prejudice against creed, color, religion or politics.
Then, my friend, you are almost as good as your dog!
"Own the Evening"
Under the influence of advertising

In last month's column I said a few words about casual drinking not being entirely harmless. I am not a prohibitionist and I believe that as adults we make our own decisions and choices in life—maybe. The reality is that we are influenced at any given time and throughout our lifetime by factors beyond our control. Most of us know about the genetic predisposition to addiction. Some of us have experienced peer pressure to drink or use alcohol or drugs in social situations, in school or at work. Awareness and experience are certainly great aids to making good decisions, but they may fail us when we are confronted by well organized and financed sneak attacks. Let me tell you what may be in store for us.

On average, Americans over age 21 now drink 1.8 gallons of booze a year. This is a 40 percent drop from the average 3 gallons per person in 1980. So the liquor industry is upset because sales have dropped to $16 billion. Well, they are just not going to take this anymore. They feel they owe their stockholders—they may be one of them—a better return on their money.

The solution, of course, is to get all of us to drink more. How are they going to do that, you may wonder. The way the liquor industry figures it, a blitz of commercials on nighttime cable television ought to do it. Not just any commercial though. They are considering spending $20 million to $40 million for spots, not to hawk individual brands of booze, but to generally rebuild "occasion frequency." Slogans, such as "Own the Evening" or "Work to Wink,"—whatever that means—are being considered to increase liquor consumption generally rather than stimulate brand competition.

All this, of course, is happening at the same time that federal and state governments are becoming more and more alarmed about underage drinking. Yes, American teens are increasingly engaged in binge drinking, but not enough to increase profits for the liquor industry.

Now, if you are over 50 years of age, you will be more specifically targeted. Your age group—and I belong to this group—is considered a growth opportunity, a segment of the population the liquor, beer and wine industry has identified for expansion.

My favorite example of how they take aim at this group is the collector's edition bottle of Gordon's Gin. On its label is a picture of an unshaven drunk cracking open a bottle of Gordon's aboard his rickety boat. Yes, you guessed it! It is Humphrey Bogart playing Charlie Allnut, the grizzly boor from the African Queen. I am not sure if this is a test of our memory or if we are supposed to identify with that scraggly drunk.

The wine maker Gallo targets their white Zinfandel at the middle age plus crowd. You may have seen the ad where a gray-haired man with a glass of Zinfandel gazes dreamily into the distance. In the background his equally gray-haired pals reel in a sailfish from a boat Hemingway would have loved. The wine, by the way, is priced at $6 for a 1.5 liter bottle and 60 percent of the production is purchased by people over age 50.

Some beer ads feature a cruise ship and a waterfall with the tagline, "It's a trip,"—which is intended to remind seniors of their best vacations. In general these advertising campaigns successfully communicate a calming sense of security and comfort leading to an optimistic view of the future—if not for you, then certainly for the profit-hungry liquor, beer and wine industry.

Let me say it again. I am not advocating prohibition. I just want you to make your own choices and decisions, independent of the sneak attacks of slick advertising. Be warned that consumption of alcoholic beverages may cause health problems. If you are healthy and over 50 years of age, do not have a history of excessive drinking episodes and are not taking any medication, you may consider drinking no more than one ounce of alcohol daily. You decide, not the liquor, beer and wine advertisement. If you happen not to drink at all—more power to you.

Let me put it this way: If alcohol were invented today, it would qualify as a restricted medication. It would be available by prescription only, not over the counter, if a medicinal value for it could be established.
Local 3 sponsors children of member

ELKO - Eighteen-year-old Hoot Brazeal and 15-year-old Shoti Brazeal would like to thank Don Doser and the officers of Local 3 for sponsoring them in the Elko County High School Rodeo Club. They are the children of Dick Brazeal, an 11-year Local 3 member, who works at Newmont Gold in Carlin, Nev.

Hoot is a hard-nosed competitor in the bulldogging events, and Shoti is an avid competitor in barrel racing. Together they are one of the best high school team roping duos in northeastern Nevada. They both aspire to qualify as contenders for the National High School Rodeo Finals this summer.

Don Doser, the officers and members wish them good luck and good riding.

