

ENGINEERS NEWS

VOL. 55, NO. 6

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

JUNE 1997

Semi-Annual Meeting
Notice Page 22

Hats off to Hands-on Competitors

*Apprentices and journey
upgrades test their skills
at annual surveyors' contest*

Photo by Steve Moler

FOR THE good & welfare



by Don Doser

Business
Manager

Justice has its day, but sometimes it takes awhile

I'm a firm believer in justice. I think most people ultimately get what they deserve, although sometimes it may take a lot longer than we would like.

Take Governor Wilson, for instance. He has done some pretty lousy things against working men and women. We have challenged him, tried to negotiate with him and ultimately we have gone to the mat to seek justice.

And now Wilson is finally reaping a bitter crop from the seeds of despair he has sown these past few years.

In 1993 Pete Wilson raided \$1.5 billion from the coffers of the state public employee retirement system and millions more from our county tax funds in order to balance the state budget. It was robbery pure and simple. It was a sleazy slight-of-hand trick, a quick cash grab that crippled many county budgets and dipped into the future retirement benefits of thousands of state employees. It was plain wrong.

Public Employee unions filed suit against the governor to get their money back. While the lawsuit worked its way through the courts, Wilson ran for and won another term as governor. Too bad the legal system takes so long. This month the courts finally decided in favor of the workers, ruling that they have a right to get back that \$1.5 billion.

In 1995, Wilson tried to dismantle our prevailing wages. A host of bills were authored by the Republican caucus. We fought long and hard and managed to derail them that year. Wilson then thumbed his nose at us and directed his administration to make an end run around the Legislature by issuing regulations that would do basically the same thing.

We went to the mat. We filed lawsuits. We worked with the State Senate to eliminate funding for the budget item that allows the Dept. of Industrial Relations to conduct wage surveys. Justice, though slow in coming, finally had its day. Last month I reported that the courts ruled in our favor on a lawsuit that challenged the governor for conducting prevailing wage surveys when funding for those surveys had been eliminated.

This month, a Sacramento Superior Court judge ruled on another lawsuit that challenged Wilson's authority to issue new prevailing wage regulations after the Legislature had already failed to pass those changes. In her decision, Judge Cecily Bond said Wilson "acted as a legislator ... and he does not have the power to do so."

That is a big win for justice and will surely cripple Wilson's long campaign to cut our wages.

Of course, we are still waiting for justice to be served in other areas. This month, the first legal volleys are being fired against the governor for trying to eliminate daily overtime. As we have reported in earlier issues, Wilson was unable to get rid of daily overtime protections in the Legislature, so he pulled the same trick on this issue as he did with prevailing wages. He got his hand-picked members of the Industrial Welfare Commission to rule against daily overtime.

Once again, labor unions are rallying against him. We are chipping in our dollars to fund a lawsuit that challenges his authority to adopt these changes through regulation. Unfortunately, it may take awhile for that lawsuit to work its way through court.

We will undoubtedly have to elect a new governor before a decision is reached on that lawsuit. It is absolutely imperative that we work our fingers to the bone if necessary to elect a friendly governor.

I'm tired of all these lawsuits. I'm tired of butting heads with a Governor who despises working people. We're not sure yet who will be our best choice to take on Dan Lungren, but one thing is sure. "Anybody but Lungren" must be our battle cry for now. He will be no better than Wilson.

THIS MONTH in the ENGINEERS NEWS



Double trouble?

Fresno's booming freeway construction hinges the outcome of Santa Clara County's Measure B p. 4



Retirees strike gold

Near record number receive 50-year watches at annual retiree picnic in Rancho Murieta p. 12-13



Graduating apprentices stand tall

May 17 completion ceremony honors 59 apprentices who graduated to journey status. p. 16

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ENGINEERS NEWS

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Calif. Assembly leader meets with Operating Engineers

Local 3 Business Manager Don Doser, right, discussed several legislative issues of concern to Local 3 in a meeting held recently with Assembly Speaker Cruz Bustamante, center. Also at the meeting was Local 12 Business Manager Bill Waggoner, left. During the meeting Bustamante praised Local 3 for the key role the union played in helping him win back the Assembly from Republican control.

Judge throws out Wilson's prevailing wage regulation

Last month, Sacramento Superior Court Judge Cecily Bond slapped a temporary restraining order on the California Department of Industrial Relations to prevent the agency from implementing new regulations that change the way prevailing wages are calculated from the modal method to a weighted average.

This month, the same judge ruled that the Wilson administration overstepped its authority in trying to implement the new regulation, which could have lowered construction wages by as much as 20 percent. In her 30-page opinion, Bond said she was invalidating the regulations not because they represent a good or bad policy, but because DIR Director Lloyd Aubry Jr., in trying to adopt the new rules through regulatory channels, "acted as a legislator...and he does not have the power to do so."

Bond went on to say that the long-established modal rate method of calculating the prevailing wage could not be changed with-

out the Legislature's approval. Bond also ruled that the DIR had no authority to scrap the so-called "double asterisk" rule, which allows wage increases for construction workers on public works projects if those increases are part of a collective bargaining agreement for a particular craft.

Johr Duncan, the acting director of the DIR, said the decision will be appealed.

Bond's decision is the second judicial setback in the past two months for the Wilson administration. Last month, a state appellate court reversed a San Francisco Superior Court ruling that would have allowed the DIR to spend state funds to conduct prevailing wage surveys to carry out the new regulations. The appeals court said the Legislature rejected a Wilson request for funding for the surveys last year, and that state law forbids a state agency from proceeding with a project the Legislature has refused to fund.

CEOs rewarded for layoffs, study finds

A study conducted by two nonpartisan research groups has confirmed what organized labor has been complaining about for over a decade: that chief executives who lay off thousands of workers tend to get much bigger pay increases than the average CEO.

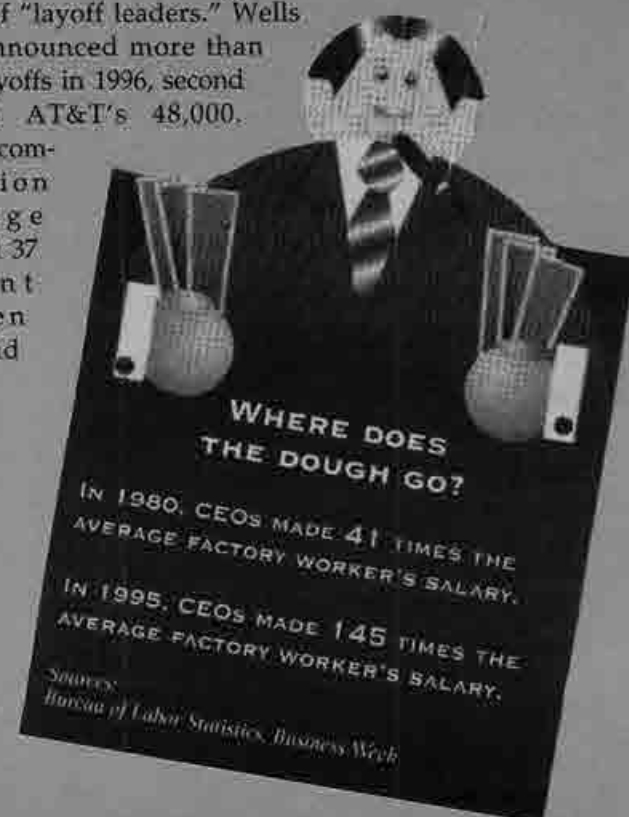
The study also substantiates what Donald Barlett and James Steele of the Philadelphia Inquirer asserted in their 1992 best-seller "America: What Went Wrong?" - that executives are routinely rewarded with hefty bonuses not for turning companies into efficient, profitable enterprises but for downsizing and dismantling them.

According to the study by the Institute for Policy Studies in Washington D.C. and United for a Fair Economy in Boston, "layoff leaders" had average compensation increases of about 67 percent in 1996 compared with 54 percent for the typical CEO at the top 365 U.S. firms. The average U.S. worker, meanwhile, had a 3 percent wage increase last year.

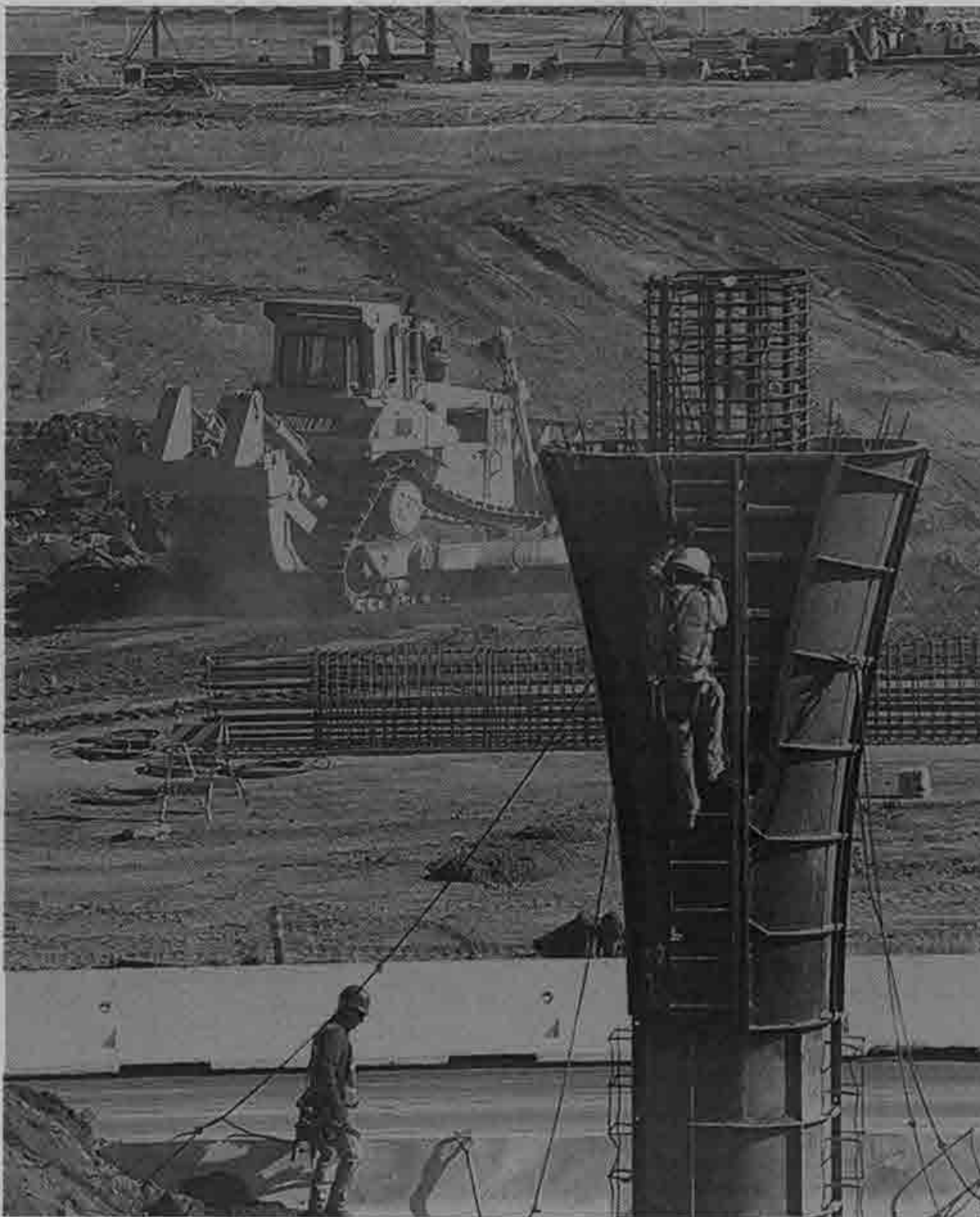
One reason for the increases is that top executive compensation packages now often include stock options. The value of a company's stock tends to rise, at least in the short term, when it downsizes. Therefore, an executive who has stock options will do better when there are job cuts.

The study, titled "Executive Excess: CEOs Gain From Massive Downsizing," found that for the top 30 companies that announced layoffs in 1996, the average CEO earned \$4.6 million in direct compensation that included \$2.1 million in salaries and bonuses and an additional \$2.5 million in stock options. The 30 men who ran these companies oversaw the layoffs of 209,000 people, the study found.

Wells Fargo CEO Paul Hazen whose 1996 total compensation package was listed at \$3.8 million in salaries, bonuses and stock options, was the highest ranked local executive in the list of "layoff leaders." Wells Fargo announced more than 15,100 layoffs in 1996, second only to AT&T's 48,000. Hazen's compensation package increased 37 percent between 1995 and 1996.



Double trouble?



Fresno's booming freeway construction, and work in several other counties, could come to a grinding halt if Santa Clara County's half-cent sales tax Measure B is invalidated

*By Steve Moler
Assistant Editor*

W

hen you see the abundance of new freeway construction now busting loose in the Fresno area, you can understand why Local 3 and the building trades are keeping a watchful eye on a lawsuit 150 miles away in Santa Clara County.

In recent months, *Engineers News* has been tracking a legal challenge to Santa Clara County's Measure A and B, a half-cent sales tax voters approved in the November election. If found valid, Measure A and B will raise \$1.2 billion over nine years for vital transportation projects in the booming Silicon Valley and San Jose metropolitan area. However, if the courts invalidate Measure A and B, the decision could jeopardize billions of dollars in highway and transit projects throughout California.

You need only see what's going on in Fresno

County to understand why the outcome of this lawsuit is so crucial to Operating Engineers. In 1986, Fresno County voters approved Measure C, a half-cent sales tax similar to Santa Clara County's Measure A and B that will raise about \$750 million until 2006 to improve the county's urban and rural highway system. Measure C will eventually fund 41 miles of new freeways and 130 miles of overlays and other road improvements. A 2.2-mile \$72 million section of the Hwy. 180 freeway between U.S. 99 and Hwy. 41, referred to locally as "The Gap," was already completed by Ford Construction in fall 1995.

