The struggle within

Nortech may be a thorn in the side of Local 3, but to one woman the company has become her Goliath

see story page 6

SEE PAGE 3 for important information about the upcoming SEMI-ANNUAL MEETING
We kicked their butts

The morning after California’s June 2 primary was one of the most gratifying experiences in my 40 years in the labor movement. As I watched the election returns on television, a tremendous sense of satisfaction – and relief – came over me: Prop. 226 and 224 went down to big defeats and our endorsed candidate for governor, Lt. Governor Gray Davis, won big, even outdoing Republican Dan Lungren.

Who would have imagined four months ago that Prop. 226, which enjoyed a commanding 5-to-1 advantage in public opinion polls, would lose by seven percentage points on June 2? Who would have imagined three months ago that Davis, who was in last place in the polls in March, would win the Democratic nomination by a landslide?

One major constituency never gave up hope – union members. Back in February, when a Field Poll showed a whopping 71 percent of likely voters favored Prop. 226, organized labor was like an NFL team down three touchdowns going into the fourth quarter of the Super Bowl. Despite what appeared to be an insurmountable lead, labor kept its cool. It came together and carefully mapped out a cohesive and effective strategy, and in the end, we won the campaign the way Super Bowl champions do – in the trenches.

How we did it
Prop. 226’s rapid demise happened because labor won the ground war. Prop. 226 proponents may have had the out-of-state billionaire donors and the people and the spirit. Thousands of union members walked precincts, worked phone banks, talked one-on-one with fellow union members and their neighbors. They placed lawn signs everywhere they could, wrote letters to newspapers and called in to talk radio shows.

The results knocked the wind out of the opposition’s campaign sails. In one month, the gap between support and opposition for Prop. 226 plummeted from 40 points in April to just 14 points at the end of May. The shift was even more dramatic among union households. In February, when Prop. 226 held such a huge lead, union households were about evenly split on the issue. But when the results of election day 68 percent of likely union voters opposed Prop. 226 and only 27 supported it. Prop. 226 represents one of the greatest comebacks in the defeat of a ballot proposition in California political history.

When Gray Davis fell to last place in the polls in March, skeptics quickly wrote him off as too dull. Not Local 3. We stood by Davis from the beginning because of his long history of supporting issues important to workers. In California’s first open primary, Davis ended up trouncing his two major Democratic rivals and defeating Republican Dan Lungren by more than 60,000 votes.

Lessons learned
The Prop. 226 campaign stands as yet another reminder of how important political activism is to the labor movement. Unions cannot continue to raise the living standards of their members without maintaining a strong presence in politics. Collective bargaining is simply too closely tied to the political process. We saw this happen with the prevailing wage fight in 1995 and then again when Gov. Pete Wilson used the Industrial Welfare Commission to repeal overtime pay after eight hours in 1999.

We cannot rest for one moment. More attacks on unions are guaranteed to come. In fact, the day after the election, Wilson said at a Republican Unity breakfast in San Diego: “I’ve got bad news for unions. This was just round one.”

Mark Bauer, one of the Prop. 226 authors told the San Francisco Chronicle the day after the election: “They did not defeat Prop. 226 decisively. Prop. 226 will be back because I am not going to let it go.”

Our next political battlefront is already upon us. Just when you thought no one could be as anti-worker as Wilson, along comes Dan Lungren. If elected, Lungren will likely lead the charge to repeal prevailing wages, end overtime pay and enact a right-to-work law. And he is just as likely as Wilson not to negotiate in good faith for a fair contract for our State Bargaining Unit 12 members. We have to elect a labor-friendly governor, and that candidate is Gray Davis.

I would like to personally thank the Local 3 staff and membership for the tireless hours they committed to the June 2 primary. I would also like to thank all Local 3 members who sent in contributions in support of the No on Prop. 226 campaign. On page 16 is a copy of a letter I received from IUOE General President Frank Hanley. The letter more than speaks for itself.

The Prop. 226 campaign unfortunately drained our political coffers. If you would like to make a contribution to replenish our political campaign fund, especially in light of the upcoming governor’s race, please fill out the form on page 5. Any contributions will be greatly appreciated.

The June 2 primary was an inspiration to all of us in the labor movement. More importantly, it builds momentum for the November election. Let’s keep our spirits high, and over the next five months work to elect Gray Davis for governor.
Local 3 members overwhelmingly ratified last month a three-year extension of the current Master Agreement for Northern California. The new agreement was approved by 92 percent of those who attended ratification meetings held in each Northern California district from May 4 to May 14. The agreement goes into effect June 1, 1998 and expires June 15, 2002.

Highlights of the agreement include:

- **Wages and fringes** - The best economic package in 20 years - $3 per hour for all classifications over the life of the contract.
- **Supplemental dues** - Employers agreed to pay a total of 40 cents per hour in supplemental dues, which will significantly lower the amount of dues members working under the agreement pay out of their pockets for regular dues.
- **Safety** - Random drug testing to help make the industry safer for everyone.
- **Why extend the agreement?**

In March the employers asked Local 3 Business Manager Don Doser about expediting the contract out of concerns for jobsite safety. A fatal on-the-job accident earlier in the year involving an Operating Engineer who had taken drugs during lunchtime prompted the employers to seek stronger drug language in the contract.

Doser and the officers did not oppose meeting with the employers because they had concerns of their own. At the time, Prop. 226, the Anti-Worker Initiative, enjoyed a huge lead in the polls. If Prop. 226 passed, Doser thought, California might become a right-to-work state and prevailing wages repealed.

"The employers might have come in with a completely different attitude when the Master Agreement was up next year," Doser said. "So I decided it was in the best interest of the members to lock in another three years. I'm glad I did because we ended up getting the best Master Agreement in 20 years."

**Economy**

The breakdown of the unprecedented $3-per-hour wage-fringe package is as follows: $1.05 per hour effective June 16, 1998, $1.10 per hour effective June 16, 2000 and 85 cents per hour effective June 16, 2001. These increases are for all classifications to be allocated by the union for wages, health and welfare, or a combination of all three. Business Manager Don Doser said that because of the overall good condition of the trust funds, the increases will likely go entirely to wages.

**Supplemental dues**

In addition to the best economic package in two decades, the employers also agreed to pay what is known as supplemental dues. This type of dues, which is used by virtually all other construction crafts, supplements regular or window dues and is usually paid by either the member or the employer based on the number of hours the member works.

In the case of the new Master Agreement, beginning December 25, 1998, 10 cents per hour in supplemental dues will be paid by the employer and placed into the member's vacation fund. The money will then be transferred to the union. An additional 10 cents per hour will kick in on June 16, 1999, June 16, 2000 and June 16, 2001, for a total of 40 cents per hour through the life of the new contract.

This is new money above and beyond the wage and fringe benefits increases. Supplemental dues will not affect vacation pay, which will remain at $2.70 per hour. The variable cost of health care and the overall health care portion of the trust funds, the increases will likely go entirely to wages.