Reno is organizing

RENO - Business is booming in the Reno District office. After winning an election with the nurses at the Elko Hospital, our office was contacted by both St. Mary's Regional Medical Center and Washoe Medical Center employees regarding representation. At the present time, an organizing campaign is under way with all non-management employees at both hospitals. We encourage our members to talk to friends and family members that are employed at either hospital and send them to our office if they have questions or are interested in the organizing effort.

Projections for the coming year

We still have many members on the out-of-work list. However, due to weather conditions that have been milder than last year, our dispatches are double that of this time last year. We are very optimistic about the work projected for the coming year. So far, jobs have bid in Washoe, Humboldt, Elko, Mineral, Churchill, White Pine, Douglas and Carson City counties, for a total of over $76 million, and there are still many jobs projected to bid this year. Jobs are currently set to bid in Churchill, Washoe and Elko counties totaling almost $12 million. Perini Construction is making quick progress on the Atlantis Hotel Expansion.

Staff changes in the Reno office

The Reno office staff bids a sad farewell to Rita Griffith as she retires and gets to reap the benefits of her service to Local 3. She did an amazing job here for almost 18 years and the staff and members will miss her. At the same time, we welcome Shelly Gurule to our staff. Shelly comes to our office from the City of Elko, and we know she'll be a great asset to our office. Be sure to welcome Shelly when you come to the office.

Special Notice

Please don't patronize Baldini's Casino! It is building a major addition to the existing facility using contractors that may be paying substandard wages and providing little or no family health insurance or retirement plans. The contractor you work for may not have had the opportunity to even bid this project.
ROHNERT PARK - A gradesetting family (from left): Gradesetter Dennis Harlan, whose father Dean Harlan was also a gradesetter, is shown here with his mother Helen Armitage, his grandmother Fleta Lee, his daughter Rachel Adams and her daughter Amber Adams. Daughter Rachel is married to — Did you already guess? — another gradesetter, Gerrod Adams, who checks grade for North Bay Construction.

SATURDAY, MAY 22 – MARYSVILLE DISTRICT PICNIC
WHERE: Butte County Fairgrounds in Gridley
WHEN: 11:30 a.m. to 4 p.m. (food served 12 to 2 p.m.)
WHAT: Beef tri-tip, chicken, hot dogs, DJ, games and raffles. Bring family and friends.
HOW MUCH: $8 for adults, $4 for retirees; free for children 12 and under.
For more information call (530) 743-7727.

SATURDAY, JUNE 5 – RETIREE ASSOCIATION PICNIC AT RANCHO MURIETA
WHERE: Rancho Murieta Training Center
WHEN: Picnic area opens at 10 a.m. Lunch service begins at 1 p.m. Self-contained motor home or camper overnight parking available Friday and Saturday.
WHAT: Rib roast, salad, beans, rolls and drinks. Live music, souvenir photographs, raffles and much more.
HOW MUCH: FREE
For more information call (510) 746-7430.

SATURDAY, JUNE 12 – REDDING DISTRICT PICNIC
WHERE: Anderson River Park
WHEN: 11 a.m. to 4 p.m. (food served 11:30 a.m. to 2:30 p.m.)
WHAT: Pit-roasted $8 lb beef, beans, salad, fruit, rolls, drinks, ice cream, clowns and games for the kids, music and raffle.
HOW MUCH: $10 for adults, $6 for retirees, $4 for children 6 – 14 years old, kids under 6 free.
For more information call (530) 222-6093.

SUNDAY, JUNE 27 – ROHNERT PARK/SANTA ROSA DISTRICT PICNIC
WHERE: Sonoma County Fairgrounds, Founders Grove (adjacent to Brookwood Ave.), 1350 Bennett Valley Road
WHEN: Noon to 3 p.m. (food served 12 to 2 p.m.)
WHAT: New York steaks (12 oz.), hot dogs, salad, beans, rolls, drinks, live music and raffle.
HOW MUCH: $10 for adults, $6 for retirees, free for children 12 and under.
For more information call (707) 585-2487.