Booming work picture

Fresno's work picture has blossomed this spring in large part because nearly \$200 million worth of freeway work has recently sprung loose as a direct result of Measure C. Dozens of Operating Engineers are working on three major freeway projects within a 10-square-mile area of Fresno: Benco's Hwy. 41 pro-

ject in south Fresno and Kaslers Hwy. 168 and Hwy. 180 projects near downtown.

Fresno and Santa Clara aren't the only counties with half-cent transportation sales tax measures. Sixteen other California counties, nine of which are in Local 3's jurisdiction, have passed half-cent sales tax measures in recent years because state and federal funds can't keep pace with the transit demands of these rapidly expanding counties.

The fiscal 1998 federal budget, for example, calls for small decreases in U.S. Department of Transportation highway spending. At the same time, the State Transportation Improvement Program (STIP) remains several billion dollars in the red due in part to falling gas tax revenue caused by improved auto fuel efficiency. That's why counties have increasingly resorted to self-reliance to make up the difference.

Prop. 13 haunts again

But all 18 sales tax measures statewide were put in jeopardy in September 1995, when the California Supreme Court ruled that Santa Clara County's half-cent transportation sales tax Measure A approved in 1992 was invalid because it needed a two-thirds vote rather than a simple majority under Prop. 13 and Prop. 62. This decision had two potentially adverse impacts. First, it meant the remaining 17 existing half-cent sales tax measures could be legally challenged, and second, when the measures came up for renewal, they would have to obtain the much more difficult "super" two-thirds approval.

The decision proved a huge disappointment for Santa Clara County. Its previous half-cent sales tax, Measure A passed in 1986, was enormously successful. It provided nearly \$1 billion in funding for major highway construction projects throughout the Santa Clara Valley, including the 18-mile Hwy. 85 West Valley Freeway, which was the first new freeway built in an urban area in California in over a decade. Measure A also provided most of the funding to widen U.S. 101 in several places and turn Hwy. 237 into a freeway from Hwy. 85 to I-880.

Building trades fights back

When the state Supreme Court invalidated the 1992 Measure A, local transportation interests returned to the drawing board. A coalition consisting of the building trades, manufacturers groups and other transit interests, joined forces to develop a new strategy to resurrect Measure A. The coalition gathered enough signatures to place an initiative, Measure B, on last November's ballot, a nine-year half-cent sales tax that would raise \$1.2 billion for "general county purposes."

To prevent history from repeating itself, the coalition also placed an advisory initiative, Measure A, that recommended to the county board of supervisors specific projects to be built with Measure B funds. The advisory measure contained most of the same major highway and transit improvements contained in the 1992 Measure A. The only major difference was that Measure A was not legally binding; therefore, the Santa Clara County supervisors were under no legal obligation to spend the \$1.2 billion on specific projects.

The strategy of placing Measure B on the ballot with an advisory measure was designed to solve the legal defects that caused the 1992 Measure A to be invalidated. Under this arrangement, Measure B could be considered a general tax that needed only a majority vote, not a special tax that needed a two-thirds approval.

During the campaign leading up to the November election, Operating Engineers from the San Jose District staffed phone banks, walked precincts and held up signs at busy intersections in support of the initiatives. On November 5, Measure A received 78 percent of the vote and Measure B won with a 52-percent approval.

Here we go again

Despite the victory, the Santa Clara County Taxpayers Association and the Libertarian Party of Santa Clara Valley mounted yet another legal challenge, arguing Measure B was a special tax earmarked for specific purposes that needed a two-thirds vote. Although the county was able to begin collecting the Measure B tax on April 1, important highway and transit projects remained on hold until the suit was settled.

To the delight of Local 3 and the building trades, a Santa Clara County Superior Court judge ruled April 3 that Measure B required only a majority vote for passage and that the measure was crafted in a way that would allow it to clear the California Supreme Court. Superior Court Judge Jeremy Fogel also said the advisory Measure A was not legally binding and that the county supervisors could spend

Measure B funds on any legitimate county project.

"The drafters of Measure B appear to have cured the legal defects which caused the invalidation of the measures considered in earlier cases," Fogel said in his decision. "It is for the appellate courts to determine if this court's analysis of the law is correct, and it is for the voters to decide whether those who spend Measure B's future revenues are doing so appropriately and for the benefit of the community."

Although Measure A and B opponents have vowed to appeal (they have until June 16 to do so), the decision is a huge victory for Santa Clara and the 17 other counties with half-cent sales tax measures. The ruling, provided it survives an appeal, means these counties will have a method of renewing the transit taxes with only a simple majority vote rather than the much more difficult two-thirds vote.

The court's decision, if upheld on appeal, will have an enormous impact on California's transportation future. The need to renew transportation sales tax measures is imperative because all of the rapidly growing counties in Northern California, like Contra Costa, Sacramento, San Joaquin, Madera and Alameda, are expected to continue experiencing indefinitely explosive population increases.

Studies predict the state's population will jump to 40 million in the next 12 years, up from 32.6 million last year. The City of Fresno's population has gone from 177,400 in 1975 to 406,900 this year. The county's population is expected to reach 1.2 million (750,000 for the City of Fresno) by 2020.

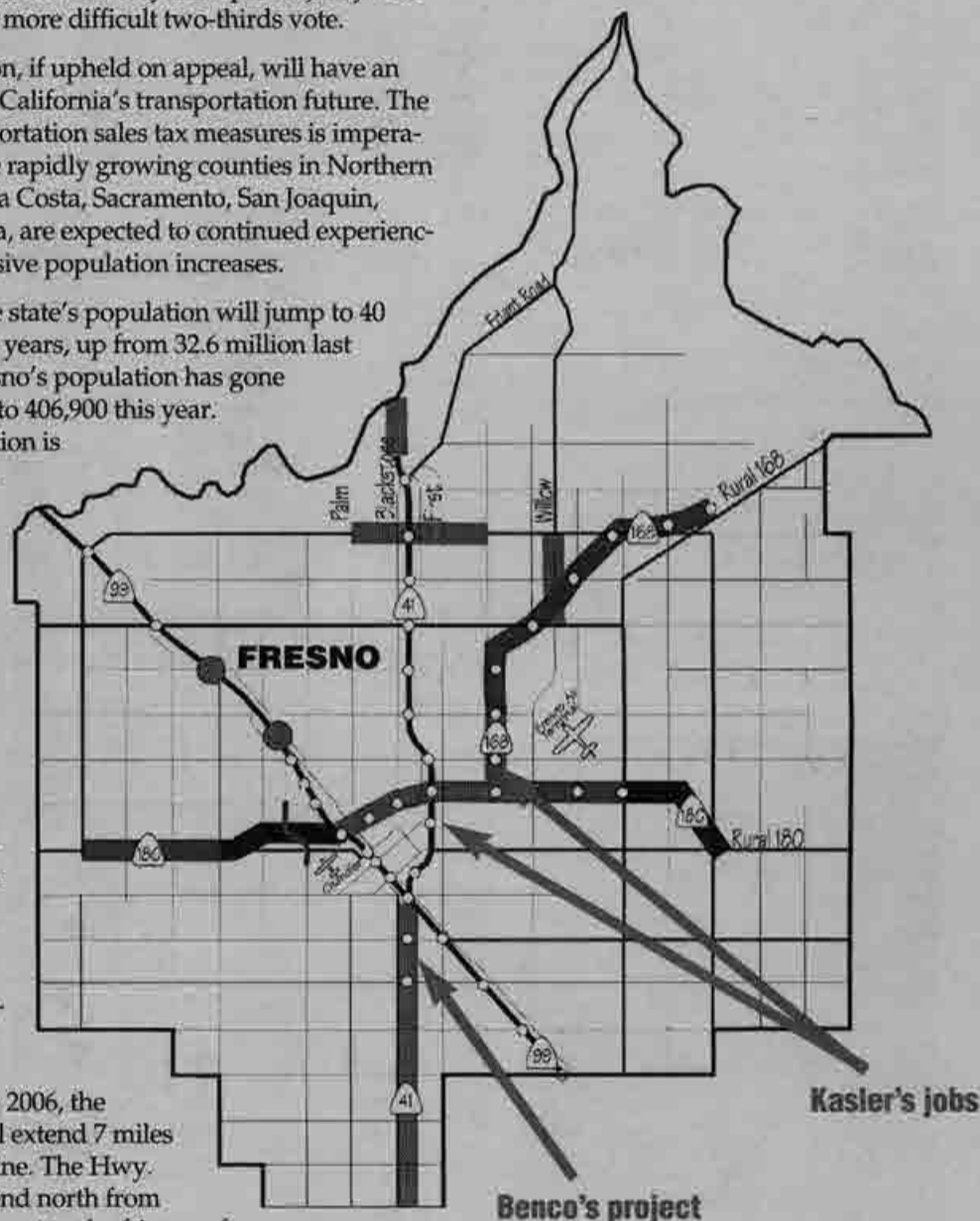
If that's the case, local governments need ways to keep pace. By then, Fresno, Santa Clara and the other 16 counties with half-cent transit sales taxes fortunately will be well on their way to building adequate local transportation systems to accommodate the influx. When Fresno's Measure C expires in 2006, the Hwy. 41 freeway will extend 7 miles south to the county line. The Hwy. 168 freeway will extend north from Hwy. 180 all the way out to the fringes of Fresno's suburbs, and the Hwy. 180 freeway will stretch east to Temperance, with plans to extend the freeway all the way out to the base of the Sierra foothills, that is, if the county can renew Measure C in 2006.

But that vote nine years from now, and the fate of the state's other transportation sales tax measures, will depend on the outcome of Santa Clara County's Measure A and B lawsuit.

more photos next page

Graphic below: 1996 Measure C Urban Program for Fresno-Clovis Metropolitan area.

Bottom photo: Excavator operator Andrew Pino, in seat, and loader operator Jaime Murieta, second from left, with Local 3 President Jerry Bennett, right, and Business Rep. Ray Ronnell.



continued from previous page

Photos clockwise from top left:

At the Hwy. 180/41 Interchange is dozer operator Glen Turner, left, and gradesetter Sam Uhler.

Blade operator Roger Bengtson, a 40-year Local 3 member.

Local 3 President Jerry Bennett greets excavator operator Andy DeBleck of W.M. Lyle Co., which is doing the underground work for Kasler on the Hwy. 180/168 project.

At the Hwy. 41 project for subcontractor American Paving are from left: Pat Beckwith (foreman), Ray Hill (gradesetter), Jerry Montgomery (apprentice operator), Local 3 President Jerry Bennett and Business Rep. Ray Ronnell.

Party chief Dave Jordan and chairman Ron Johnson of Espinoza Surveying on the Hwy. 41 project.

Blade operator Louie Avila of American Paving on the Hwy. 41 project.

Ed Jensen of Pacific Boring Inc.



Current Measure C Freeway Projects

Hwy. 41

1.4 miles of four-lane freeway (two lanes in each direction) from just south of Jensen Ave. to just north of U.S. 99, including interchanges at U.S. 99 and Jensen Ave.

Project cost: \$28 million

Contractor: Benco

Funding: Measure C sales tax

Hwy. 180

2.6 miles of six-lane freeway (three lanes in each direction) from Hwy. 41 to Chestnut, including interchanges at Hwy. 168 and Chestnut.

Project cost: \$86 million

Contractor: Kasler Corp.

Funding: Measure C sales tax, supplemented with state and federal funds

Hwy. 168

1.9 miles of freeway from Hwy. 180 to Shields, including interchanges at McKinley and Shields. This segment begins the 12-mile Cross-Town Connection Project, which will extend the Hwy. 168 freeway to into the northeast portion of Fresno and Clovis area by 2006.

Project cost: \$71 million

Contractor: Kasler Corp.

Funding: Measure C sales tax, supplemented by state and federal funds.

NEWS FROM THE
public
employees

Personnel changes announced for Public Employee Division

Local 3' Public Employee Division has seen several personnel changes over the past few months. Bob Britton is now the director of the division, and Dan Valesano has moved closer to his home in Lake County to represent the public employees serviced out of the Marysville District office.

Also, departures and retirements have created the need to hire four new business representatives: Vince Sabean in our Modesto office, Kasmir Zaratkiewicz and Jennifer Brill in the Alameda office, and Dennis Lovejoy working out of the Sacramento District office. Below are brief biographies of the four new business representatives.



Vince Sabean

Vince joined the Local 3 Public Employees Division as a business representative in December 1996. Vince is retired from the Modesto Police Department after a 28-year career, his last assignment as a detective. Vince is married and has two grown sons, Jeff and Chris. He also has two grandsons.

Vince has a BA degree in criminal justice from Cal-State Sacramento. Community involvement has been a major part of Vince's life. He is a past president of Two Lions Clubs, former commander of the Modesto American Legion Post, past president of the Modesto Police Officer's Association and currently belongs to the Modesto Elks Lodge, E. Clampus Vitus Chapter 58 and several other community groups and organizations.

Vince has been a Local 3 member for 25 years through the police association. He is looking forward to representing employee groups and building the relationship between these groups and Local 3.



Kasmir Zaratkiewicz

Kasmir has extensive experience in the labor movement. He served in various capacities on the Executive Board of the Service Employees International Union Local 535, and also as president of the Local 535 San Francisco Political Action Committee, trustee of the San Francisco Labor Council, and delegate to the Monterey and South Bay labor councils. He then worked as a business agent for SEIU Local 250 Hospital and Health Care Workers Union for three years, where he represented paramedics and EMTs throughout the Bay Area and Monterey.