**Member's out-of-pocket dues reduced**

Supplemental dues will significantly reduce the amount of dues members working under the agreement pay out of their pocket for regular dues. For every 10 cents the employers pay in supplemental dues, the base dues, or the amount members pay at the window or in monthly or quarterly installments, drops down $6 per month.

"For example, the base dues under the current Union Bylaws will be $87 a month effective Oct. 1, 1999. Under the new agreement, out-of-pocket dues or window dues will be reduced $12 to $75 at that time because the supplemental dues paid by the employers will be 20 cents per hour."

A member's dues will continue to go down $6 per month for every 10 cents per hour of supplemental dues, so that by the third year of the contract those working under the agreement will be paying $63 per month in base dues.

"The employers like what we're doing with our organizing," Doser said. "We have about 30 organizing campaigns going on at any given time. These campaigns, which will help us get our market share and strength back, require resources. So I asked the employers to help us out and they obliged."

In addition to organizing, supplemental dues will help strengthen the union in other ways. The slight increase in revenue is expected to be generated by supplemental dues will help Local 3 fight political attacks such as repeal of prevailing wages, right-to-work and anti-worker referendums like Prop. 226.

"These assaults on organized labor are only going to continue," Doser said. "Right now we have to stump and scrape to pay our bills each month. Supplemental dues will help us be better prepared."

**Drug testing**

The new agreement allows an individual employer to initiate unannounced random drug testing, with the selection process requiring each individual employer to have an equal chance of being selected. If an employer initiates testing, all employees are subject to testing. The employer may establish two random testing pools, one for DOT-regulated employees and one for all others.

The employer has to consult the Addiction Recovery Program before it implements this policy so that the program can provide education to the individual employers and its employees.

The employers and Local 3 will establish a joint committee to determine whether there's a feasible means by which the union's Job Placement Centers can conduct the drug-alcohol screening before dispatching an employee so that only employees with a negative test will be referred.

**Other provisions of the agreement**

**Project labor agreements:** An employer may work under the Master Agreement or project agreement, whichever is more favorable to the individual employer.

**Job Placement regulations:**

- **Under the old agreement, during the period June 1 to November 15, an employer could request any employee from the A, B or C list by name if there's less than 15 percent registered on the out-of-work list. Under the new agreement, the time period has been expanded from April through November.**

- **Five- and 10-year letters now cover the construction industry and related industries such as rock, sand and gravel, mining, and equipment dealers and shops.**

**Retiree addendum:** Under the old agreement, retirees could work during the months of July through October. Now they can work from April through November.

**Tide work:** Employers forming tide work have to establish a starting time for the project between 5 a.m. and 10 a.m. that corresponds to the tide on the first day of the project.

**Minimum qualification test:** Individual employers can now waive the requirement to pass the minimum qualifications test.
ELECTION 1998

Victory!

Unions came out ahead in the primary, but don't rest on your laurels just yet

Labor scored big in the June 2 primary, with the most major victory being the defeat of Proposition 226. Thanks to the support of union members who dedicated thousands of hours of their time to walk precincts, operate phone banks and otherwise spread the word, the Anti-Worker Initiative went down, with 54 percent of California voters saying "no dice."

Proposition 224, or the PECG Initiative, also failed. The measure would have established a rigged bidding system for state engineering and surveying contracts — a system that would have been detrimental to private firms signatory to Local 3.

The defeat of Prop. 226 guarantees that labor unions will be major participants in the November general election. Had it passed, unions would have been all but eliminated from the political process, thus giving the Republican Party a chance at retaking the California Legislature and retaining the governor's office. Instead, Democratic gubernatorial nominee Gray Davis can campaign knowing he has the full backing of labor.

Overall, Local 3-endorsed candidates did very well in the primary. Davis, who was touted as the only candidate who could beat Republican gubernatorial nominee Dan Lungren in a head-to-head matchup, won the Democratic Party nomination decisively, garnering 58 percent of the vote. Multi-millionaire Al Checchi, who spent over $30 million on his campaign was a distant second with 22 percent of the vote, and three-time Congresswoman Jane Harman came in third with 21 percent.

The fight between Davis and Lungren for California's top office has already begun. Lungren has challenged Davis to a series of debates, which could begin as early as this month.

Although labor's victories in the primary were decisive, the struggle is far from over. In order to ensure victory in November, union members can't rest for a second and instead must be ready for an all-out effort.

And the winners are...

The following is a list of the Democratic and Republican Party nominees for the November general election. An asterisk (*) denotes a candidate endorsed by Local 3 for the June 2 primary. Incumbents are marked as such.

STATE WIDE ELECTION

Governor
Gray Davis (D)* Dan Lungren (R)

Lieutenant Governor
Cruz Bustamante (D)* Tim Leslie (R)

Secretary of State
Michela Alioto (D)*
Bill Jones (R) - incumb.

State Controller
Kathleen Connell (D)*
Raben Barnes (R)

State Treasurer
Phil Angelides (D)*
Curt Pringle (R)

State Attorney General
Bill Lockyer (D)*
Dave Stirling (R)

Superintendent of Public Instruction
Delaine Eastin* - incumb.
Gloria Matta Tuchman

State Insurance Commissioner
Diane Martinez (D)*
Chuck Quanter Bush (R) - incumb.

State Board of Equalization:
Dist. 1
John Kehls (D) - incumb.
No Republican Candidate

Dist. 2
Tom Santos (D)*
Dean Andal (R) - incumb.

Dist. 3
M. Christian Heising (D)*
Claude Parish (R)

Dist. 4
John Chiang (D)*
Joe Adams (R)

State Board of Equalization:
Dist. 4
Mike Thompson (D)*
Mark Luce (R)

Dist. 5
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

U.S. House of Representatives:

Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

Dist. 10
Ellen Tauscher (D)*
Mark Luce (R)

Dist. 11
Robert Figueroa (D)*
Richard Pombo (R) - incumb.

Dist. 12
Tom Lantos (D)*
Robert Evans (R)

Dist. 13
Fortney "Pete" Stark (D)* - incumb.
James Goetz (R)

Dist. 14
Anna Eshoo (D)*
Johan Klehs (R) - incumb.

Dist. 15
Dick Lane (D)*
John Haugen (R)

Dist. 16
Zoe Lofgren (D)*
James Goetz (R)

Dist. 17
Cruz Bustamante (D)*
Dean Andal (R) - incumb.

Dist. 18
Gary Condit (D)*
Bill McCampbell (R) - incumb.

DISTRICT WIDE ELECTION

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)

State Board of Equalization:
Dist. 1
Mike Thompson (D)*
Mark Luce (R)

Dist. 2
Roberts Braden (D)*
Wally Herger (R) - incumb.

Dist. 3
Sandra Dunn (D)*
Doug Ose

Dist. 4
David Shapito (D)*
John Doolittle (R) - incumb.