SATURDAY, JULY 10 – RENO DISTRICT PICNIC
WHERE: Deer Park in Sparks
WHAT: Retirees will be served immediately following their 11 a.m. meeting. Regular festivities will begin at 1 p.m.
WHAT: Menu, entertainment and cost to be announced in the next issue.
For more information call (702) 857-4440.
**News from the Hawaii Operating Engineers ARP**

HONOLULU - With most of Hawaii waging a war against ice, a street name for crystal methamphetamine, the rate at which Hawaii's Operating Engineers' members test positive during company drug and alcohol tests has taken a dramatic decline. Jim Merrick, the coordinator for Local 3's Addiction Recovery Program (ARP) in Hawaii, has noticed a steady decline in the number of members who have positive drug or alcohol test results. Companies that test their employees are required to notify the ARP office of any positive tests.

"When companies first started testing back in 1993, the rate of positive drug tests was pretty high," said Merrick, "but now the rate has really tumbled." Merrick thinks this is due in part to employers and coworkers becoming less tolerant of those who use drugs or alcohol, and in part to the education efforts of the ARP. "Operators realize that as professionals there is no place on the job for illicit drug use," added Merrick. "We hope this present trend will continue."

**Toll-free numbers**
(for use in the state of Hawaii only)

Hilo office: 1-877-935-8709

Maui office: 1-877-871-1193

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**Area projects promise a busy year**

REDDING - Work opportunities are looking very good. A lot of jobs that were not finished last season are on the books for this year. Some of these include JF Shea's three paving jobs and two Kiewit jobs, one in our district in Trinity County.

- Ladd and Benco are getting started at Ingot on Hwy. 299 E, a job that consists of two bridges and some realignment. Baldwin has some slab replacement at the I-5 Corning job, while JF Shea is doing the bridge approaches and Betchart and Norwood the edge drifts.

- Tullis and Heller picked up the I-5 Oasis road job and they are now gearing up.

- The Kiewit Fiber Optics Phase III in Washington, Oregon and California is starting to take people from District 70 and District 60. When this job is going full bore, we expect to furnish about 15 people to them.

- Ron Hale Grinding and Paving is looking forward to a big season. "Lots of work!" says Ron.

- Bobbie Martin picked up water and sewer main replacement for the city of Corning.

- Manning Construction has to finish Hwy. 44, which includes some cleanup and paving the top left. It also picked up a job on Hwy. 89 in Plumas County.

**Attendance at the special called meeting**

We would like to thank all of the retirees for their attendance at the special-called meeting on March 9 at the Union Hall. About 120 retirees were there. We also want to thank the active members for coming to that meeting. We need the involvement of our members. This is your union. We can make recommendations, but it is up to you, as a member of Local 3, to make the decisions by casting your vote. Get involved, attend the district meetings.

**Barbecue date set**

Mark the date, June 12, on your calendar. This year's Redding District BBQ will take place from 11 a.m. to 4 p.m. at the Anderson River Park. The food and fun will be as wonderful as ever, and we are looking forward to seeing all of you there. If you have any questions about the District 70 BBQ, please call the Redding District office at (530) 222-6093.

**Something to share**

We have a poem that was brought to us by a member's son and daughter-in-law, Mr. and Mrs. Thomas Youtsey, in memory of their father, a union brother for 56 years.

*by Business Rep. Wilbur Chase*
SALT LAKE CITY - The Utah District bids a heartfelt farewell to Mark Bellinger, one of its recently deceased members. Mark came into the union through the apprenticeship program in 1984 when he was dispatched to a signatory construction contractor for work in northern Utah. During his apprenticeship he worked for J. J. Welcome Construction Company, W. W. Clyde & Company, Gibbons & Reed Company and others on many of the projects in Utah, including the Intermountain Power Plant close to Delta.

In 1989, Mark went to work for Wheeler Machinery Company where he remained working up to a few days before his death from cancer in February 1999. Mark was a steward for the last several years at Wheeler and influenced many people to join through his strong personal integrity and the feelings he expressed regarding what the union did and could do for them as working people.

Mark left a wife, Regina, and two daughters, Corrine, 13, and Toni, 8 years old. He will survive in the memories of those who knew and cared for him when they repeat incidents of his charm, affability and bright good humor, and his ingenious way of expressing his ideas that served to better the lives of those he worked and lived around. We will miss him and think of him always as a man who cared about others.

by District Rep. George Stavros

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The little '37 Chevrolet

SALT LAKE CITY - Just before retirement, Carry Street obtained his new project, a 1937 Chevy pickup. And, shortly after retiring, he decided to make a few improvements on it. When it appears in car shows, it sports a sign, "Anyone can restore a truck, but it takes a real man to cut one up." That's what Carry and his brothers did — they cut it up and rebuilt it.