Kasmir has worked on numerous organizing efforts and political campaigns throughout the years. "I look forward to utilizing my past experiences and serving the members of Local 3," he said. "Private and public-sector union sisters and brothers, we are all challenged in fighting for a humane workplace. We are all one union."

Kasmir served in the U.S. Marine Corps for four years and was honorably discharged as a sergeant. He also received a general's

letter of commendation while serving with military justice at Camp Pendleton, Calif. He graduated with a B.A. from Evergreen State College in Olympia, Wash. After college, he organized the first shop he worked in. Kasmir also worked as a psychiatric social worker for 12 years.



Jennifer Brill

Jennifer comes to Local 3 with considerable experience as a union organizer and labor attorney.

After earning a bachelor of arts degree from the University of Michigan at Ann Arbor in 1987, which included a double major in political science and French (including one year of undergraduate education at L'Institut d'Etudes Politiques in Aix-en-Provence, France), Jennifer obtained a law degree from DePaul University College of Law in Chicago in 1991.

She was admitted to the State Bar of Illinois in 1991 and to the State Bar of California in 1992. Since 1991, Jennifer has practiced both civil litigation and labor law, working as an associate for litigation and labor union law firms in San Francisco, Oakland and Fremont.

From 1995 through 1996, Jennifer was an assistant counsel and field representative for the National Treasury Employees Union where she represented IRS employees in Southern California. As an attorney and field representative for the union, she was primarily responsible for advising, supporting, leading and training local chapters in Southern California on internal political matters, legal representation, organizing and union elections. She has extensive legal research and writing, arbitration, and hearing experience.

In her spare time, Jennifer enjoys hiking, biking, skiing and rafting. She also enjoys traveling and has traveled throughout Europe and Central America. She is fluent in French and Spanish.



Dennis Lovejoy

Dennis started as a business representative for Local 3's Public Employees Division in February. He began his career as a police officer for the City of Glendale in Southern California in 1969. After five years in the "big city," he moved north to San Luis Obispo County, where he was a deputy sheriff for about 12 years, serving as a juvenile, crime prevention and evidence officer.

Dennis concluded his law enforcement career with the California State Department of Alcoholic Beverage Control as a senior investigator. While employed there, Dennis was a member of the California Union of Safety Employees (CAUSE), the state bargaining unit that represented state investigators. Dennis became active in CAUSE and was a job steward for six years.

See 'Public Employees' page 21

NEWS FROM THE public employees

Police officers have right to union representation when under investigation or interrogation

One of the most important rights under the Public Safety Officers' Procedural Bill of Rights (Section 3300 et. al. of the Government Code) is the right to representation whenever a police officer is subject to an administrative investigation, interrogation, or both.

Some employers insist that the representative must remain mute, that the representative is merely an observer. This is false and contrary to the purpose of this important right. The state Supreme Court explained the purpose of representation in such an investigatory interview in a 1978 case arising under the Meyers-Milias-Brown Act, the local government collective bargaining law in California.

In *Civil Service Association Local 400 v. City and County of San Francisco*, the court said: "A single employee confronted by an employer investigating whether certain conduct deserves discipline may be too fearful or inarticulate to relate accurately the incident being investigated, or too ignorant to raise extenuating factors. A knowledgeable union representative could assist the employer by eliciting favorable facts, and save the employer production time by getting to the bottom of the incident occasioning the interview."

Just as Oliver North's attorney insisted during congressional hearings of the Iran-Contra affair, the representative is not a potted plant. The role is far more than mere observation. The representative serves a very useful purpose to the employee under investigation and the employer interested in conducting a fair and honest fact-finding. The representative's value to the employee is in soliciting facts favorable to the employee. The value to the employer is making sure all relevant facts are brought forth.

In another relevant case involving the University of California at Berkeley, an administrative law judge ruled that the university unlawfully interfered with an employee's right to union representation by refusing to permit a union representative to participate in discussions at a meeting in which a supervisor sought the employee's version of an incident of alleged insubordination. By advising the representative to "shut up," the university unlawfully stifled representational efforts.

Choose your own physician

Designating a physician before an on-the-job injury occurs can make the difference in a workers' compensation claim

California Labor Code Section 4600 permits employees who sustain an on-the-job injury or illness to be treated by the personal physician of their choice if they have previously notified their employer before an injury occurs. This is a new but very important option.



Your "personal physician" means a licensed physician, chiropractor or surgeon who has treated you in the past and who keeps your medical records. Section 4600 requires that all employers provide forms for employees to fill out and include in their personnel records. Once you make that designation, your employer cannot send you to their "doc-in-the-box" if you are injured on duty. If you do predesignate a physician, you must sign a medical information release to permit providers to release reports of treatment to your employer. The provider you designate must be a physician you have seen at least once.

Even if you do predesignate a physician, an ambulance driver is still required to

New law makes it a crime for citizens to falsely accuse police officers of misconduct

A new California law, AB 1732, makes it a misdemeanor for a person to knowingly make a false report of misconduct against a peace officer. This newly enacted Penal Code section does not alter or affect the provisions of Civil Code Section 475, which gives a peace officer the right to pursue civil liabilities against a person for making a false and malicious complaint against him or her.

Penal Code Section 148.6 (b) states: "Any law enforcement agency accepting an allegation of misconduct against a peace officer shall require the complainant to read and sign the following information advisory, all in boldface type." That advisory reads as follows:

"You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens' complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make a complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years. It is against the law to make a complaint that you know to be false. If you make a complaint against an officer knowing that it is false, you can be prosecuted on a misdemeanor charge."

You don't have to be a lawyer to understand the meaning of the word "shall." It is a mandate, and the department is obliged to have the complainant sign this admonishment.

It would appear that your right to have a false accusation pursued through a criminal court complaint or a civil action is greatly enhanced if your department admonishes citizens of this law prior to them making a complaint. The agency must obtain their signature on the admonition. This provides some protection to the peace officer and will help ward off frivolous complaints. It is important that your department be familiar with this new section and get the appropriate signature.

An aggrieved peace officer under this section must have some type of remedy. Civil Code Section 3523 and case law, *Burmitte Powder Co. v. Franchise Tax Board* (38 Cal. 2nd 700-703) states, "...a statute may not be construed as creating a right without a remedy."

Therefore, the language of Section 148.6, and established case law do not seem to permit law enforcement management to investigate complaints of misconduct against an officer if complaints are made anonymously or the complainants refuse to sign the Section 148.6 admonition.

continued next page

NEWS FROM THE

credit
union

by Rob Wise
Credit Union
Treasurer

Credit union can help you reach home buying goals

When credit union members James and Nancy McGee decided to purchase a home recently, they contacted the credit union's real estate department. The McGees wanted their purchase to go forward without a hitch. That's where the credit union helped.

"Our loan went through as smooth as butter," said James. "We had not moved in 20 years, and we had a lot of questions. The credit union answered every one of them."

The credit union's real estate department is here to serve members interested in buying single family homes or refinancing a current residence. Up to 90 percent financing is available. The credit union offers competitive fixed and adjustable rate loans with a variety of terms to match a range of home buying needs.

A good first step for home shoppers is to learn what home price you can afford. This first step is called prequalification, and the credit union makes it easy for you by offering prequalification over the phone. To be prequalified, contact the real estate department at (800) 877-4444 or (510) 829-4400 during business hours.

Home equity loans

Home equity lines of credit are also available from your credit union's real estate department. You may pick up an application for a home equity line of credit at any credit union branch or call to request one. In most cases it's possible to be prequalified the same day you apply. Your credit union home equity line of credit gives

you the opportunity to construct your own line of credit by including both fixed and variable interest rates in one credit line. For example, with a \$50,000 home equity line, you could use \$15,000 for a deck addition on a four-year fixed rate loan, then go with a variable rate with the remaining part of the line.

If you are considering taking out a home equity line of credit, I encourage you to check with the credit union first, particularly if you have questions about home equity offers you may be receiving from other financial institutions. One offer now making the rounds is an offer to lend home owners 135 percent of the equity in their homes. At first glance that 135 percent figure may be tempting, particularly if you

live in a market where home values are not appreciating. Don't be fooled. Offers of this type typically come with a high interest rate. If you have questions about this or similar offers, the credit union's real estate loan representatives would be happy to discuss them with you.

Having a credit union employee to answer your home buying and home equity questions is yet another reason credit union membership is to your advantage. As a credit union member and recent home buyer, Lynn Holmes commented, "When we dealt with the credit union, we never felt like we were a number at the end of a line." Lynn also mentioned that she was grateful her late father-in-law, Vern Holmes, a Local 3 member for 53 years, established credit union membership for his family in 1965.



LOANS FOR REST AND RECREATION

Time for a vacation but short on funds? See your Credit Union for a Vacation Loan. Take a cruise, bask in the sun or tour cross country. Don't put off that dream vacation any longer. We have an easy payment plan to fit your budget.

Apply today for your Vacation Loan.



Operating Engineers Local Union No. 3
Federal Credit Union

(510) 829-4400

(800) 877-4444



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take an employee to the closest available emergency care facility for an on-duty injury that requires emergency treatment. Most employers have an annual window period for filling out a predesignation form.

In most agencies, only 20 percent of the employees predesignate a physician. This small number is sur-

prising considering the difference in treatment you might receive if you are injured at work. Would you rather receive care from a provider you know and trust or from someone your agency sends you to? If you go to an employer-provider physician, that person might be more likely to support the employer. This could make it harder to win a workers' compensation claim than if you use your own provider who

knows you.

Promote this predesignation at union meetings and in your association newsletters. It could make a significance difference in the care you receive and in the outcome of a workers' compensation claim. If you fail to predesignate a provider, workers' compensation law allows you to change providers after 30 days of treatment. But why go through all the trouble?

NEWS FROM

fringe
benefits

by Charlie Warren

Director of

Fringe Benefits

Local 3 remembers the life of Butch Lafferty

Local 3 mourns the death of retired Local 3 member Darold "Butch" Lafferty, who died on April 9. Butch was chapter chairman emeritus of the Stockton District Chapter of the Retirees Association, and up to about a year ago, had been chapter chairman for over 17 years.

Members who worked with Butch have always told me his work skills were excellent. His work as a chairman was also superb. Butch prided himself on forming lasting relationships.

"Charlie, it's real simple," he would say. "Treat people the way you would like to be treated, give an honest day's work, help each other so the job gets done right."

That's the way Butch treated the retirees when they had questions about the union, Medicare, or trust fund claims. There was never any grandstanding, just solid commitment to his union brothers and sisters. Our condolences to his family. We wish he were still with us; we will always remember him.

Union Vision Services

It has been almost three years since Union Vision Services opened its doors at our union hall in Sacramento. We've received many good reports on the thoroughness and high quality of eye care at Union Vision Services.

Union Vision Services provides members and their families with state-of-the-art eye care, a wide range of quality eye wear and contact lenses. What's more, your vision insurance is accepted. Take good care of your vision by being seen at Union Vision Services.

Retirees picnic

We had a wonderful retirees picnic on Saturday, May 31 at the Rancho Murieta Training Center. Thanks to all who attended, and thanks to the officers, district representatives and staff. Special thanks to RMTD Director Ray Helmick and his staff: the instructors, coordinators and kitchen staff, especially to Karen Baumberger-Gurley and Gary Herren. A heartfelt congratulations to all 50-year watch recipients, especially Carmen Silverii, the youngest of the bunch.

LB. "Bud" Jensen, a 50-year watch recipient, once said it best: "I urge all young people today to continue their education, to seek a craft to which they can give their all and in which they can have the satisfaction and pride that I have of being an Operating Engineer. It is my prayer that if the good Lord sees fit that some day I may have the wherewithal to give back to Operating Engineers the financial and personal support that Winifred and I have received."

See pages 12-13 for more details and photos of the retirees picnic.

NEWS FROM THE

addiction
recovery
program

by Bud Ketchum

Director

Workers need strong family ties during times of crisis

Times of crisis make clear the vital link between the workplace, employee families and the community. Consider events in the aftermath of Hurricane Andrew, which left close to a million people homeless, destroyed thousands of businesses and churches, left roads impassible and shut down the supply of water and electricity throughout south Florida.

Everything was brought to a halt except one institution – the family. Employers became aware that families took priority over commerce. Managers, directors, supervisors and coworkers pitched in to help each other and their families out of the calamity. Workplaces kept their chins up and fought to maintain routine and boost morale.

Despite the hardship to companies, many workers received much needed pay advances. The stories of sacrifice, courage, and family members bonding to overcome hardship lasted for months. The family is the anchor that keeps employees in place. For a working person, family means sticking with difficult work, putting up with difficult bosses or co-workers, fighting traffic and keeping a professional attitude in the face of exhaustion, for a family is itself both a goal and incentive. How many times has an employee assistance program (EAP) client remarked, "Were it not for my family, I'd leave this job and move elsewhere?"

Emphasizing the importance of families in our workplaces is financially sound and strategically imperative. Enlisting their aid in improving job performance and productivity contributes to an EAP's success with the company it serves. To benefit from the rich resource that exists in an employee's family, employers and EAPs should consider the following tips:

- **Develop programs that value diversity.** An employee's birthplace may not be in south Florida, but in South America, the

Caribbean, Europe, Canada or another part of the country. The fact that employees bring their varied cultural backgrounds from different parts of the world makes the workplace more interesting. Diversity programs can be a great source of pride for these employees and a source of recognition for their contribution to the organization.

- **Be sensitive to the types of problems an employee may encounter when changing shifts.** Problems arise when an employee's work conflicts with the family's equilibrium. Working nights or changing shifts can destroy family unity and turn an employee into a loner, an outsider in his or her home. This can lead to depression, apathy and a lack of enthusiasm for the job. To mask the pain, the employee may turn to alcohol or other drugs, which can lead to addiction. On the other hand, a shift change may suit family equilibrium in that one parent can care for the children while the other works.