Dist. 5
Robert T. Matsui (D)*
Robert Dinmore (R)

Dist. 6
Lynn Woolsey (D)*
Ken McMaulife (R)

Dist. 7
George Miller (D)*
Norman Rhege (R)

Dist. 8
Nancy Pelosi (D)*
David Marta (R)

Dist. 9
Barbara Lee (D)*
California Sanders (R)
CALIFORNIA LEGISLATURE

State Senate

Dist. 2 Wes Chesbro (D)*
  John Jordan (R)
Dist. 4 Mark Desio (D)*
  K. Johannesen (R) - incumb.
Dist. 6 Deborah Ortiz (D)*
  Chris Quackenbush (R)
Dist. 8 Jackie Speier (D)*
  Jim Tomlin (R)
Dist. 10 Liz Figueroa (D)*
  Bob Gough (R)
Dist. 12 Sal Carnella (D)*
  Dick Montieith (R) - incumb.
Dist. 14 No Democratic Candidate
  Charles Poochigian (R)
Dist. 16 Jim Costa (D)* - incumb.
  Gregg Palmer (R)

State Assembly

Dist. 1 Virginia Strom-Martin (D)* - incumb.
  Sam Crump (R)
Dist. 2 Francis Sullivan (D)*
  Richard Dickerson (R)
Dist. 3 Scott Gruendl (D)*
  Sam Aanastad (R)
Dist. 4 Mark Norberg (D)
  Thomas Oiler (R) - incumb.
Dist. 5 Linda Davis (D)
  Dave Cox (R)
Dist. 6 Kerry Mazzoni (D)* - incumb.
  Russ Weider (R)
Dist. 7 Patricia Wiggins (D)
  Bob Sanchez (R)
Dist. 8 Helen Thomson (D)* - incumb.
  Toni Thompson (R)
Dist. 9 Darrell Steinberg (D)
  Mike Dismukes (R)
Dist. 10 Debra Gravert (D)*
  Anthony Pescetti (R)
Dist. 11 Tom Torlakson (D)* - incumb.
  No Republican Candidate
Dist. 12 Kevin Shelley (D)* - incumb.
  No Republican Candidate
Dist. 13 Carole Migden (D)* - incumb.
  Randy Bernard (R)
Dist. 14 Dion Aroner (D)* - incumb.
  Jerald Udinsky (R)
Dist. 15 Charles Brydon (D)
  Lynne Leach (R) - incumb.
Dist. 16 Don Perata (D)* - incumb.
  Linda Marshall (R)
Dist. 17 Michael Machado (D)* - incumb.
  Jay Smart (R)
Dist. 18 Ellen Corbett (D)*
  Carol Nowicki (R)
Dist. 19 Lou Papan (D)* - incumb.
  Penny Ferguson (R)
Dist. 20 John Dutra (D)*
  Jorelle Zager (R)
Dist. 21 Ted Lempert (D)* - incumb.
  Laverne Atherly (R)
Dist. 22 Elaine Alquist (D)* - incumb.
  Stan Kawczynski (R)
Dist. 23 Mike Honda (D)* - incumb.
  Patrick Da Long (R)
Dist. 24 Phil Stokes (D)*
  Jim Carneale (R) - incumb.
Dist. 25 Wesley Finch (D)
  George House (R) - incumb.
Dist. 26 Dennis Cardoza (D)* - incumb.
  Patty Hollingsworth (R)
Dist. 27 Fred Keeley (D)* - incumb.
  Phil Chavez (R)
Dist. 28 Alan Styles (D)*
  Peter Frusetta (R) - incumb.
Dist. 29 No Democratic Candidate
  Mike Briggs (R)
Dist. 30 Dean Florez (D)*
  Sam Crump (R)
Dist. 31 Sarah Reyes (D)*
  Robert Prenter (R) - incumb.
Dist. 32 Robert Tucker (D)
  Roy Ashburn (R) - incumb.

STATE BALLOT PROPOSITIONS

An asterisk (*) indicates Local 3’s recommendation, if any, on the proposition.

219 - Ballot measures
  Yes 67%
  No 33%

220 - Courts
  Yes* 64%
  No 36%

221 - Judicial officers
  Yes* 81%
  No 19%

222 - Murder sentences
  Yes 77%
  No 25%

223 - School admin. costs
  Yes 46%
  No* 54%

224 - State contracting (PECG)
  Yes 38%
  No* 62%

227 - Bilingual education
  Yes 61%
  No* 39%
The struggle within

Nortech may be a thorn in the side of Local 3, but to one woman the company has become her Goliath

by Jennifer Gallagher, Assoc. Editor

On May 6, Local 3 sent a clear message to Nortech management that the fight is far from over. By staging a rally in front of the recycling facility, Nortech workers, union representatives and legislators created a united front that Nortech may find hard to ignore. The campaign has been time-consuming and frustrating for the union. But one woman exemplifies the struggle more than any other. That woman is Alice Keyes.

When the employees of Nortech Waste LLC in Lincoln, Calif., first contacted Local 3 about representation, Alice had no idea what was in store for her. As the spokesperson of the 50 primarily Hispanic workers, Alice has taken a position on the front line of an all-out war.

Alice began working for Nortech in May of 1996, not long after the facility opened. Tired of having to commute to a job she thought working closer to home would make life easier on her, and in the beginning, it did. She encountered no problems at work, and was such a good employee that Nortech even offered her a job in buy-back, a promotion of sorts. She inclined the position because the pay increase wasn't substantial enough to outweigh the potential headaches.

At one point, Alice developed carpal tunnel syndrome in her left wrist while working on the sorting line. The company didn't handle her, and worker's compensation paid for the surgery required to repair the damage. The company even paid mileage to and from therapy. But this was before the employees of Nortech decided to seek union representation. After that, everything changed.

The struggle begins

Nortech workers voted overwhelmingly for Local 3 representation in September of 1997, but negotiations have been, to say the least, slow. It took eight negotiating sessions before the company would be able to sell it, and dressed in a rat suit. 

On a cold and windy Jan. 5, Alice's first day outside, she was ordered to work in the swamp, picking up trash. It was dangerous, dirty work, but Alice was not about to object. She wouldn't give them the satisfaction. At one point during the experience, she fell down in the swamp. Totally humiliated, she cried most of the day, but never once did a Nortech supervisor might see her tears.

Alice outside duties included "sweeping" the parking lot, without a broom or trash can, picking papers out of the compost pile, taking nails out of wood so the company could sell it, and any demeaning work the company could think of.

Although Nortech has always had a person assigned to picking up the trash in the parking lot, the company always made it as easy as possible on the person. But not for Alice. On rainy days, they would give her a rain coat and hat, but no appropriate shoes. Sometimes, she says, the wind would get so bad that she had to hold on to the fences to keep from blowing over.