Carry's grandpa owned the little '37 and it was parked in his backyard. When Carry brought it home, it was a piece of old, rusty junk. The truck has now been customized to where everything on it was replaced except the fenders and cab. The two-year project was done in Carry's and his wife Ellie's garage.

The stock frame was replaced by a Morrison Fur Bar rear end with a narrowed 9-inch Ford differential and 380 gears. This rebuild allowed for 21.5-inch fat Mickey Thompson tires on the back. The new frame is a little longer than the factory intended, and the low-to-the-ground look in the front end is made possible by a Mustang II suspension.

At this point in the rebuild, Carry decided to drop a powerful engine into the little '37. The engine, which easily turns 500 HP on the low end, has a Weiand 800 blower, Dart II heads, Manley rods, forged steel crank, forged TRW pistons, competition cam, Mallory Hyfive ignition and a Chevy turbo 400 transmission. A few adjustments and the sky's the limit with this outfit, literally.

The paint, which cost $3,900 a gallon, is named Diamond Extreme Rainbow, and it makes the little '37 the eye catcher of every show. Carry said it's been worth every penny. The interior is done in a dark tweed and the rear window is in the shape of the Chevy emblem. Don't look for door handles because the doors open electronically. But, even with all the changes, the original grill and fender lines still tell you it's a 37 Chevy.

The entire rebuild, done by Carry and his brothers, Ronny and Larry, cost $45,000. To date the car's been in nine car shows, won five Best of Shows and 32 plaques. This car usually wins the Best of Paint award, too. All the awards the car wins makes it fun for Carry and all those who travel along with him as he heads down the car show trail.

by Kaelynn Tackett
**VOTING INSTRUCTIONS**

**BYLAWS RESOLUTIONS - MAIL REFERENDUM VOTE**

In accordance with the Official Notice of Bylaws Resolutions as adopted by the Bylaws Committee on October 20, 1998:

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

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

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

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

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

**Mailing label contains member registration number**
Our condolences to the family and friends of the following departed members: (Compiled from the March 1999 database)