- **Encourage management sensitivity of employee vacation time.** A change in an organization's policy on holidays or vacations or denial of an employee's vacation request can have drastic consequences. Many managers see this as no big deal and wonder what all the fuss is about. Here's what it's about: Family roots are strong. On major holidays employees want to visit their families and celebrate, get the local gossip and re-establish home ties. Some families hold reunions every few years to exchange news, reconnect and to see how relatives are doing.

Related to this, a good question for the EAP professional to ask is, "When was the last time you contacted home either by letter, telephone or a visit?" Loyalty and pride for one's place of work go hand in hand with deep home roots. Loss of family connectedness also may lead to other problems.

continued next page

NEWS FROM THE

safety
dept.

by Brian Bishop

Safety Director

OSHA issues final rule on abatement verification

The following information was contained in a letter sent to Local 3 Business Manager Don Doser by IUOE General President Frank Hanley. If you have any questions on the final rule, please contact the Safety Department at (510) 748-7400 ext. 3358.

The Occupational Safety and Health Act requires an employer to abate the problems for which they have been cited. In addition, employers must also provide evidence or certification of their abatement actions. The Occupational Safety and Health Administration (OSHA) recently released a new final rule regarding employer abatement verification procedures. The rule requires employers to notify OSHA and inform employees that they have abated workplace hazards identified by OSHA inspectors. The content of this new rule can be summarized as follows:

- Violations that are immediately abated require no abatement verification.
- For other than serious violations, and for some serious violations, only a simple abatement letter is required to verify abatement.
- Employers are required to provide additional proof of abatement only for the more serious violations – willful, repeat, and those serious violations specified by OSHA in the citation.
- Abatement plans and progress reports may be required for more serious violations with abatement periods that exceed 90 days.
- Affected employees must be informed about specific abatement activities. This notice must be posted for three working days.
- For movable pieces of equipment that have serious hazards, a copy of the citation or warning tag, containing information that conforms with a sample tag supplied by OSHA, must be placed on the cited equipment to alert employees to the presence of the hazard. For hand-held equipment, the tag must be applied upon receipt of the citation. For non-hand-held equipment, the tag must be applied before the equipment is moved.

Our members will benefit from the new rule in two ways. They will know about specific actions being taken to abate the more serious hazards in their workplace. They will also be warned about citations issued for more serious violations involving movable equipment. This is important information for members working with tools and machines identified as hazardous.

continued from previous page

- **Conduct a thorough family history to ensure success with clients.** Supervisors and employees bring with them an image shaped by their families of origin. Those reared in a family with a poor self-image feel that image works against them in their dealings with others. Their body language reflects uneasiness and insecurity. They may overcompensate and come across as awkward or untrustworthy.

Family of origin issues also may impact job performance. Supervisors who were punished as children tend to punish their employees with disciplinary actions more so than those who were reared by the carrot-and-stick method. Coming late to work might be a way to get attention from the boss because, as a child, the employee learned no attention pains more. Unusual behavior at work might include an employee playing the role of class clown. It worked in childhood, why not now? With a family history in hand, an EAP professional can determine the best way to assist a troubled employee.

- **Enlist the family's assistance when working with troubled employees.** Developing resources is just one of the aims of employee assistance. What better resource is there than an employee's family? Very often a family is unaware of what happens to one of its members at work, whether good or bad. The family of an employee who is absent, tardy, involved in a disciplinary action or who tested positive for drugs may not realize the danger that lies ahead. The solution: open communication with the family. Knowing the family's beliefs, philosophy and culture and using the family's strengths to full advantage can go a long way in finding a lasting solution to an employee's problem.

- **Encourage family involvement in organizational functions.** Invite them to award cere-

monies, picnics and special events. Inviting the family to a company training or wellness event brings all family members up to speed with new ideas and concepts and allows the family to grow together.

- **Promote the EAP as a confidential place employees can turn to in times of need.** Disclosing a personal problem requires a safe place and a caring professional. Through the EAP employees can express themselves safely, like turning to a parent for counseling or advice. The EAP must be perceived as having an employee's best interests in mind. EAP staff also must be careful of transference and counter-transference issues that can occur with clients. While an EAP person's childhood may have been traumatic, employees seeking help need the opposite – the ideal home and parent. Employees brought up in an excellent family setting expect the EAP professional to be an extension of that positive parent.

- **Encourage employees to personalize their work space with images from home.** Most employees want their families close to their place of work. They bring with them photographs and memorabilia from home and from their family of origin. In fact, employees who don't do this are suspect. It means they don't view their job as permanent and that they have no desire to set down roots.

Acknowledging that families matter is a sound approach for all organizations. Happy, contented workers make productive, creative employees. Leaving the family out – or, put another way, ignoring the fact that employees are part of a family system – denies a rich source of workplace energy and enthusiasm. EAP professionals are well-positioned to correct the situation and, in the process, benefit from this rewarding, productive task.

Reprinted from March/April issue of EAP Digest.



Attention Local 3 sisters!

Attend the semi-annual meeting
Sat., July 19 at 1 p.m.
Seafarer's Hall, 350 Fremont St. S.F.

Then join the Local 3 Women's Group
for lunch at:

Delancey Street Restaurant
600 Embarcadero at Brannan, S.F.

(From Seafarer's hall, go right to Harrison, left to Embarcadero, right to corner of Brannan and Embarcadero. We'll meet in the back immediately after the semi-annual.)

Support your union and your Women's Group
For more information, call Beth at
(510) 835-2511 or Kristi at (415) 364-4183.

Retirees st

Near record number receive 50-year watches at retiree p

There isn't anything quite like watching a group of 38 50-year members, with up to 1,500 years of dirt-moving experience among them, gather at the May 31 retirees picnic at the Rancho Murieta Training Center to receive their gold watches. Knowing each recipient had a story to tell that could consume an entire book left those with an appreciation of history in awe.

This was the second largest group of retirees in Local 3 history to receive their 50-year gold watches. Most of these retirees joined the union shortly after World War II between 1946-47. In all, 162 retirees will reach the 50-year milestone this year, second only to last year, when 174 retirees hit the half-century mark. The remaining 124 who could not attend the retiree picnic will receive their watches at the retiree's district picnic or quarterly district meeting, at the July 19 semi-annual meeting in San Francisco, at home, or through the mail. Congratulations to all watch recipients for their years of dedicated service and contribution to Local 3 and the construction industry.

In all, over 2,500 retirees, their family and guests attended the annual event to rekindle old friendships and catch up on the year's gossip. While the band Heart and Sol played country and western music, small groups of retirees milled about telling old dirt stories. Some families paused for a few moments to have their portrait taken by Bill Smith Photography.

The crowd enjoyed the usual menu of cross-rib roast, beans, salad, dinner rolls and all the beer and soft drinks a person could drink. This year's gathering consumed 3,000 pounds of roast beef, 150 gallons of beans and 350 pounds of salad.

A special thanks to RMTC and Local 3 staffs for their help in planning and carrying out the picnic.



Above: Enjoying their lunch of rib roast, beans, salad and rolls are Lou Cook, left, Charles Parsons, center, and Arlene Cook.

Bottom: Pulling the tarp off the roasting pit are RMTC staff from left, Dave De Wilde, Steve Durnay, Steve Gaylord and Gary Herren.

Right: Business Manager Don Doser, left, and former Business Manager Tom Stapleton saying a few words to the crowd.



Strike gold

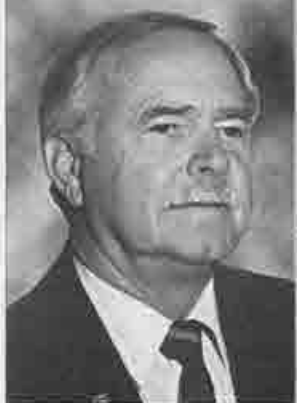
picnic



Left: Carving carnivores: cutting the meat are RMTC staffers Duane Beichley, Cedric McCauley, Al Perez and Roger Bridges.

Those who received their 50-year watches at the retiree picnic were, in alphabetical order: Sidney H. Armstrong, David J. Byerrum, Pat Campbell, Robert N. Caweltz, Robert L. Christy, Scotty Collins, Hal Cooper, Anthony L. Costa, William H. "Bud" Dillon, Willard E. Dixon, Paul V. Fittro, Reggie Garcia, Tony Hagel, Thomas H. Herzog, E. Dean Hyder, J.G. Jaime, I.B. Jensen, Eugene T. Keeley, Melvin H. Kelso, Donald L. McMullen, Al Muns, Donald Ostrom, James H. Ray, William K. Reiner, Clifford W. Rizer, Ralph Roediger, Matt Soolan, Deibert Searcy, Carmen V. Silveri, Richard E. Snow, Carl Straub, "Slope" George Swicegood, James H. Toole, Arden Mickie Watkins, Harry M. Welch, Wayne G. Wells, G.W. Mike White, and Ray Wright. Note: R.C. Simeroth, who did not receive a watch at the picnic, will receive his watch later this year.

NEWS FROM
*teaching
techs*



by Art McArdle
Administrator

Hats off to hands-on competitors

It was a beautiful day for the 30 apprentices and journey upgrades who met at a simulated jobsite in Milpitas, Calif. for the Northern California Surveyors Apprenticeship Committee's annual hands-on competition.

The May 10 competition culminated the completion of eight months of Saturday hands-on classes where problems, like those presented at the competition, were covered in class. Participants start preparing for the competition from the outset of the eight-month hands-on cycle, and they look forward to competing for money and prizes.

But as most hands-on competitors agreed after the event, the competition is not so easy to win. To begin with, the crews compete for three hours and must complete the three assigned problems. Three judges per site evaluate the crew and give credit for professionalism, team work, comprehension, time management, legibility of notes, correct measurements, calculations shown, and correct answers.

Next, judges evaluate the crews' answer sheets for accuracy because just working well together does not always get the problem answered correctly. A final fourth extra credit problem is optional for the party chief and can make the difference in a crew's scores.

Scores were very close for all crews this year, but in the end we were pleased to announce the top five crews:

| | | |
|----------------------|----------------------|---------------------|
| First Place: | Third Place: | Fifth Place: |
| James Wright | John Cabral | James Dawson |
| Monique Cabral | Aaron Spray | Octavio Senda |
| Paula Glass | Jessie Davis | Michael Fawehinimi |
| Second Place: | Fourth Place: | |
| Ken Schissler | Steve Mason | |
| Seth Young | Debra Turner | |
| Emmanuel Sazon | Anthony Baham | |

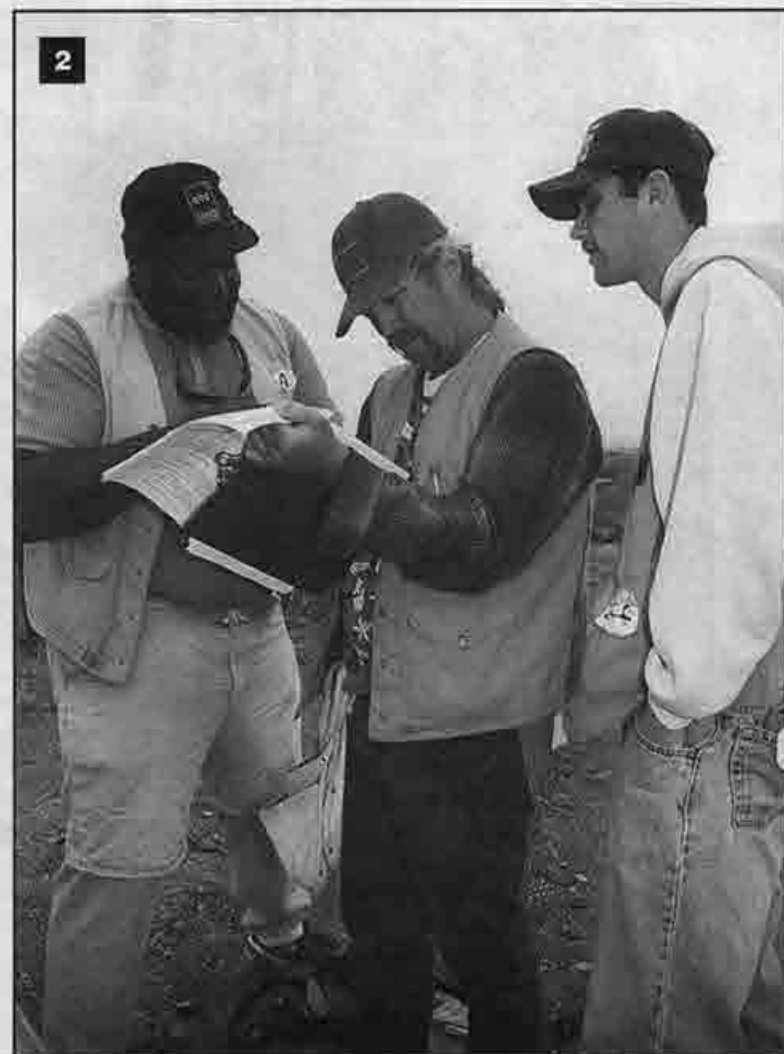
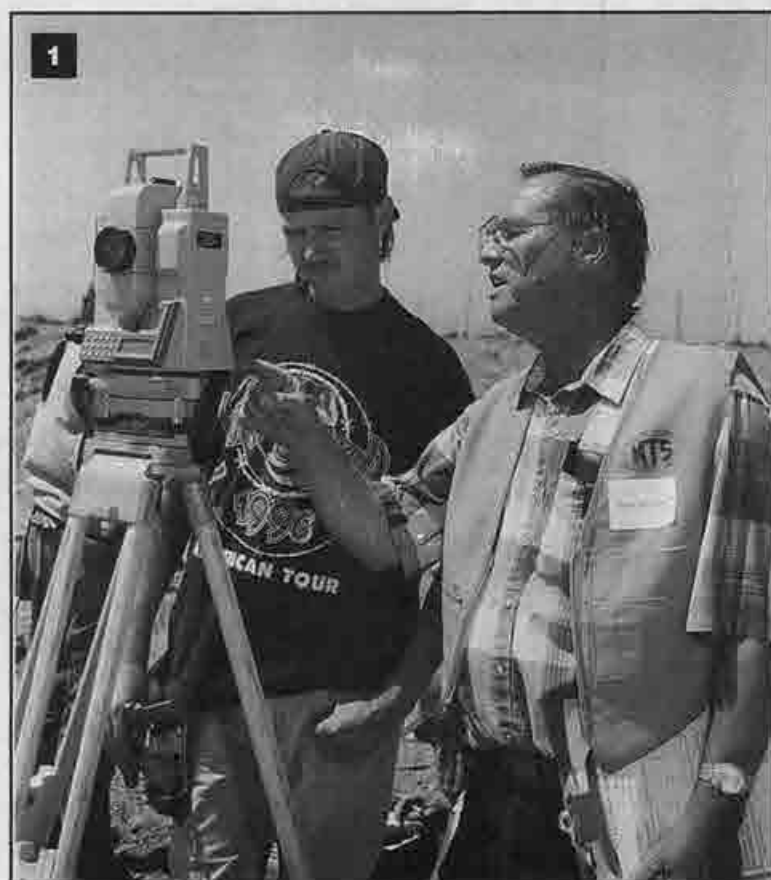
Jessie Davis was presented with the Apprentice of the Year Award, which is given for outstanding class and work progress during the school year. Congratulations to Jessie and all of these winners.