Nortech also made a joke of always having a smile on her face when Nortech supervisors might be looking at her. When the smile fades, however, you can see that she is angry and sad. But she continues the struggle, despite often feeling completely demoralized.

She has often thought of quitting, not only for her own sanity, but to make things at home a little more tolerable. Her husband, Fred, has been a source of underlying support and devotion, but the Nortech situation has been hard on both of them. In fact, there was a time when the stress took such a toll that she and Fred didn't speak to each other for two weeks.

She feels, however, that she has come too far down this road to turn back now. The main reason she stays, despite everything she has gone through, is her coworkers. Because the majority of them don't speak English, they have relied on Alice from the start to plead their case. And without her, their means of communication is all but cut off. "From here, they have nowhere else to go but the fields," Alice said. "I can get a job anywhere, but they need someone to speak for them."

The workers are often afraid to make waves, especially with Lyida, one of the supervisors. Lyida is Mexican like most of the employees she supervises but, according to Alice, she has forgotten her roots. She treats the workers poorly and favors the men over the women. Not one to back down from a confrontation, Alice has always stood up to Lyida, thus earning the respect and admiration of her coworkers. They come to her for help, and she refuses to let them down by quitting.

The rally was an effort designed to show the company that not only is Local 3 behind the workers, but so are several members of the California Legislature, other unions and the NAACP.

Nortech workers marched out of the building at 11 a.m., amid noise-makers, drums, and a man dressed in a rat suit.

Other speakers included state Sen. Hilda Solis, Assemblywoman Deborah Ortiz, NAACP President Robin Ware, and Assemblyman Kevin Shelley. All pledged their support of the workers and promised to help in any way possible.

The rally was the result of an effort to bring the Carpenters, SEIU, UAW, Iron Workers, Painters, Cement Masons, Teamsters, Sheet Metal Workers, CWA, and HERE. Bob Stupnerson, president of the State Building and Construction Trades Council, was also one of the speakers.

As was Alice, in a humble moment, typical despite her brash, take-charge attitude. Alice simply wanted to say, "Thanks!"

But for all the hard work she has put into staying the giant, the thanks should go to Alice. Stick it to them, sister.
San Jose branch moves to bigger quarters

To better serve the growing number of credit union members in the South Bay, the Operating Engineers Federal Credit Union moved its Valley Fair branch to 798 North First Street in San Jose on June 3.

The new location was selected to afford members quick freeway access and, since the branch has its own lot, parking is also convenient. The new location has a spacious lobby, which makes it easy for members to conduct credit union transactions with privacy.

Please see the new San Jose branch for yourself next time you're in the area.

As a credit union member, you may use any of the credit union's 19 branches. For the location of the branch nearest you, call 1-800-877-4444 during business hours or check the credit union's web site 24 hours a day at www.oefcu.org.

Huge turnout at May car sale

Credit union members came from as far away as Twain Harte in the Sierra foothills and Capitola near Santa Cruz to attend the credit union's spring nearly-new vehicle event in Dublin.

Local 3 member Tom Stumler of Martinez and his wife, Liz, found a Ford F350 pickup at the sale. "Our last car buying experience was at a dealership and that took eight or nine hours," said Liz. "We prequalified with the credit union ahead of time for this sale and were really pleased to take care of getting our truck in just an hour-and-a-half."

The selection of vehicles at the credit union's Dublin branch car sale included domestic and imported cars, trucks, vans and sport utility vehicles.

Get a great rate on your next car loan

Your credit union offers 100% financing on new and used vehicle loans, with a 1/2% rate discount for choosing an automatic payment method on 1992 and newer models. You may also be able to save by refinancing your vehicle loan from another institution.

Apply day or night via our Web site www.oefcu.org or contact your branch.

Credit union employees (left) pose with Local 3 officers Jerry Bennett, Rob Wise and Max Spurgeon and Local 3 Business Agents Tom O'Brien and Charles Trujillo at the opening of the credit union's new branch on June 3. The branch is located at 798 N. First Street, San Jose, California 95112. The phone number is (408) 995-5895.
Proposed language will revise who will pay for workers' protective gear

Draft language has been presented by OSHA to clarify an employer's obligation to pay for personal protective equipment (PPE). This would amend current PPE standards in general industry, construction and maritime sectors.

OSHA is considering adding a new paragraph to regulation 1926.95 that would detail the payment for protective equipment. It will read that "all protective equipment, including personal protective equipment required in this part, shall be provided by the employer at no cost to the employee except for protective footwear and prescription safety eyewear."

According to John F. Martonik, OSHA's acting director for safety standards, the agency considers footwear and prescription eyewear to be personal in nature.

OSHA's Advisory Committee on Construction Safety and Health proposed the new language April 8 in response to the Oct. 16, 1997 decision in Secretary of Labor vs. Union Tank Car. In that case, the Occupational Safety and Health Review Commission overturned OSHA's interpretation that "providing" PPE means that employers must pay for the equipment.

The agency is expected to publish the proposed revision in June and hold hearings in September. OSHA said it is not its intent to discourage current PPE payment practices or to affect collective bargaining agreements. Many OSHA standards, including construction standards, require employers to provide employees with PPE, but do not always specify that the employer is to provide such equipment at no cost to the employee.

Some of the items identified as personal protective equipment include hard hats, abrasion/laceration protective gloves, non-prescription safety glasses, goggles, face shields, welding helmets and goggles, fall protection, chemical protective clothing and gloves, and safety shoes with metatarsal guards. Provisions and payment for respirators have been covered under a different rulemaking.

Officials at the Association of General Contractors of America were not impressed with OSHA's proposed revision, saying the agency is being reactive concerning the issue, and spiteful following the Union Tank Car decision. "There's no need for OSHA to ruffle feathers now," said AGC's Carl Heinlein, director of safety and health services. "Employers understand PPE and for the most part believe it's not a bad thing."

Heinlein said employers, especially those in the construction industry, are generally working with a transient workforce. Having an employer buy all necessary protective equipment would not only cost a lot of money, but there is the concern that a worker might only be on the job for two weeks, and then be gone.

"We believe PPE, as it currently stands, is working and that OSHA should address other priorities," Heinlein said. When OSHA gets into rule-making mode, that means Uncle Sam is getting into business. The current rule is working, and OSHA shouldn't mess with something that's working."

OSHA officials, however, estimate that all construction workers will need some personal protective equipment at sometime during the course of the year, and that hard hats are used by virtually all construction employees. They estimate that most construction workers will use protective gloves.

OSHA also estimates that as many as one-third of all construction workers use non-prescription safety glasses and another 20 percent wear goggles.

The above article appeared in the May 11 issue of OSHA/Week Magazine.

Personal Notes

From the Rohnert Park District
Our sincere condolences to the families and friends of the following departed:

We would also like to extend our prayers and condolences to the families of Frank Devincenzi, who passed away on 5/8/98, Frank was the owner of Arthur & Devencesi, a contractor in the Rohnert Park District.