O3-23-99
John Alvarez
San Jose, CA

O3-26-99
Robert Atkins
Orland, CA

O3-22-99
James Beck
Spanish Fork, UT

O3-16-99
Lawrence Bonder
Kailua, HI

O3-19-99
F. Bixler
Aromas, CA

O3-26-99
Claude Butcher
Parowan, UT

O3-23-99
Melvin Childard
Pueblo, UT

O3-13-99
Kenneth Crilson
Sunniyasa, CA

O2-27-99
Russell Crouch
Brentwood, CA

O2-20-99
Charles Day
Crescent, CA

O2-26-99
Floyd Evans
Andersen, CA

O3-14-99
J. French
Rogers, AK

O2-27-99
Leon Giles
Springville, UT

O3-04-99
Loyce Hill
Pine Bluff, AR

O3-01-99
Stanley Holtshouser
Brentwood, CA

O3-12-99
Silas Hudson
Los, CA

O2-18-99
Monard Jacobson
Orem, UT

O3-02-99
Aaron Jones
Martinez, CA

O5-01-99
A. Jones
Hollister, CA

O2-11-99
Joseph Kapule Jr.
Waimamalo, HI

O3-01-99
Richard Kendall
Modesto, CA

O3-07-99
Gerald Koutnik
Foresthill, CA

O3-14-99
Larry Kurtz
Redwood City, CA

O3-25-99
F. Lemley
Alma, AR

O2-19-99
Howard Mair
Kamas, UT

O3-16-99
R. Marlarich
Pennington, CA

O3-05-99
Ross Maynard
Conrad, MT

O3-22-99
Donald McDonald
Ashland, OR

O2-13-99
Marcus McDowell
Lakeside, AZ

O3-06-99
Henry Melloway
Placerville, CA

O2-27-99
Rolins Miller
Weston, ID

O2-09-99
Kenneth Nelson
Caslin, NV

O3-09-99
Chun II No
Taylorville, UT

O2-12-99
Elwood Olson
Pioneer, CA

O2-07-99
John Peters
Covits, CA

O3-23-99
A. Pontier
San Jose, CA

O3-15-99
Louis Rainey
Modesto, CA

O2-22-99
Harry Roub
Coulings, CA

O2-21-99
Everett Rogers
Bonoia, CA

O3-15-99
George Sanpetro
Daly City, CA

O2-14-99
Hughie Shiflet
Fairfield, CA

O2-07-99
James Simmons
Visalia, CA

O3-09-99
Dale Stenseth
Himal, CA

O3-29-99
Joseph Stilman
San Jose, CA

O2-13-99
Glenn Stokes
Citrus Heights, CA

O3-10-99
Orben Story
New Braunfells, TX

O3-25-99
C. Ivan Torgerson
Koosharen, UT

O2-17-99
K. Wallace
Hesperia, CA

O3-10-99
Sam Wiederspan
Covila, CA

O3-06-99
Joe Winterhaider
Santa Rosa, CA

O3-10-99
Frank Youtsey
Livingston, TX

O3-09-99
Raul Zarate
Visalia, CA

O2-22-99
Priscilla Bernardo, wife of Leroy Bernardo

O2-09-99
Karen Bihag, wife of Derick Bihag

O2-23-93
Dorothy Byerum, wife of David J. Byerum

O2-03-99
Jeanette Ceverha, wife of Melvin G. Ceverha

O2-06-93
Florence Duffy, wife of John J. Duffy

O2-17-99
Nancy Fellrath, wife of Theodore Fellrath

O3-33-99
Helen Fowles, wife of Earl Fowles

O1-30-99
Elizabeth Kawai, wife of Ernest Kawai

O1-21-99
Irene Kemp, wife of Clyde E. Kemp

O9-19-98
Loretta Lloyd, wife of William Robert Lloyd

O3-03-99
Lucille Underwood, wife of Ralph Underwood

Note: * Effective January 1, 1999

HONORARY MEMBERS

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

Robert Aguilar
Tony D. Amarillas
Hal E. Anderson
Cleo Anthong
Duane C. Bakke
Peter J. Bennish*
Clinton Briggs
Dwight Chaplin
Dennis Dinnigon
David G. Emery
John J. Fitzgerald
Ernest George
Charles A. Iker
William M. Kahiameo
Moses M. Kahumoku
Joseph K. Kamanu
William L. Ku
Roland LaPointe
Carlos LaGrange
Augusti Marquez
Euel McClanahan*
Faye Miller*
Frank W. Miller
Keith Moore
Joseph K. Pahio, Jr.
James A. Peterson
Alan Peugh
Walter Pittman
R.E. Powell
Raymond E. Purdom
Frank Ramirez
Charles Ries
Kenneth H. Ruddell
Eldon A. Rummel
Thomas Sanders
Wayne Severson
Norman G. Smith
Merle G. Thornburg
Kenneth G. Turley
Arthur Winterman*
Lester F. Young

* Effective April 1, 1999
FOR SALE: Shopsmith model 10 ER for Sale: Horse and Cattle Ranch located 20 miles from downtown Reno at the foot of the Sierra. Approx. 15 acres with 6,000 sq. ft. house, 120 x 30 barn, corrals, stables, and a few acres of alfalfa, 5 acres of pond, will sell with or without equipment. (775) 877-1790, #905955.

FOR SALE: 1991 Yamaha Grand Marq, 5-bdrm, 2 bath, approx. 1,400 sq. ft., large family room, 42,000 mi, $11,000. (916) 749-2400, #154555.

FOR SALE: Apache folding trailer, all fiber glass, sleeps 4, like new, refrigerator, stove, water tank, central power pack, dual propane tanks, new tires and leveling jacks, asking $9,995.00/offer, (559) 757-9294, #998829.

FOR SALE: Remington 12 Ga shotgun, model 870 express, ventilated rib, extra choke tubes, charger, wood stock, good condition, $250.00/offer, call Rich, (931) 229-7896, #212590.

FOR SALE: Bolaforma 31' Travel Trailer, self contained, clean, air condition, full bath, 9x6 windows, $4,200.00, (209) 279-3898, #210402.