We would like to thank all of our judges: Ken Anderson, who again this year put the event's problems together, Fred Feickert, Mike Foulk, Floyd Harley, Chuck Hendsch, Juan Lovato, Ron Nesgis, Pat O'Connor, Gordon Ray, Paul Schissler, Fred Seiji and Terry Warren. You all did an excellent job, and we appreciate your efforts. Also in attendance was the GPS crew of Hans Haselbach and Paul Schissler.

Local 3 and Bay Counties Civil Engineers and Land Surveyors help the NCSJAC by sponsoring the competition and donating money and prizes. This year, Operating Engineers jackets, T-shirt and caps were awarded as well as over \$500 in cash from Bay Counties. Thanks to these two great organizations for all of their input.

A few others were on hand that day: Mark Reschar, owner of Meridian Technical Services, Ralph Hoyt, executive secretary of Bay Counties and his wife Jean, who helped the cooks prepare the luncheon, Eric Angstadt of Hoyt, Miller & Angstadt, Dana Seiji-Barker, who helped our office staff out, and our office staff of Janet Crisosto and Joanie Thornton, who worked very hard to make the event run smoothly.

Each year we get better and better at presenting the competition, learning from our past experiences. We look forward to next year's event as we move into our next series of hands-on Saturday programs.



1 Apprentice Anthony Baham, left, receives a few tips from judge Chuck Hendsch.

2 The team of Al Pope, left, Glenn Meadows, center, and Jeff Phillips.

3 After the demanding four-hour competition, competitors were treated to lunch and an awards presentation.

4 Third place winners are from left: Aaron Spray, John Cabral and Jessie Davis.

5 The team of Fred White, left, Dan Marlar, center, and Derrick Harley.

6 Hans Haselbach, right, goes over GPS strategy with, from left, Eric Angstadt, Paul Schissler and Ken Schissler Jr.

7 Hans Haselbach, right, demonstrates his GPS unit to Eric Angstadt.

8 First place team from left: Paula Glass, James Wright and Monique Cabral.

9 Ken Anderson put the event's survey problems together.



Graduating apprentices stand tall at May 17 completion ceremony

"I stand straight and walk proud, because I know my contribution to society is based on skill, not bluff; on sweat, not sweet talk; on production, not press agency. I am an Operating Engineer, belonging to a building trades union. Because I am, I need knuckle down neither to king nor tycoon."

These words are the last paragraph from "I Am A Building Tradesman." They are the telling words of all Operating Engineers who can proudly say, "I am a journeyman."

Joining their ranks are 59 apprentices who graduated to journey status on the evening of May 17. Twenty-five of the 59 graduating apprentices came to the Hilton Inn Hotel in Sacramento for the Joint Apprenticeship Committee Completion Ceremony.

Local 3 Recording-Corresponding Secretary Robert Wise served as master of ceremonies, and RMTC Director Ray Helmick hosted the event. JAC Training Coordinator Ted Sanchez sang the National Anthem

and Marshall Massie gave an eloquent invocation.

After the banquet, Wise introduced the event's three guest speakers. First was Rulon Cottrell, chief of the California Division of Apprenticeship Standards. Cottrell has been an active supporter of apprenticeship programs for the state for many years. The second speaker was Dan Lowry, owner of Raisch Gradeway. Dan spoke about the evolution of equipment that has taken place since the early days when there were no hydraulic controls or attachments, and much of the machinery was operated manually. The final speaker was Local 3 Business Manager Don Doser, who congratulated the new journey upgrades on their accomplishments.

The presentation of completion certificates was made by Cottrell, Helmick, Doser, and the various district coordinators. Local 3 Treasurer Max Spurgeon and Helmick presented the Outstanding Apprentices of the Year awards to construction equipment operator Jose Torres and heavy-duty repairman Scott Greiman.

Greiman.

Following the apprentice awards was the Contractor of the Year award given to Pavex Construction Company of San Jose. Accepting for Pavex was John Franich. The award was presented by Doser and Helmick. Pavex was also honored with a special presentation from the AGC by EEO Representative Sandra Banks.

A special recognition award was given to retired JAC member Frank Pozar for his many years of service to the committee.

The director, coordinators, instructors and staff of the JAC wish to congratulate all the graduates on their achievements through the apprenticeship program. As the new journey upgrades go into the industry, we ask that they remember this thought: You are now the journey upgrades that apprentices will be turning to for guidance. Give them the help that you received while you were an apprentice.



The graduating class for 1997



Retired JAC member Frank Pozar, second from left, receives a special recognition award from Local 3 Financial Secretary Darell Steele, President Jerry Bennett and Business Manager Don Doser.



Heavy-duty repair graduating apprentice Scott Greiman, center, receives HDR Apprentice of the Year award from apprenticeship coordinators Robert Beall, left, and Cephus Terrell.



RMTC Director Ray Helmick, left, and Business Manager Don Doser, second from left, present Contractor of the Year award to, from left: John Franich and two other representatives from Pavex Construction Company of San Jose.



RMTC Director Ray Helmick, left, presents construction equipment operator apprentice graduate Jose Torres with the CEO Apprentice of the Year award.

NEWS FROM THE districts

Mahalo dinners held in appreciation of campaign volunteers

HONOLULU – The political action committees on Maui and the Big Island recently celebrated the success of their 1996 political campaigns. All of the members, their families and friends who participated in the primary and general election campaigns were invited to a dinner party in appreciation for their efforts in helping support our candidates for public office.

from *hawaii*

These members gave many hours of their free time after work and on weekends performing various campaign activities, such as attending fund-raisers and meetings, sign holding and, of course, the endless house-to-house canvassing for candidates. This was a very fruitful, hands-on learning experience for all of us.

Construction Resource Specialist Donald Medeiros coordinated three Big Island *mahalo* dinners, which were held in Hilo, Kona and Waimea. On Maui, Jonah Poaipuni, Jr. organized the *mahalo* dinner that was held at the notable Pukalani Country Club. As you can see from the photographs, an enjoyable evening was had by all.

We wish to extend a big mahalo to all of the volunteers for their willingness to help and participate in our campaign efforts. It is members like you who *kokua* (help) to make our union strong.

Text by Willy Crozier,
Hawaii Operating Engineers Industry Stabilization Fund
Photos by Donald Medeiros and Jonah Poaipuni Jr.



Left: At the March 20 Kona PAC *mahalo* dinner at the Royal Jade Garden Chinese Restaurant are from left: Construction Resource Specialist Donald Medeiros, Victor Gomez, Fred Huihui, Fred Huihui Jr. and David Yamakawa.



Middle Left: At the March 22 *mahalo* dinner on the Big Island are from left: Keoni Ganancial, Francis Hui, Construction Resource Specialist Donald Medeiros, Perfecto Ganancial, Andrew Akau, Barry Smith, Samuel Peck and Lloyd Case.



Bottom Left: At the March 23 dinner are from left: Tom Blair, Norma-Jean Blair, Sharon Pa'ahana, Roy Pa'ahana, Construction Resource Specialist Donald Medeiros, Hank Roxburgh, John Kamoku, Mary-Jane Kamoku, Christine Castro, Charlie Chang and Roy Palmer.

Below right: At the April 5 Maui PAC dinner at the Pukalani Country Club are from left: Eleanor Poaipuni, Sandy Kamanu, Grievance Committee Member Joe Kamanu, Pedro Sado and wife Maragret Sado, Mary Nelson and Willie Nelson.



Bottom right: Sitting at an adjacent table at the April 5 Maui PAC dinner are from left: Jimmy Hoopii, Jimmy Hoopii's son, Herbert Poaipuni and Rick Mana'ois.



NEWS FROM THE districts

New site of Oakland picnic draws big crowd

OAKLAND - More than 250 Local 3 members, their families and guests converged on Rankin Municipal Park in Martinez for the May 18 Oakland District picnic. Big Don's Meats of San Leandro

from **oakland**

catered the lunch of barbecued steak, baked pota-

toes, hot dogs for the kids, salad and all the soda and beer you could drink. The picnic featured volleyball and a horseshoe tourney, as well as a raffle and door prizes.



1 Johnnie Mechikoff, left, with wife Margaret and daughter Danielle.

2 O.C. Jones apprentice mechanic Anthony Crittendon, middle, and family.

3 Bob and Rus Powers, parents of Oakland District Business Rep. Walt Powers, left and Joe Tarin's friend Beth.

4 Larry Baurer of O.C. Jones and his wife.

5 Peterson Tractor mechanic Michael Cooney, left, with stepdaughter Abbey.

6 Oakland District Dispatcher Gary Armstrong's family from left: Christie, Jeremy, Ron, Jacque and Mason.

7 John Armstrong, son of Oakland Dispatcher Gary Armstrong, and John's daughter Megan.



marysville
sacramento
utah
fairfield
hawaii
san francisco

NEWS FROM THE
districts

Fun in the sun at the Fresno picnic

FRESNO – You couldn't have asked for a much nicer day for the more than 200 Local 3 members, their families and guests who congregated at the May 10 Fresno District picnic. On a warm but tolerable spring afternoon at the Fresno County

Sportsman Club, picnickers enjoyed a menu of barbecued chicken and smoked tri-tip roast beef and the usual beans, salad and rolls.

from fresno

The picnic could have been called "Roy Contreras Day." The foreman for American Paving not only won the horseshoe tournament and the previous day's golf competition, but won the raffle's grand prize – a family camping tent. While the adults played bingo and horseshoes, the children played on the bounce house and got their faces painted by Tootie the clown.



Top left: Children gather around Tootie the clown to have their faces painted.

Bottom left: Erin Sparks (arms raised), daughter of Local 3's print shop production manager Neal Sparks, cheers as Tootie the clown prepares a balloon.

Top: On the serving line are from left: Fresno District Dispatcher Denis Alejo and her husband Ray Alejo, Sheila Montgomery, wife of Redding District Rep. Monty Montgomery, Pat Fagundes, wife of JAC Coordinator Jim Fagundes, and Desirre Alejo, daughter of Denis and Ray Alejo.

Middle right: Local 3 member John Skeen (at center wearing cowboy hat) shows his approval of the picnic's delicious food.

Bottom right: JAC Coordinator Jim Fagundes and Local 3 member J.J. Skeen, son of John Skeen, work the barbecue pit.

NEWS FROM THE
*districts***Local 3 seeks project agreement for massive Gold Rush City project**

STOCKTON – Work is still a little slow in the six counties of the Stockton District, but the area is quickly drying out from the January floods, so work should begin to pick up.

The proposed Gold Rush City project is still moving forward. The project will trans-

form 5,800 acres near Lathrop into a combination theme park,

golf courses, campground, resort hotels, wildlife park, entertainment village, shopping centers, nine theme villages, and 11,000 new homes.

Project planners estimate there will be about 2.8 million park visitors the first year, and the water slide park is expected to draw about 210,000 people the first year. We are presently negotiating with Gold Rush Developers for a project agreement that would guarantee the work be performed union. The project should take about 30 years to build out.

Another exciting project, which the San Joaquin County Planning Commission is currently holding public hearings on, is the Tracy Hills subdivision near Corral Hollow Road along I-580. This is a \$1 billion plan that will involve building 4,500 homes, a golf course, an artificial lake, shopping cen-

ters, offices, and schools for some 15,000 residents. The build-out will take about 20 years.

Commuter rail

The San Joaquin Regional Rail Commission voted March 6 to purchase three remanufactured locomotives, spare parts and equipment. The purchase price is close to \$6.5 million. The first locomotive is scheduled to be delivered by September 1, the second and third by October 1. The rail commission has set a tentative start-up date of January 1998 for commuter rail service between Stockton and San Jose.

The commission has also voted to spend \$16 million to purchase rail cars from Bombardier Transit Corp. of Canada. The locomotives will be purchased with Measure K money approved by voters in 1990. The commission has approved hiring Parsons, Brinckerhoff, Quade & Douglas Inc. to do master site planning, environmental review and engineering for two multi-use station projects. The company has also hired Testing and Engineering Inc. of Modesto to do environmental site assessment of the proposed station sites.