Our condolences to John and Dannii Hendricks on the passing of John's father, Glenn Arthur Hendrick, on 4/28/98. John was the former director of Local 3's Delinquent Employers Department. John's son Chris Hendricks is also a Local 3 member and works as a mechanic for Ghilotti Construction.

Congratulations to the following:
Ricky and Constance Holms on the birth of their son, Travis Barrows on April 18, Richard Siri Jr. and Delores Meyer on their

HAZMAT TRAINING SCHEDULE:
Fourth Quarter 1998
All Classes will begin at 7:00 a.m.

40-hour Hazmat training program

Rancho Murieta October 12-16
7388 Murieta Drive November 16-20
(510) 748-7400 ext. 3358
(Housing is available; however, reservations must be made ten (10) days prior to the course date)

Alameda Headquarters December 14-18
1620 S. Loop Road
(510) 748-7400 ext. 3358

Eight-hour Refresher
Fairfield November 12
2540 N. Watney Way (707) 429-8008
SANTA ROSA November 13
6225 State Farm Dr., Ste. 100 (219) 943-2332
ROHNERT PARK, CA
STOCKTON December 5
1916 N. Broadway (209) 943-2332
FRENSO October 10
Cedar Lanes
3131 N. Cedar
(209) 252-8903
MAYSVILLE October 23
611 W. Broadway
(530) 743-1721
REDING October 24
20308 Engineers Lane
(530) 222-6093
SACRAMENTO December 4
4044 N. Freeway Blvd., Ste. 200
(916) 361-6107
SAN JOSE November 14
1620 S. Loop Rd.
(415) 429-5008
ALAMEDA, CA

PREREQUISITES FOR HAZMAT REFRESHER COURSE

Proof of completion of the 40-hour training or last recertification.
Tuition (Effective July 1, 1998)

40-Hour Course
• Operating Engineers Members on the out-of-work list: no charge
• Sponsored Students: $250.00
• Operating Engineers: no charge

Eight-Hour Refresher
• Operating Engineers: no charge
• Non-members: $30.00

(No room and board included)
Tuition is due at the time of the class or will be billed if arrangements are made. Certificates will be held in the event of non-payment. No cash will be accepted.

Registration:
To register, please call the number that is listed for the class you would like to attend.
People who get marijuana through California healing centers and claim a legitimate health reason for its use still cannot work in safety-sensitive jobs, say US Department of Transportation officials.

Claiming they are operating under a 1996 law legalizing marijuana for medical use, dozens of California clubs sell marijuana to thousands of members.

State and federal forces are engaged in legal battles over California's Proposition 215, the state law 56 percent of voters approved in 1996.

"It doesn't matter if the marijuana was obtained legally, a marijuana positive is a marijuana positive," says Mary Bernstein, director of DOT's Division of Drug and Alcohol Policy and Compliance.

"Regardless of the laws in terms of medical marijuana, if you are in a DOT safety-sensitive position, the test would be positive.

"Nobody has taken issue with our position," she says.

Michael Haugh, manager of safety for the California Trucking Association, totally agrees.

"It's a cut and dried issue," says Haugh. "We have zero tolerance for any type of drug use, prescribed or otherwise."

We're pretty closed minded on this.

"Truck drivers are operating vehicles that go up to 80,000 pounds. Alertness is a major factor in stopping distances and other operating issues. If a guy can get a doctor to prescribe marijuana for him and he says he can still drive a truck, he's not going to be in this business very long."

The California law allows doctors to recommend marijuana to ease discomfort caused by cancer, anorexia, AIDS, chronic pain, spasticity, arthritis, migraine, or any other illness for which marijuana provides relief.

Despite the laws in terms of medical marijuana, the California law has no impact. Employers who are not under federal guidelines can still adopt policies that prohibit its use.

Under the guidance issued by DOT, a medical review officer must report a marijuana positive as a positive, even if the substance is being used under a doctor's order.

U.S. District Attorney Michael Yamaguchi says the clubs are an "outright and flagrant" violation of the 1970 Controlled Substances Act, which categorized marijuana as a dangerous drug subject to the strictest possible controls.

The U.S. Department of Justice is trying to shut down more than 20 marijuana clubs with more than 11,000 members. The mayors of San Francisco, Oakland, Santa Cruz and West Hollywood are among officials petitioning President Clinton to block the federal suit. In the meantime, the California Supreme Court agreed with a lower court ruling that the clubs were illegal because they were not "primary care givers" for the patients they supply.

The Cannabis Cultivators Club, San Francisco's most tenacious organization, alone has a membership of 5,000 and was "clearly engaging in the illegal sale of marijuana," a San Francisco County Superior Court ruled April 15.

The club closed, but reopened a day later as the Cannabis Healing Center. Most other clubs also continue to operate, and their leaders say they will fight the semantics in court.

The above article was reprinted from the May 7, 1998 issue of Workplace Substance Abuse Advisor.

Greetings from new Tech Engineers Director

Twenty years ago this month, I left my surveying job with Martin M. Ron Associates and went to work for Local 3 as a dispatcher in the Oakland office. Since that time I have worked as a dispatcher in San Francisco and Sacramento, as an organizer throughout California and Nevada, and as a business agent in San Francisco and Sacramento.

In May, Business Manager Don Doser appointed me as Director of Technical Engineers and I thank him for the opportunity to service the membership in this capacity. Don Doser is committed to ensuring the quality of life for our members and their families, and this continues to improve. I am proud to be a part of his team.

Gerry Orme, a 33 year member who has worked as a surveyor throughout Northern California and Hawaii has joined the department as business agent. We urge you to give us a call anytime. I can be reached at the Alameda office at 510-748-7400, or at the Sacramento office at 916-565-6170. Gerry can be reached in Alameda at 510-748-7431.

We will be visiting district offices over the course of the next few months and would like to invite all the tech engineers to come by and meet us. The following is the schedule for June and July. The schedule for August will appear in next month's issue. If, for any reason, you cannot make it to the hall at the scheduled time, let us know and we will make arrangements to meet with you.

Oakland District Office
June 24 6-8pm
1620 South Loop Road, Alameda
San Jose District Office
July 1 6-8pm
760 Emery Street, San Jose
San Francisco District Office
July 8 6-8pm
5 Thomas Mellon Cir., Ste 266, S.F.
Sacramento District Office
July 15 6-8pm
4084 North Freeway Blvd., Sacramento

On May 13, we signed an agreement with the Culver Group out of Dublin and would like to welcome them into Local 3. We are suffering an extreme manpower shortage. If you know of any union surveyors or former members working outside the industry, please have them contact us.

In closing, I would like to thank Administrator Paul Schissler, Joanie Thornton and Janet Cricostot of the Surveyors Apprenticeship program for helping Gerry and I get adjusted to the department. Their experience has been very beneficial and their assistance greatly appreciated.