FOR SALE: 1994 Ford P700 16' flat bed dump, standard 6 speed transmission, 6.0 Cummins diesel, 32,000 miles, heavy duty trailer hitch and tool box under flat bed, $26,000.00/offer. Also a camper shell for a Toyota pickup, clean drivers side, $1,500.00, (530) 759-1394 after 6 pm, #200105.

FOR SALE: 1990 BMW 750 IL, 95k miles, mint condition, white with tan leather, loaded must see, $15,500.00/offer, (559) 259-0309, #1299291.

FOR SALE: 5th Wheel, Komfort 1987, very clean, roof vent, walk thru bathroom with large tub and shower, living area has lots of storage, twin beds or slide together, great for travel or live-in, nice condition, $6,000.00, (909) 743-6746, #679971.

FOR SALE: 1984 GMC High Sierra 1500 Truck, clean, 78k miles, with gmc top, $2,500.00, (530) 275-0899, #221402.

FOR SALE: 1996 New Home, Oak Shores on Lake Nacimiento near Paso Robles, CA, gated community, 4 bd, 3.5 ba, remodeled kitchen, large master bedroom, fireplace, pool, boat dock, golf course, $350,000.00, (530) 451-5170, #221629.

FOR SALE: 1993 VW Jetta, 4 door, 5 speed, AC, PL, PW, CD player with black interior, $2,600.00/offer, (805) 428-8699, #223006.

FOR SALE: 1985 Dodge passenger window van prototype B-120 with 318, 225 smokes-mogged 30 miles back, runs good, licensed to 22500, clean, never wrecked, radio, air power steering and brakes, title is clear, $1,100.00, (916) 489-4187, #418906.

FOR SALE: 1985 Bayliner, Outboard 1870 with trailer, 85 H.P. with fish finder, and nice canopy cover, good condition, $4,200.00/offer, (559) 299-0309, #1262961.

FOR SALE: 1986 Ford F350 Crew Dish, 2 post, sliding, due to illness, $600.00, (925) 452-7725.

FOR SALE: 1994 Ford F700 16' flat bed, Box Female, closed bow, air condition, $250,00/offer, call Rich, Boat, Falcon Sport, closed bow, air condition, $6,800.00/offer, (530) 743-6746, #1148392.

FOR SALE: 1993 Suzuki RMX 250, 4950 miles, great condition, $110.00, (530) 773-8145, #0732090.

FOR SALE: 1990 BMW 750 IL, 95k miles, all original, $20,000.00, (916) 427-3076 evenings, #1977241.

FOR SALE: 1994 Ford F350 Crew Dish, 2 post, sliding, due to illness, $600.00, (925) 452-7725.

FOR SALE: 1996 Honda Civic, 5 speed, AC, PL, PW, CD player, with black interior, $2,500.00/offer, (530) 275-0899, #221402.

FOR SALE: 1985 Dodge passenger window van prototype B-120 with 318, 225 smokes-mogged 30 miles back, runs good, licensed to 22500, clean, never wrecked, radio, air power steering and brakes, title is clear, $1,100.00, (916) 489-4187, #418906.

FOR SALE: 1985 Bayliner, Outboard 1870 with trailer, 85 H.P. with fish finder, and nice canopy cover, good condition, $4,200.00/offer, (559) 299-0309, #1262961.
MORE SCHOLARSHIP AWARDS

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

In fall 1998, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their third scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted about $36,000 for the Scholarship Fund.

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

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

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

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

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

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

1999 GRIEVANCE COMMITTEE MEMBERS

<table>
<thead>
<tr>
<th>01 - SAN FRANCISCO</th>
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<td>Kendal Oku</td>
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1999 MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

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<td>Alex Bryce, Jr.</td>
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<td>Leon D. Fowler</td>
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<tr>
<td>Stanley Price, Jr.</td>
<td>Ken Price</td>
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12 - SALT LAKE CITY
Roland LaVenture
Brent Stevens
Glenn Smith

17 - HONOLULU
H.K. Abbey
Lewis Ferrin
Malcom Kia

17 - HILO
Andrew Akau, Jr.
Rodney Rezentes
Henry Riosbrugh

17 - MAUI
Darrel Waikiki
Paphins Bergau, Jr.
Earl Kuhlani