Bullet trains

Another exciting rail project is a proposed high-speed bullet rail route along U.S. 99. This \$15 billion project would link

Los Angeles to San Francisco. Plans are to link cities along U.S. 99 as early as 2005. The Inter City High Speed Rail Commission voted 7-0 to endorse the U.S. 99 route. The ridership is projected to be 10.8 million by the year 2015. The route stretches from the Altamont Pass near Tracy to U.S. 99 near Stockton and will traverse along U.S. 99 past Bakersfield to the south. The route will later extend to the Bay Area and into the Los Angeles Basin.

Local 3 has been invited by the bus drivers of Lodi Unified School District to become their exclusive bargaining representative. Business Rep. Garland Rosaura has been meeting with them along with District Rep. Dave Young. At this point it looks promising that we may be able to make this a certified unit. There are about 72 drivers, 12 mechanics, and four dispatchers.

Be sure to mark your calendar for our annual picnic to be held at Micke Grove Park July 27. We will be in a much larger area and expect to have quite a blow-out. Tickets may be purchased from your business representatives, or at the union hall, at \$10 per adult for active members and \$8 per retired member. Children under 15 are free.

Dave Young, District Rep.

As weather improves contractors begin to move

ROHNERT PARK – After a frustratingly slow start due to logistic and permit snafus, work in the Rohnert Park District is really starting to pick up.

Ghilotti Construction has been awarded the Hearn Avenue widening project and is busy on various other projects. Kiewit Pacific is doing tie-ins to

pump stations and punch-list work on the Geysers Effluent Pipeline injection line in Lake County. Kiewit is also finishing up with the highway job in Lower Lake.

Parnum has picked up a lot of paving work in Lake and Mendocino counties. Argonaut is also getting busy. It was the low bidder on the South Dutton Avenue conduit phases 1 and 2. Weeks Drilling is having its busiest year since the drought. North Bay Construction is busy all over District 10 and the Bay Area counties.

Rasmussen is back working at Squaw

Rock in Mendocino County. R.M. Harris is starting the falsework on the Guerneville bridge project. It needs to be out of the river by the end of October.

The District 10 office has just negotiated – and the members have unanimously ratified – two three-year contracts, one with Parnum Redi-Mix, the other with Parnum Rock, Sand & Gravel. The members will get increases each of the three years.

It was very refreshing to bargain one on one, union and employer, in good faith without undue legal maneuvering. This good faith attitude secured a good package for both the members and the employer.

Our next negotiations will be with Kaiser Sand & Gravel of Windsor and with Syar



The two Local 3 members who tested Ford's skip loader were Tom Smith, left, and Aaron Hall.

Industries in Healdsburg. Dispatcher George Steffensen wants to remind everyone that when you go back to work make sure you call in and get off the out-of-work list.

We hope you read this article before June 29. That's the day of the District 10 Wet and Wild picnic at the Windsor Waterworks. There is more than \$3,000 in raffle prizes, plus good food, free beer and sodas, and the best crowd of people you'd

ever want to be with. Members, family and friends are welcome. See you there.

Operators know best

How does our skip loader compare with the competition? That was the question Ford-New Holland Inc. asked in April. The

See 'Rohnert Park' next page

Public Employees can't from page 7

In 1990, Dennis was injured on the job and took medical retirement in 1991. That same year, he was hired by CAUSE as a full-time labor representative until he went to work for Local 3.

He represents peace officers, firefighters, trade and craft professionals, and transportation workers in Nevada and parts of California.

In his leisure time, Dennis likes to collect police badges (he has a collection of over 600 badges from all over the world) and works on old cars (he owns a 1947 Ford coupe and 1956 Ford pickup). He loves baseball and likes to work with his computer. Dennis has his own home page at www.policeguide.com/lovejoy.htm. You can see his badge collection on this page and e-mail him there.

Dennis is married with four daughters. He has two grandsons and one granddaughter.

Rohnert Park can't from previous page

company invited its dealerships from North America and Europe to San Antonio, Texas to field test its new line of skip loaders. The local Ford agricultural dealership invited three of its customers to the field test: a dairy owner and two Local 3 members, Tom Smith, an owner-operator, and Aaron Hall, who works for Argonaut Constructors.

Aaron was very honored that he was given this opportunity to give some feedback to Ford-New Holland about its tractors. Aaron said they were the only operators out of all the participants who attended the field test. The other participants were dealers and sales people. Aaron spent one day field testing Ford's skip loader. He also tested skip loaders manufactured by John Deere, Case, Massey Ferguson and J.C.B.

Ford-New Holland had design engineers and product representatives who listened and wrote down all of Aaron's comments and suggestions. Aaron told them exactly what he thought of the company's equipment, pointing out the good and the bad. The operators were given field activities to perform with all of the different brands of skip loaders, from loading trucks to grading with the gannon box.

The bottom line is that Ford-New Holland never had this kind of opportunity to get real suggestions from people who actually operate the equipment. It asked the best operators in the world. Aaron said Ford-New Holland has invited him to Pennsylvania in six months to review some of the suggestions he made. We will be waiting to find out if the company follows through with the invitation, and if they will change some of the things Aaron felt were wrong with its tractor.

District Rep. Gary Wagon and Business Reps. Jim Killeen and Greg Gunheim



ELECTION COMMITTEE MEMBERS

Pictured are (front row, l-r): Robert Daniels, Dist. 50; Thomas Hester, Dist. 70; Billy Barrett, Dist. 30; Abe Sousa, Dist. 40.

Middle row, l-r: John A. Toney, Dist. 90; Jim Caumiant, Dist. 11; John Welsh, Dist. 12; Marshall Bankert, Dist. 13.

Back row, l-r: Jack Short, Dist. 04; Robert L. Christ, Dist. 60; Robert Ray, Dist. 01; Harold Lewis, Dist. 20.

Also serving on the Election Committee are Wayne Rapoza, Dist. 17, and Ernest Sutton, Dist. 80, who were not present when this photo was taken.

Local 3 retains new accounting firm

Business Manager Don Doser announced this month that Local 3 has retained the services of a new certified public accounting firm. Because Price Waterhouse, which had been Local 3's CPA firm for the past 30 years, is focusing more on large corporate clients, the officers felt it was in the best interest of Local 3 to switch to a firm with substantial experience servicing labor unions.

The new firm, Thomas Havey, LLP is the nation's largest auditing firm for labor unions. It currently provides service to over 250 local unions and 20 international unions, including the IUOE. Thomas Havey is ranked 36th out of the 100 largest U.S. certified public accounting firms with over 200 partners and staff and has offices in San Francisco, Washington D.C., New York, Chicago, and several other large cities on the East Coast.

personal notes

From the Rohnert Park Office:

The Rohnert Park/Santa Rosa office wishes to extend its sincere condolences to the following families and friends of the recently departed brothers: **Herbert Mountain** (3/13); **Woodrow W. Copsey** (4/12); **Edgar H. Hays** (5/10); **Hans Meier** (2/3).

We also wish to extend our congratulations to the following: **Mike Rubio** married **Claudia Reichl** on April 19, 1997. The happy couple will reside in Petaluma. **Sergio and Marie Estrella** were married on April 6, 1997. Will residing in Rohnert Park, Sergio works as an apprentice for North Bay Construction.

meetings & announcements



SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held on Saturday, July 19, 1997 at 1:00 p.m., at the following address:

**Seafarers International Union Auditorium
350 Fremont St., San Francisco, CA**

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of May 1997, and have been determined to be eligible for Honorary Membership effective July 1, 1997. They were presented at the May 18, 1997 Executive Board Meeting.

| | | |
|--|---|--|
| Ossie J. Balbini, Jr. # 1076548 | Berton Garofalo # 1035324 | James G. Rumbaugh # 1095861 |
| Leon Barnett # 0693748 | Alvin L. Gates # 0447338 | Jimmy Salasces # 1058610 |
| David Chung # 0921454 | Lewis W. Hodges # 1080849 | Joseph Saralva # 1094409 |
| Billy Conn # 0987327 | Sam James # 1079746 | Ronald Sickler # 1014547 |
| Cleon Cover # 1098463 | Galen H. Kendall # 109E485 | Don Tarr # 0684140 |
| Kenneth Dees # 1079816 | Leland Millett # 105E460 | James S. Uchida # 0976174 |
| Fred Draper # 1040508 | William Pace # 1098501 | |
| Cecil Ford # 0865428 | Leonard Pereira # 0663937 | |

DEPARTED MEMBERS

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

(compiled from the May '97 database)

| | |
|--|--|
| Mernard Aycrigg Santa Rosa, CA 05/17/97 | Steve Mohawk Hayward, CA 04/29/97 |
| Hugh Brocklehurst Folsom, CA 05/09/97 | Leslie Mondino Lagunas, CA 05/01/97 |
| Frank Burnett Ogden, UT 04/28/97 | Richard Nicholson Union City, CA 05/22/97 |
| George Campiotti Pleasanton, CA 04/01/97 | Orville Norris Redding, CA 04/27/97 |
| Frank Cassina Sacramento, CA 05/22/97 | Pat Nunley Carlsbad, CA 05/02/97 |
| Roy Grice Quitman, TX 04/30/97 | John Pato Lower Lake, CA 05/21/97 |
| Edgar Hays Napa, CA 05/10/97 | Mike Phillips Tingley, IA 04/17/97 |
| Thomas Hinton Modesto, CA 04/29/97 | Duane Reichhold Byron, CA 07/19/97 |
| W. Ivers Carson City, NV 05/11/97 | E. Schlettman Sacramento, CA 05/06/97 |
| Donald Johnston W. Valley City, UT 05/21/97 | John Silva Honolulu, HI 05/21/97 |
| Andrew Calani Kaneohe, HI 05/06/97 | Aril Stratton Cedar City, UT 05/13/97 |
| James Kay Mason City, NE 05/22/97 | Leroy Streit Hathaway Pines, CA 05/01/97 |
| Adelber Lopus Phoenix, OR 05/12/97 | Eugene Van Dyke Santa Cruz, CA 04/21/97 |
| W. Martin Salina, KS 05/05/97 | D. Winner Oroville, CA 04/29/97 |
| Joseph Miller Martinez, CA 05/11/97 | Paul Wright Salt Lake City, UT 05/16/97 |

DECEASED DEPENDENTS

| | |
|--|---|
| Christopher Bennett (son of James Bennett) 04/27/97 | Viva Evans (mother of James Evans) 01/05/97 |
| Deanna Lewis (stepdaughter of Rod Cameron) 05/25/97 | Elizabeth Gibson (wife of Carl Gibson) 01/27/97 |
| Marlen Orlando (wife of Anthony Orlando) 05/13/97 | Constance Holley (wife of Everett Holley) 04/29/97 |
| Mary Barr (wife of James Barr) 04/09/97 | Elizabeth Lish (wife of Kenneth Lish) 03/08/97 |
| Thelma Dodini (wife of Alfred Dodini) 04/10/97 | Ruby Nelson (wife of Stanley Nelson) 12/31/95 |
| | Aimee Severe (wife of George Severe) 05/19/97 |
| | Mariys Spielman (wife of Donald Spielman) 03/05/97 |

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

JULY 1997

- 8th District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way, Fairfield, CA 94533
- 10th District 30: Stockton, CA**
Engineers Building
1916 N. Broadway, Stockton, CA 95205
- 15th District 80: Rancho Cordova, CA**
Machinist's Hall
2749 Sunrise Blvd.
- 22nd District 40: Eureka, CA**
Engineers Building
2806 Broadway, Eureka, CA 95501
- 23rd District 70: Redding, CA**
Engineers Building
20308 Engineers Ln., Redding, CA 96002
- 24th District 60: Oroville, CA**
Cannery Workers
3557 Oro Dam Blvd.
- 31st District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges

AUGUST 1997

- 28th District 01: San Francisco, CA**
Seafarers International Auditorium
350 Fremont St.