New Technical Engineers Director Andy Mullen, left, pictured with Culver Group Vice President Chris Johnson. The Culver group just signed a contract with Local 3.
El Niño can't keep oldtimers away from Retiree Picnic

An inch of El Niño-type rain the day before didn't prevent about 1,500 retirees and guests from attending the May 30 retiree picnic at the Rancho Murieta Training Center. Despite one of the wettest springs in recent history, the weather on picnic day was splendid, with clear skies and temperatures hovering in the low 70s.

Business Manager Don Doser presented 24 retirees with 50-year watches. Congratulations to all watch recipients for their years of dedicated service and contribution to Local 3 and the construction industry. 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. Bill Smith Photography was again on hand to provide souvenir portraits.

A special thanks goes out to RMTC and Local 3 staffs for their help in planning and carrying out the picnic.
50-YEAR GOLD WATCH RECIPIENTS
Those who received their 50-year watches at the retiree picnic were, in alphabetical order: Virgil Arnett, Elden J. Brown, Thomas Carter, Roy A. Christman, Ray C. Cooper, Arthur D. San Martino, Bill Evans, James "Tex" Everett, John Fenrich, George H. Gray, Ralph J. Hoffman, Robert A. Janes, Ace Keltner, Jay D. Logan, M.G. Mason, Joseph L. Parkinson, Jack Powell, Morris V. Reed, Ray P. Reed, Jack H. Reeves, Herb Sales, Robert Strickell, Chester R. Teasley, Rudy T. Williams. Those who received watches but were unable to attend the picnic were Herbert Bailey, Louis F. Baum, John M. Gilmour, Howard F. Robinett and Robert S. Skidgel. Two retirees in the photo, Aldo Poretti and Troy Scarberry, requested to have their watches sent to their homes.
Prescription drugs home pharmacy plan

By now, all active members covered by the California Health and Welfare Trust Fund and retirees covered by the Pensioned Health and Welfare Trust Fund, except those on a Medicare Advantage Plan, should have received their white plastic Prudent Buyer/Diversified Pharmaceuticals Services card. Kaiser members should have their Kaiser card as well as the white plastic Diversified Pharmaceuticals Services card. Use your Prudent Buyer/Diversified Pharmaceuticals Services card when obtaining medical services and when purchasing prescription drugs.

Diversified Pharmaceuticals Services (DPS) requires you to use your ID card when purchasing prescription drugs

Under the DPS plan, members go to a participating pharmacy, present their ID card and pay either $5 for generic or $10 for brand name prescriptions. There is no need to file a claim and wait for reimbursement. Refer to your recent mailing or contact the trust fund or fringe benefits office for details of this prescription benefit plan. Under the old plan, when members needed to buy a prescription, they would pay for their prescription, have the pharmacy complete the claim form, submit the form to the trust fund and then wait for reimbursement.

If you purchase prescriptions from a non-participating pharmacy or without your ID card, you must file a claim with DPS for reimbursement. Reimbursement claim forms are available through the trust fund or fringe benefits. Reimbursement will be based on what DPS would have paid a participating pharmacy. This means your cost will probably be higher than the normal $5 or $10. In many cases, the difference can be substantial. Save money and use participating pharmacies.

Kaiser members

Kaiser pharmacies are not participating pharmacies under the DPS plan. Members with Kaiser coverage, except retirees and spouses on Kaiser Senior Advantage, should not fill their prescriptions at Kaiser. They should take their prescription to a participating pharmacy for maximum reimbursement. Retirees and spouses who are on Kaiser Senior Advantage must fill their prescriptions at Kaiser.

Mail order option

Your prescription drug benefit also provides mail order service for your prescription needs. Mail order service is available through American Diversified Pharmacies in Sacramento or through DPS in Pennsylvania. The mail order option is perfect for those on maintenance drugs. When using the mail order option, there is no out-of-pocket cost to the member.

If you have not received your ID cards, or if you need additional information or forms, call your district office, the Trust Fund office, or fringe benefits.

Knowing your medication

If your doctor advises prescription medication, be sure to look carefully at the name of the prescription drug and the strength that your doctor is advising you to take. When you receive the prescription from your pharmacist, make sure it matches what your doctor prescribed.

If your doctor does not specify "name brand only" on the prescription, or if there is a generic equivalent, you may receive a generic prescription drug. Learn the generic names of the prescription drugs your doctor advises you to take. The generic names are complicated sometimes, but make the effort to be able to recognize them. It is time for all of us to get away from recognizing a prescription drug simply by noting the color, shape and size of the pill. Let us all educate ourselves regarding matters which directly affect our health.

Local 3, employers establish Office of Compliance and Civil Rights

Business Manager Don Doser announces the formation of the Office of Compliance and Civil Rights (OCCR). One of the goals of this new office, which will be housed at Local 3's Alameda headquarters, is to enhance the training and skills of underutilized journey-level operators.

Underutilized members are those who have in recent years reported below-average work hours. Another OCCR objective is to work with employers and the union to place these underutilized members in the advanced apprenticeship program and journey-upgrade training at Rancho Murieta. The office will then work with employers and the union to match underutilized journey persons with employers.

OCCR will also address the issue of ethnic diversity in the workplace. According to the U.S. Department of Labor, 70 percent of those entering the workforce will be minorities and 3 women. The OCCR will help employers and employer associations with diversity training. The office will also develop a mentoring program for underutilized members.

"Formation of the OCCR helps Local 3 continue to be the strong, effective organization that it has been throughout its 59-year history," said Local 3 Business Manager. "We've accomplished this by maximizing the skills and productivity of every member. The OCCR will help our members work to their full potential and ultimately help our employers operate more efficiently."

The OCCR's director, Curtis Brooks, is a graduate of Local 3's apprenticeship program. He passed nine journey person competency tests and received the Apprentice of the Year award in 1990. Brooks is also a former Local 3 business agent. Local 3 member Charles McGuire is the OCCR's compliance agent.

You can reach the OCCR at (510) 748-7400.
Surveyors competition is huge success

The Northern California Surveyors Joint Apprenticeship Committee held its 8th Annual Hands-On Competition for field surveyors on May 9. Forty-eight surveyors traveled from as far north as Sacramento, as far south as Fresno and from many other local and distant places to compete for top honors and bragging rights for one year.

The city of Alameda was kind enough to allow us to use the 10-acre parcel adjacent to the Operating Engineers headquarters to conduct the competition. Participants were divided into 14 crews and ran through a grueling four-hour, hands-on simulated job site course that included problems in slope staking, staking and topographic surveying. After all was said and done, scores were accumulated and these winners were:

First Place:
- Party Chief - Ken Schissler, Meridian Technical Services
- Chairman - Dave Nelson, Brian Kangas & Foulk
- Apprentice - Johnnie Mechikoff, Meridian Technical Services

Second Place:
- Party Chief - Al Pope, Meridian Technical Services

Third Place:
- Party Chief - Debbie Turner, Worldwide Surveys
- Chairman - Matt Jordan, Psomas
- Apprentice - Robert Fernandez, Meridian Technical Services

Fourth Place:
- Party Chief - Scan Finn, Worldwide Surveys
- Chairman - Les Sula, Tutor-Saliba
- Apprentice - Alan Carumay, Santina & Thompson

Awards for the winning crews were provided by the Bay Counties Civil Engineers and Land Surveyors Association and Operating Engineers Local 3. Representatives from both the association and the union were on hand to help with the contest and hand out awards. We greatly appreciate their generosity and support of our program.

As many of you are aware, this type of activity requires a lot of preparation and cooperation from both labor and management. We would like to thank Meridian Technical Services, Kier & Wright and Worldwide Land Surveys for the equipment and personal help they provided. Our instructor staff of Ken Anderson, Fred Feickert, Mike Foulk, Floyd Harley, Juan Lovato, Ron Nesgis and Terry Warren along with Local 3 Tech Rep. Gerry Orme were all judges and did a very professional job. We thank them for all of their efforts.

We were especially honored to have Tony Rubio assist with the judging and thank him for his support that day. To Joanie Thornton, Janet Cristoto and Dana Seiji Barker, a special thanks for preparing a great lunch and for all the work they did to prepare for the contest. It was a great day.

Golf tournament to be held July 19

The 4th Annual Tech Engineers Golf Tournament is rapidly approaching. The tournament is scheduled for July 19 at the Lake Chabot Golf Course in Oakland. Cost is $65 per person. The prize includes green fees, continental breakfast, golf cart, BBQ, and prizes. Entry is limited to the first 144 who sign up. The past three years of have sold out completely, so don't get left at the clubhouse. Contact Paul Schissler today at (510) 748-7413 for more information.

(above) First place winners Johnnie Mechikoff, Ken Schissler and Dave Nelson. (top right) Second place winners David Rau, Brent McDonald and Al Pope. (right) Third place winners Matt Jordan, Debbie Turner and Robert Fernandez.
Mild winter weather starts early spring

UTAH - The northern Utah area just went through one of the mildest winters it has seen in years. Was it the El Niño effect we keep hearing so much about? Well, whatever it was, work was moderate through the winter and started picking up around the beginning of March.

W.W. Clyde has a small crew at the Snow Basin Ski Resort doing some work on the ski runs in preparation for the 2002 Olympics. Superintendent Allan Scheib says the area is very steep with a thick pine forest: "We'll need some very skilled dozer hands to cut these downhill runs," says Scheib.

The ski resort's plans call for expansion of the lodge and a new hotel. Also in the plans are new cross country ski courses, two new ski lifts and a new road to the resort.

W.W. Clyde has also been working since 1997 on an earthquake retrofit project for a 400,000-yard dam on the east side of Layton. The Holmes Creek Dam is the oldest dam in Utah and was one of the first in the western states. It was first constructed in 1852 by a pioneer settler named Elias Adam Sr. The dam was originally only 4 feet high. It was raised to 70 feet in 1929 and holds about 1,100 acre feet of water. According to George Muir, a superintendent for Clyde, the company has been able to keep a small crew working off and on most of the winter. Now that they're back in full production, the project should be completed by the end of spring.

Clyde will also be starting work at Travis Ridge and River Oaks. The Travis Ridge job will consist of a road going east through the Draper Hills area, Dave Hales, the general project manager, claims that the job will go with 10 to 14 scrapers. Rodney Burke will be the superintendent.

River Oaks is a 200,000 yard dirt job around the 9400 South 700 West area of Salt Lake Valley. It is estimated that 12 operators will be needed, and Greg Hall will be superintendent.

Gibbons & Reed will also be busy this year with $42 million of carry over work on the ski runs in preparation for the 2002 Olympics. Superintendent Hall will be superintendent.

The light rail project has kept about a dozen operators busy this winter, too. Gibbons' contract on the light rail starts at 1300 South. Major construction continues within the existing rail corridor and ends around the 106 South area in Sandy.

Gibbons has also been keeping a crew working on a road widening project on 1900 West in the Ogden area. The job runs about 3.5 miles with excavation, new asphalt and lots of sidewalk, curb and gutter work. It should be completed in early June.

The I-15 corridor has been busy all winter. But there has been some down time because of weather. Some of the structure work is behind schedule, and the pile driving is also having some problems. We have five members working the pile rigs and doing an excellent job. The dirt spreads on each segment have put the project ahead of schedule, and the company is in a good position to get its concrete spread up and running.

Job stewards Mike Archulettta, Roland "Frenchie" LaVenture and William Bozeman have done an excellent job of working with the membership and company on the project.

Safety committee member Gordon Purcell has also been working hard on behalf of Local 3 to promote a safe working environment. Unfortunately, there have been some accidents involving some operators, but Purcell has stepped up his efforts to improve safety awareness.

Stacy Whitbeck is about 75 percent finished with 10 to 14 scrapers. Rodney Burke will be the superintendent.

Business Rep. H.K. Pang
MARYSVILLE - Those of you who witnessed the effects of El Nino on the District 60 picnic in Gridley on May 16 were part of a memorable day. The hard rain and hail made it a little difficult to hear some great music from American Federation of Recording Artists J.J. White, but we want to thank all of you who hung in there and took home some great raffle prizes.

District Rep. Frank Herrera said that if the winter of 1999 is anything like 1998, the district picnic will have to be moved back later in the year. May is traditionally a beautiful, warm month in the Central Valley, but winter just won’t let go.

The weather has taken its toll on construction projects as well, but there is a great deal of activity nonetheless. In between hail storms and snow storms, Granite Construction is keeping 10 Local 3 members busy between 50 and 55 hours per week on a lane widening and shoulder project on Hwy. 89 southeast of Quincy. Subcontractors include local owner-operators Dick Joy and Art Vierria. Atlas Tree of Santa Rosa has a member operating a chipper and there is an owner-operator out of the Rohnert Park district.

In the public employees sector, negotiations are underway in Lake County, where 500 country employees are working without a contract.

Marysville - Ford Construction has 12 to 15 members working on a water line project in Quincy.

River City Construction out of Redding is waiting for final authorization to proceed on the construction of the Greenville Wastewater Treatment Plant.

Harker and Harker has two members occupied in the Sierra Pacific Power Project near Bordertown, while nearby on Hwy. 395, Granite has a grading and paving crew on a road job.

The Stockton District picnic will be held Sept. 27 and will be bigger and better than ever. Plan to attend. Tickets will be available soon at the Stockton District office and from the business representatives.

District Rep. Dave Young
Work still slow, but will pick up with several new projects

A big pat on the back from Frank Hanley

IUOE General President thanks Local 3 for successful No on Prop. 226 campaign

REDDING - Rain, rain go away! Work has been slow due to the weather and late-in-the-year bids. Tullis is working at Sweed Creek every day that it can.