SEPTEMBER 1997

- 4th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd., Reno, NV 89502
- 5th District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple, Salt Lake City, UT 84116
- 11th District 20: Oakland, CA**
Teamsters Local 70
70 Hegenberger Rd., Oakland
- 16th District 17: Honolulu, HI**
Washington Intermediate School Cafeteria
1633 So. King St., Honolulu
- 17th District 17: Maui, HI**
Waikapu Community Center
22 Waiko Pl., Wailuku
- 18th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula St., Hilo
- 18th District 10: Rohnert Park, CA**
6225 State Farm Dr.
Rohnert Park, CA 94928
- 23rd District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue, HI
- 23rd District 90: San Jose, CA**
Italian Gardens
1500 Almaden Rd., San Jose
- 25th District 17: Kona, HI**
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI

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: 1990 Mallard travel trailer. 30-ft in good condition. \$6,850. (916) 378-0804. #2104946

FOR SALE: In Honolulu. '80 Corolla (for parts), 3TC eng. auto, many new/rebuilt parts, runs. \$500. Also 4 tires/rims, like new, Bridgestone Dueler P225/75R15, Toyota styled rims, 6 holes. \$350. 71 Baracuda, auto, runs good, body needs work. \$2,000 OBO. (808) 732-0843. #1230012

FOR SALE: Baby grand piano. Beautiful dark wood Harvard. Perfect cond, great for anniv or birthday gift. \$4,000 OBO. Alturas, CA (no. east CA). (916) 233-2368. #1085507

FOR SALE: Home in Alturas, CA. 2-story, 3.5 bd/2-ba, sep drg/hvg & fam rms. Kit nook has excel cab, counter, pantry. New roof, carp, lino, paint. Storage, sep carport & garage, encl patio w/fireplace. Shade fruit and pine tree on lg corner lot w/cyclone fence. Wood, oil, elect heat. \$89,000. (916) 233-2368. #1085507

FOR SALE: 17 1/2 ft Beachcomber Tri-Hull. Fish and ski. 140 hp Mer-cruiser IO. New top and seats, tandem trailer, mag wheels, current reg. \$5,000. (916) 334-8217. #0893059

FOR SALE: Oak plywood. 4 sheets, 4' x 8' x 1/4". \$55 ea or all for \$200. 4-man raft w/life vest, hand pump, elec pump, alum oars, assorted books and manuals, used 5 times \$225 OBO. (415) 951-8962. #2105061

FOR SALE: 1969 Mercury Monterey Custom. 2-dr hardtop, 429 cu V-8 eng, 40K mi, all orig (2nd owner), bought & garaged in Prescott, AZ. Excel cond for rare auto. \$5,500 OBO. (520) 778-0697. #1578775

FOR SALE: 1977 Kountry Air 5th wheel. 32-ft, hitch incl, air, 2 doors, excel cond, \$5,500. (916) 678-3700. #745041

FOR SALE: 1930 Studebaker Dictator. 4-dr, all orig, excel cond. Suitable for restoration, or drive as is. \$6,000 OBO. (801) 848-5662 or write: J. Clayton, PO Box 445, Tabiona, UT 84072. #863715

FOR SALE: '57 Chevy. 4-dr, 210 series, show car, all orig. Motor/trans prof. rebuilt. Drive anywhere. Have orig bill of sale. \$4,800 OBO. (916) 743-1201. #1892465

FOR SALE: 1937 Ford street rod project. 350/350, AT, PS, tilt wheel, mustang IFS, all steel, all there. Current reg. \$4,500 OBO. Modesto (209) 529-7267. #1948689

FOR SALE: Black walnut wood slabs. \$2 LF. (916) 527-1656 or (800) 525-1656. #0630729

FOR SALE: '83 Suzuki RM 125. Fast and clean \$750. Also: T-62 Solar gas turbine. Burns gas or jet fuel. 95 hp, 75 obs, 56,000 rpm at 7,200 rpm. Trick boat, mini rail, air-craft application. \$1,500. (209) 667-4021. #2051464

FOR SALE: Avid Flyer Mark 4. 110 hp Subaru split port 18 hrs TT 1800 fpm. 100+ cruise. Real head turner. \$19,000. May consider motorhome trade. (209) 667-4021. #2051464

FOR SALE: Idaho fishing/hunting retreat. 40 mi fr Sun Valley, 3,200 sq ft, charming country home. Pasture, corrals, barn, hot tub, satellite, garden, views, privacy. Situated on 5 acres w/world famous Silver Creek running thru it. (208) 788-3099. #854762

FOR SALE: 1986 Layton fifth wheel. 23-ft, loaded, like new, incl hitch. \$6,500. (702) 826-9452. lv msg. #2254413

FOR SALE: 10-ft commercial satellite dish to anyone who will remove it from cement base, fill in holes and haul it away. In Benicia (510) 644-4835. #50115192

FOR SALE: Home in Loyalton, CA. 2,200 sq ft, 5 yrs new on 1/2 acre, 3-bd/3-ba, 3-car gar, allelect kitch, cust bilt 8' x 12' hot tub, tool shed, greenhouse. 40 min fr Reno. \$165,000. (916) 933-4066. #598664

FOR SALE: 1978 Suzuki GS550. Black, 8K orig mi, 4-cyl, 6-spd, dig readout, Windjammer, extras. Clean commuter. \$950 OBO. (510) 254-1713. #2241843

FOR SALE: Ford 4500 loader backhoe. W/3pt ganon scraper, 2-14" bottom plow \$11,000. Also: Ford 1210 16hp, 4WD w/PTO rear blade cultivator & plow \$5,500. Int. TD-6 w/BeGE pump, 4-gang disc hydr-cont, 8' wide hydr-scraper, 24" single shank ripper \$5,500. (209) 847-5346. #519758

FOR SALE: Four Chevy engines. 2 4-sp truck trans, 1 3-sp OD man trans. 1-350, 1-400 AT, 2-small tik rear ends. VW parts, hundreds of auto/truck prts & other misc items. \$500 for whole package. (209) 847-5346. #519758

FOR SALE: '89 F250. 7.3 diesel, AT, AC, AM/FM, PS, PB, runs excel. \$8,500. (510) 682-4320. #772910

FOR SALE: Maytag gas engines. 1 and 2 cylinder, \$100 ea. Also: 2500-watt Sears generator \$200. (707) 224-9532. #0899585

FOR SALE: Log splitter. Heavy duty, 11hp Briggs & Stratton, w/12 hrs, 15" tires, variable ram torque, 26" of ram travel, 2" ball hitch, SE plates. \$1,500 OBO. (510) 516-9679. #2102638

FOR SALE: '95 Allegro Bay motorhome. 32-ft, 11-ft slideout, gen, back up camera, leveling jacks, 2 hrs, 2 AC, 2 TV, VCR, gas grill, island qn bed. 460 Ford, 11K mi, non-smokers. \$63,000. (209) 772-2207. #1178198

FOR SALE: 1940 Chevy Special Deluxe. 2-dr sedan, all chrome polished, all new elect, hi perf Chev-sm block w/30 min running time, 95% body work completed \$12,000 OBO. Joe (916) 673-2293. #1812808

FOR SALE: Ranch. 3 3/4 acres w/2 homes, 3 bldgs, 2 sep lots. You build parking stalls; 1 gar. \$330,000. Santa Rosa, CA (707) 585-1902. #1006652

FOR SALE: 3-story home. 3-bd/2 1/2 ba, fan, lvg rms, 2-car gar, 1 acre on Hood Canal, Hwy 101, 10 mi north of Shelton, WA. \$160,000. (707) 584-7771. #1006652

FOR SALE: 2 bedroom house on 4 lots. Good retirement investment. Over 20 fruit/nut trees. 4-out bldgs. Parking for RV etc. City water/sewer plus well. \$75,000. Also: 8' x 40' mobilehome on adj 110' x 95' lot. Good rental. \$30,000 or both for \$100,000. (707) 995-7031. #1196400

FOR SALE: '89 Southwind. 35-ft, pushbutton inside hydraulic lever, 2 TV, VCR, backup camera, walk-around qn bed, sofabed, shower/tub. Low mi, awning front/back. Tinted windows, nice refrig/stove. \$38,500. Entow dolly \$700. (209) 222-4866. #549445

FOR SALE: Southwind motorhome 33'-ft long and Toyota pickup. \$30,000. (707) 938-1303. #0399473

FOR SALE: 40 acres. Cattle/horse ranch. 40 mi south of Yosemite near Coarsegold. PGE, phone; house pads w/view, pastures, storage sheds, back room, corrals, good well. \$175,000. (209) 255-0526. #918926

FOR SALE: Ziemann 2-axle trailer. 10-ply tires, pullout ramps, elec brakes. Equipped for Fargy tractors. In Santa Clara, CA. \$1,250 OBO. (408) 296-4686 or (408) 842-0661 after 6 pm. #0814769

FOR SALE: 1981 Ford CL9000. Big Cam II 350, 9-sp trans, R170 rear end, factory air, xnt cond \$6,000. Also: '85 Ford CL9000, Big Cam 450, 9-spd, R170 rear, fact air, xnti cond \$8,500. (916) 587-4072. #0908527

FOR SALE: Lazy Daisy Bicycle-Built-For-2 \$200 OBO. Also: 34-ft 5th wheel Pioneer Superliner w/Expanda living rm. Hitch incl. \$5,500 OBO. 1978 Dodge 1-ton conversion van, fully self-cont, 69K mi. \$5,250 OBO. Tom (209) 984-5716. #1054919

FOR SALE: Skis. Dynamic VR27, Marker binding M37, 195cm \$150. Kneissl WhiteStar, 190cm, Tyrolia binding 380 \$50. Fischer ALV Steel, 205cm \$50. Hexel Hexelators, 180cm, Tyrolia binding 350, \$50. K2 Four Comp, older model, Salomon 502 binding, 190cm \$50. (415) 33-2967. #0991282

FOR SALE: 1 acre lot in Copper Cove. About a mile from Saddle Creek golf course. Fenced, gated, paved encroachment. CCWD water installed, elec, nearly level, all usable view lot. \$27,500. (209) 785-2889. #1137547

FOR SALE: '85 Ford 8000 Series. Also: '78 Ideal travel trailer 25-ft. '75 Corvette; 26-ft Chris Craft; 2 lots in No. Calif. bordering Modoc Natl Forest; 5,700' elev. Call for prices. (510) 754-7529. #2460007

FOR SALE: 3-bd/2-ba home. Manufactured home on 1 acre in Stagecoach, NV, 25 mi east of Carson City. Has natural gas, cable, water, phone, elec, on septic. \$83,000 OBO. (702) 629-9145. #1020191

FOR SALE: 1979 Ford F600. 16-ft flatbed, V8, straight propane eng, very good mechanical cond. Lo mi \$1,250. (408) 637-8712. lv msg. #2286058

FOR SALE: Classic '50 Chevy 3/4 ton pickup. Good body, runs well, 12 volt system. Ready to drive or restore. \$2,500. (916) 268-8663. #1339584

FOR SALE: 1984 Komfort travel trailer. 26-ft fifth wheel. Excel cond, TV, antenna, awning, many extras. \$5,500. Also: 16-ft fiberglass boat w/35hp Johnson eng, trailer. \$850. (209) 984-3038. #987219

FOR SALE: Heavy duty mechanics tools. (510) 582-5567. #1446503

FOR SALE: Wright 3/4 drive torque wrench. New, incl. new Wright 21-pc 6-pl 3/4 drive impact socket set. And another 3/4 drive impact and standard sockets plus a 6" and 12" extension. 40 sockets in all. \$500 for all. (707) 838-7464. #1523005

FOR SALE: Barbed wire collection. Many only and unusual kinds. Pat (408) 479-0583. #1276822

FOR SALE: Cocker Spaniel puppies. Variety of colors. AKC. Quality lines, family raised. Shots, wormed, free food. Siamese Kittens also available. Also: 1973 BMW Bavaria. Recent eng/trans work. Runs strong, needs cosmetic work. German model. \$1,500 OBO.

FOR SALE: Furniture. Like new. 6-mo old couch, love seat and chair (matching). Two end tables and coffee table. Lg 5' x 4' framed wall mirror. Cherry wood dining table and chairs. (408) 354-3007. #0698514

FOR SALE: '89 Ford Diesel 1-ton w/utility box. \$9,500. Also: 3 axle equip trailer. \$3,250. (209) 826-9465. #1043556

FOR SALE: 1979 Ford Bronco XLT. 4x4, new trans 400, clean \$4,000. Also: Miller 3 phase welder, 100% duty 250, like new \$600. (916) 335-2168. #1225541

FOR SALE: Home in Kauai, HI. Beauty and nature at your front door. Immac, 3-bd/2-ba w/many extras. Breathtaking views of waterfalls from surrounding mts, manicured 1 acre corner lot w/fruit trees, indigenous ferns and flowers. Paradise. (808) 822-9116. #2046983

FOR SALE: Misc lathe tooling. Jacob chucks, centers, small drill bits, #2 Morse taper drill bits, old Kennedy machinist box, dial indicators, false bits, tapmatic for small taps, 12" dial indicator and more. \$600 for all. (408) 384-9143. #0811411

FOR SALE: Thru the ceiling Fireplace hood w/chain. Black in color. Can also be used in bar lounge. \$100. Kurt (510) 724-0512 bet. 6-8 pm. #1866534

FOR SALE: 1993 Seawirl. Seats 8, open bow, fish finder, OMC 10. Like new. Work injury forces sale. Cost \$18,000 new. Kim or Lonnie (209) 848-0712 eyes or early am. #1968022

FOR SALE: Mobile home at Calistoga adult park. Jacuzzi, swm pool; clubhouse. Has 2-bd/2-ba, new roof, cent air/hv, lg fam rm, ceiling fans. (510) 235-2229. #0557491

FOR SALE: 1984 F250 Pickup truck. 460 cu eng, bed liner, tow pkg, ax cond. \$5,000 OBO. Also: 1974 Land Rover SW88 Series III. New eng, brakes, clutch, carb, tires. \$8,000 OBO. (510) 636-0331. #545621823

FOR SALE: Home in Hat Creek, CA. 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq ft basement. Brand new 24' x 40' shop. 2,000' frontage on Hwy 89, 13.83 acres. Partly fenced & cross fenced, great water, close to fishing/hunting. \$159,950. Also: Baldwin Orga Sonic Organ \$800. Hardly used. (916) 335-2168. #1225541

FOR SALE: 1989 Teton. 40-ft 5th wheel. 2 slideouts, storm windows, fully self-cont, extra lg wheels-16", 3 axle, pulled only 120 mi. Like new in/out. Spotties. \$28,000. Also 1989 Chevy Cheyenne 1-ton. Dual wheels, custom-ext cab. 45K mi, new tires, alum wheels. Trail boss kit, 454, two pkg, sharp. \$17,000. (916) 589-3764. #0721340

FOR SALE: Mobilehome. 24' x 60', clean, 1974 in excel cond. 3-bd/2-ba, family, drng, lvg rms fully carpeted, all major appliances, cent ht/air, also water cooler, 8' x 50' covered deck, 2 storage sheds. \$25,000. #1178350

FOR SALE: 1983 Pace Arrow motorhome. 31-ft, 6.5 Onan, twin beds, 454, vacuum, food processor, micro, full bath, lots of cabinet space, excel cond. Runs great, very nice. \$15,500 OBO. (916) 365-2377. #2077425

FOR SALE: '72 Sightseer 26' motorhome. Roof/dash air, forced ht, 5kw Onan gen, micro, gas & elec frig, needs minor repair. \$5,000. Bill (808) 966-7490 or Buzz (916) 662-4115 days (916) 662-7277 eves. #0915721

FOR SALE: Macintosh Quadra computer w/or ginally installed programs and monitor. Hewlett Packard color printer, programs such as Print Shop, Quicken and Hypercard. \$1,000 OBO. (916) 585-2480. #1175121

FOR SALE: Mobilehome in park near Fort Bragg, CA. 3-bd, roomy lvg rm, to maint, relax and enjoy all area has to offer: lake, beach, ocean, fishing, horseback riding, more. Only \$24,500. (707) 964-1785 or write: P.O. Box 1075, Fort Bragg, CA 95437. #369630

FOR SALE: 1984 Southwind 23-ft. Awning, stereo, HKW gen set, AC, micro, good cond. \$13,500 OBO. (51) 732-2646. #1774277

FOR SALE: 1988 426 CAT Backhoe/Loader. Extendihoe and 24" bucket. Asking \$20,000. For more info call (916) 284-7320. #2123291

FOR SALE: '84 Harley Davidson XLX 1000 Sportster. Powder coated red w/lots of chrome. Very fast, new motor, hi-tech ign, mini gauges, tires, batt, Extra 4-gal and leather saddle bags. Has mustang seat. Thunderjet, hiway pegs, short bar. \$5,500 or trade for Corvette/Camaro. (702) 323-7125. #2258224

FOR SALE: '93 Arostar van. Dual air, new tires, excel cond. \$8,900. Also: '85 Ford Bronco II. 4WD, new clutch, brakes, tires, excel cond. \$4,000. (209) 645-4827. #2266745

FOR SALE: Vacation rental. Old Tahoe mt. style cabin, refurbished, bet. Tahoe City & Homewood on west shore. 1 block off Hwy 89 and lake. 3-bd + 2 rollaways. Homeowner assoc beach/pier privileges. Joe (209) 292-8392. #592866

FOR SALE: Bamboo furniture. WWII vintage, hot collectibles. Complete family room set. Top cond. Includes barrel bar. Make offer. (541) 469-3596. #1216165

FOR SALE: Case 450B Dozer. Low hrs, 6-way blade, 3 shank ripper. \$18,500. Also: 1979 F-350 Custom Ford. 12-ft stakeside truck. \$1,000 firm. (702) 972-4297. #1725466

FOR SALE: 1984 Toyota Sunrader. 4-cyl, auto, 18-ft, new rear axle, dash air. 59K mi. Very clean. Windows resealed. \$6,800. Napa (707) 224-9532. #0895585

FOR SALE: 1978 Corvette. Silver Anniversary model. Blue int/blue panel. Good shape. 100K mi. \$7,000 OBO. (408) 757-5614. #1192168

FOR SALE: '89 VW Jetta GL. Great commuter car. New brakes, tires, AC, moon roof, auto, tinted windows, AM/FM cass, runs great. Good body. 128K mi, mostly freeway. \$4,000 OBO. (510) 864-2067. #5642917

FOR SALE: 1993 Jeep Grand Cherokee Laredo. AC, PW, 4x4, tow pkg, 6-cyl, off-road pkg. \$15,000 OBO. (707) 446-1274. #2204848

FOR SALE: Hi-lo camping trailer. 14-ft w/side room awning. Excel cond. \$1,800. Also: 1975 Honda CB 125S. 1,000 mi, stored for 20 yrs. \$500 OBO. Snap-On 3/4 drive set, complete. 3/4 to 2 3/8, all ratchets & extensions & tee bar in metal box. \$600. Snap-On 540 AVR on stand \$150. (209) 745-2574. #1826078

FOR SALE: Motorhome. Chevy chassis. New motor, only 2K mi, new tires. 4-burner stove/oven. Sleeps 5, awnings, lub/shower, 23-ft, gen, many extras. Still new.

\$11,600 OBO. (510) 757-9240. #0689209

FOR SALE: Water softener system. Reverse osmosis system, used 1 yr. Also: porcelain doll and plate collection. (209) 838-6273. #1462278

FOR SALE: Thousand Trails camping. Family camping at 37 campgrounds throughout the U.S. - 9 in Calif. \$3,000. (209) 826-8180 or (209) 826-8596. #1332632

FOR SALE: 1992 King of the Road 5th wheel. 34-ft, lvg rm, kitch slideout, bdrm slideout. Wired for solar panels and gen. \$25,000. (702) 577-0521. #1182848

FOR SALE: Mobilehome. In Sierra foothills town of Placerville, CA. 2bd/2ba, great room, kitchen has lots of counter space, 8x12 workshop w/power. Pleasant senior park w/low space rent. \$39,000. (916) 676-4115. #1967843

FOR SALE: 16-ft Hobie Cat. Trailer, and many extras. Equipped for competition. Garage, in excel cond. \$1,250. Also 9mm Browning Hi-Power, Armoloy finish, Pacmyer grips. Extra mags/holsters. \$550. (209) 579-5150. #1711020

FOR SALE: 1974 Class A motorhome. Pace Arrow, 45K mi, 24-ft, new upholstery, Dodge 440, roof air, Onan gen, self-contained, \$4,700. (415) 585-8991. #1578850

FOR SALE: 1952 M43 Army ambulance. Completely refurbished, new tires, battery, brakes, etc. 30K mi, like new. \$3,500. (916) 652-0974. #787985

FOR SALE: Queen-size mattress/box springs. Imperial Regal by Seal Posture Pedic. Sears Top Line. Almost new, excel cond, used only in guest room. Paid \$950, sell for \$350 OBO. (707) 433-6146. #1745684

FOR SALE: 3bd/2ba home. Formal dining room, 3-car garage, landscaped, auto sprinkler system on La Contenta Golf Course, close to Comanche Lake and Hogan & Pardee Dams. \$158,700. (415) 591-3716. #1382469

FOR SALE: '93 Bounder motorhome. 34J, 454 Chevy, 2-roof AC, 2 propane, forced air heat, 7.0 Onan gen, 4-burner/oven, mw, basement storage. TV/VR, AC/gas. 37K mi. \$37,000. Ted Johnson (916) 735-6987. #1137645

FOR SALE: '92 Caribou Cabover Camper. 11 1/2-ft AC, gen, refrig/freezer, mw, Power Booster TV antenna, outside shower & dry bath, entertainment equipment, extend cab, qn bed, storm windows, thermostat furnace, 100% self-contained. \$9,400. (916) 365-6731. #108756

FOR SALE: 207 acre ranch in Arkansas Ozarks. 25 mi. n. or l-40 on Hwy 95. 2,400 sq-ft home w/3-bd, 2 fp, Heat pump, city water, 24 x 34 shop. Beautiful view. Good deer hunting. \$275,000. Must sell due to illness. (501) 592-3782. #0465812

FOR SALE: 10 acres, scenic, secluded! 3100-ft elev, 30 min n. or Grass Valley, CA on Hwy 49. Well produces 25 gpm of excel water. Driveway on Hwy 49. All usable land. \$46,000. \$20K down/will carry rest at 10% for up to 7 yrs. (916) 288-1022. #1425289

FOR SALE: 1981 Camaro Z28. T-Top, rally wheels, leather int, Calif. classic, needs eng work. \$3,000 OBO. (209) 333-2506. #1774822

FOR SALE: 1988 Holiday Rambler. Alum-Lite X5/XL. 26-ft, awning, shower. Magic Chef stove & microwave. 47K mi. \$22,000. (916) 689-4061. #1238702

FOR SALE: Tools. End wrenches, hyd. wrenches, offset end wrenches, porta pump & two cys, three-ton come along, taps & die to 1 1/2, USS & SAE, much more. Recently retired. (916) 481-4535. #1130290

FOR SALE: 1985 Holiday Rambler Imperial. 40-ft fifth wheel, W/D, TV w/stand, awnings, oak int. \$20,000 OBO. (510) 417-1168. lv msg. #1597767

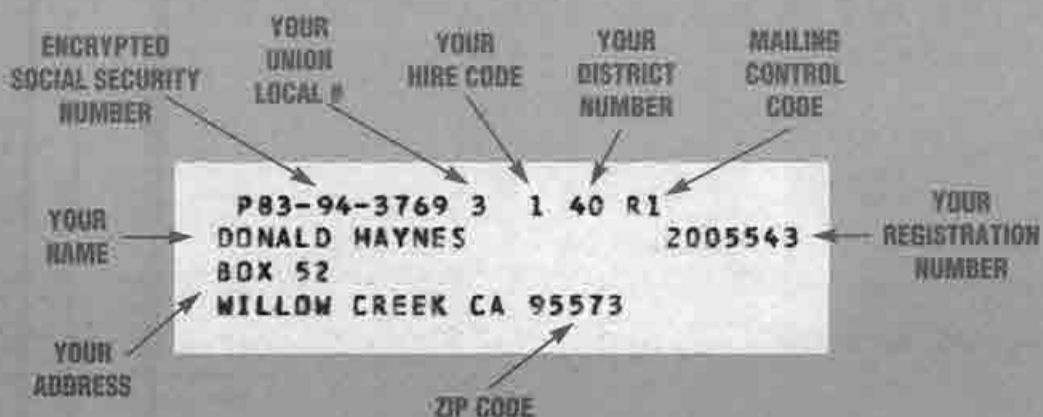
FOR SALE: 5-acre ranchette in Aromas, CA. 4-bd/2 1/2 ba, 2-car gar, 2,500 sq-ft lvg area in gated community. 2,000 sq-ft barn, perfect for horses, many, many extras. \$360,000 OBO. (408) 726-3071. #1058010

FOR SALE: Water truck. 1985 Paul's 3,800-gal water tank and system w/6 cab-controlled sprays on 1978 GMC Brigadier 3-axle. Super singles on rear. Detroit diesel 6V92T eng, heavy duty frame & suspension. \$28,000 OBO. (408) 726-3071. #1058010

FOR

New mailing labels to contain member registration number

The Local 3 Election Committee voted to add members' registration numbers to the cheshire address labels for the June, July and August issues of *Engineers News*. The new labels also will be affixed to the envelope containing your union election ballot, which will be sent to your home address in mid-August. Having your registration number on the *Engineers News* and ballot envelope will make it easier for you to properly fill out and return the election ballot with all the correct information.



It's been almost three years since Union Vision Services opened its doors at our union hall in Sacramento. We've received many good reports on the thoroughness and high quality of eye care at Union Vision Services.

Union Vision Services provides members and their families with state-of-the-art eye care, a wide range of quality and designer eye wear, contact lenses, and your vision insurance is accepted.

Take good care of your vision by being seen at Union Vision Services.

Union Vision Services at the Sacramento Hall

- State-of-the-art eye exams
- Top quality eye wear & contacts
- Friendly, helpful service

Operating Engineers Building
4044 N. Freeway Blvd., Ste. 160
Sacramento, CA 95834

To make an appointment call:
(916) 567-0888 Local
(800) 567-0188

UNION  Vision Services

District and Retiree Picnics

Redding District

Saturday, June 21
Anderson River Park
Food served 12 noon to 2 p.m.
Pit roast beef, BBQ beans, salad,
fruit, rolls, unlimited beer and soft
drinks
Ice cream, games for the kids,
music, raffle
Adults \$10, retirees \$6, children
6-14 years old \$4, kids under 6 free
Info: (916) 222-6093

San Francisco District

Sat., June 28
Huddart Park in Woodside (Werder
Shelter Area)
1 p.m. to whenever
Tri-tip or chicken, salad, beans,
dinner rolls, hot dogs for
the children.
Tickets: \$10 adults, \$8 retirees,
under 12 free
Info: (415) 468-6107

Rohnert Park District

Sunday, June 29
Windsor Water Works
10 a.m. - 5 p.m. (hours park is open)
Food served 11 a.m. - 2 p.m.
Tickets: Adults \$13, retirees \$9,
children \$2
Menu: Tri-tip or chicken, salad,
beans, dinner rolls, hot dogs for the
children.
Water slide tickets are extra
Unlimited beer and soft drinks
Door prize, raffle
Event sells out, so get tickets early
Info: (707) 585-2487

Reno District

Saturday, July 12
Deer Park in Sparks
1 p.m. (Retirees meeting 11 a.m.)
Actives \$7.50, \$15 per family,
retirees free
Steak, hot dogs, salad, beans,
garlic bread, ice cream, unlimited
beer and soft drinks, raffle, music
Info: (702) 857-4440

Stockton District

Sunday, July 27
Mickey Grove Park
Adults \$10, \$8 retirees,
kids under 15 free
Info: (209) 943-2332

Sacramento District

Saturday, August 2
11 a.m. to 5 p.m.
Folsom City Park
Menu: tri-tip, hot dogs, salad, beans,
drinks
Live music, raffle, free parking
Tickets: \$7.50 per person, \$5 retirees,
children under 15 free.
Info: (916) 565-6170



Fairfield District

Sunday, Aug. 3
Pena Adobe Park, Vacaville
Next to Blue Lagoon Waterslide Park
11 a.m. to 5 p.m.
Adults \$8, retirees \$5, free for kids
who eat hot dogs
Water slide tickets are extra.
Tri-tip, Roger's special beans, salad,
rolls, unlimited soft drinks and beer.
Lots of raffle prizes.

San Jose District

Sunday, August 10
Ed Levin Park (Elm Area), Milpitas
11 a.m. to 5 p.m.
Lunch served 1 p.m. to 2:30 p.m.
Menu: tri-tip or pork loin, salad,
beans, rolls, unlimited beer and soft
drinks
Adults \$10, free hot dogs for kids
under 12
Info: (408) 295-8788