Cal Neva is demolishing the Cottonwood Creek bridge. According to Cal Neva Superintendent Russel Turner, all the ranchers up and down Cottonwood Creek want the concrete from the demolition to help repair property damage caused by last year’s floods. The company has just about given it all away. It’s only keeping the steel.

CC Meyers is just waiting for J.F. Shea and Cal Neva to complete the finish work on the bridge. Shea is finishing the bridge approaches with silver fills and has more paving left to do.

Clemens Construction picked up two small jobs. One is on Hwy. 395 in Lassen County and the other is I-5 in Shasta County. Kiewit Pacific picked up the Canby overlay, as well as the widening and paving of Hwy. 299 from the Trinity County line to the Crystal Creek bridge.

Stimpel Wiebelhause has received additional funds for the Hwy. 96 slide in Siskiyou County.

The Master Agreement ratification meeting was held on Wed., May 13 and we had a very good turnout. We in District 70 would like to thank Business Manager Don Doser and his staff for negotiating such a good contract for our members.

This year’s Redding District barbecue will be held June 20 at the Anderson River Park. Normally, I rise and get to the office early to get through my paperwork before the phones begin. Wednesday, June 3, I wanted to get to the office even earlier to find out the results of the California primary and especially ballot initiative 226. What a wonderful news greeted me upon my arrival at the office.

The labor movement responded magnificently to a thinly veiled attempt by our enemies to destroy the labor movement. It was nothing more than a power grab by right-wing politicians and corporate bosses seeking to suppress working people. Defeating the initiative in California sends a clear message to the rest of the country that workers want a political voice and will support that voice.

Members of the Operating Engineers in California distinguished themselves in their support of the movement to defeat this initiative. Your leadership and activism in this fight were inspirational to all of labor. It makes me very proud to have such capable leadership among our local unions in California. Your work in defeating this initiative was the best.

Congratulations on a tremendous victory.

Fraternally yours,

Frank Hanley
General President

District Rep. Monty Montgomery

From the San Jose District

We are deeply saddened by the death of Local 3 member Allen Jackson of Paso Robles. Jackson, who was 34 years old, was killed in an automobile accident on April 28. He is survived by his father and mother, William and Betty Jackson, his wife Lorriann and son Cody.

Although he worked at various jobsites, his influence on the jobsites with his big hat and his dog. He was a friend to all and will be sorely missed by all who knew him.
It was 33 years ago that Buster Peterson, one of the founders of Peterson Tractor of San Leandro, Calif., selected a 25-year-old Operating Engineer to try out an experimental Triple 657 scraper on a section of one of the largest civil engineering jobs in California history - the $3.4 billion Central Valley Project.

Several major union contractors were working on various sections of the 440-mile canal in the mid-1960s, including Atkinson, Morrison-Knudsen, Western Construction, Gordon Ball, Granite and Peter Kiewit. It was Kiewit, which had a 23-mile stretch between Coalinga and Mendota known as Reach 3 of the San Luis Canal that had asked Peterson Tractor to build the Triple 657.

That young operator who Buster Peterson hand-picked to operate the Triple 657 was Local 3 President Jerry Bennett, who recalled that the Triple 657 consisted of three complete Cat 657 scrapers connected together with hitches. The rig put out nearly 3,000 horsepower, measured 186 feet in length and moved 150 yards of material at a time.

In looking back at the experience, Bennett can see why Peterson chose such a young scraper hand. "You had to have really quick reflexes to run the Triple 657," he said. "It took a steady hand and total concentration to operate. You never, ever took your eyes off of it."

When Bennett was operating the rig, he sat in an elevated cab over the left wheel of the first scraper. "You had no feel of anything," he said. "You had to watch to make sure you didn't run over anything or that you didn't run off of a vertical cut."

Bennett recalls that Reach 3 had short hauls from cut to fill. But the space Bennett had to work in was somewhat limited for the size of the machine. The canal went from 200 feet wide at the top to just 110 feet at the bottom, just wide enough for the Triple 657 to make a full turn.

In an interview with Peterson Tractor for the company's 60th anniversary history book, Bennett said the Triple 657 had a 90-degree turning radius so you could touch the back to the front, but there was no turning just a little. "When you turned," he said, "it would go all the way. You would barely touch it and then have to grab it back the other way to keep it straight."

The rig's lack of reliability unfortunately prevented the machine from being used much beyond the San Luis Canal project. "When one machine went down, you'd have to unhook it and relink the other two as doubles," he recalled. "If you were lucky and it was the end unit, you'd just have to drop it and continue on."

Duane Doyle, the current owner and grandson of company founder Howard Peterson, presented Bennett with a framed photograph of the Triple 657 on May 29 at Peterson's San Leandro headquarters.
**ELECTION OF GEOGRAPHICAL MARKET AREA ADDENDUM COMMITTEE MEMBER**

**District 10 (Ukiah, CA)**

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

June 18, 1998 at 7:00 p.m.

Discovery Inn
1340 N. State Street
Ukiah, CA

**ELECTION OF GEOGRAPHICAL MARKET AREA ADDENDUM COMMITTEE MEMBER**

**District 70 (Redding)**

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

July 21, 1998 at 7:00 p.m.

Engineers Building
20308 Engineers Lane
Redding, CA

**SEMI-ANNUAL MEETING!**

Recording-Corres. Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership, will be held on Saturday, July 18, 1998, at 1:00 p.m. at the following address:

Seafarers International Union Auditorium
350 Fremont Street
San Francisco, CA

**BRING YOUR DUES CARD**

Recording-Corres. Secretary Robert L. Wise wishes to remind all members to carry their paid-up Local 3 dues card. When attending a semi-annual, quarterly district or special called meeting of the union, your paid-up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

**DISTRICT MEETINGS**

* **JUNE 1998**

4th District 90: Salinas, CA
Labor Temple
117 Pajaro Street, Salinas, CA
Regular Dist. mtg. 7:00 p.m.

8th District 17: Kauai, HI
Kauai High School Cafeteria, Lihue, HI
Regular Dist. mtg. 7:00 p.m.

9th District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1635 S. King St., Honolulu, HI
Regular Dist. mtg. 7:00 p.m.

10th District 17: Maui, HI
Wailuku Community Center
22 Waiko Pl., Wailuku, HI
Regular Dist. mtg. 7:00 p.m.

11th District 17: Hilo, HI
Hilo Hawaiian Hotel
71 Banyan Dr., Hilo, HI
Regular Dist. mtg. 7:00 p.m.

12th District 17: Kona, HI
Hokualoa Inn Community Center
76-5877 Mamoahoa, Hokaualoa, HI
Regular Dist. mtg. 7:00 p.m.

18th District 10: Ukiah, CA
Discovery Inn
1340 N. State St., Ukiah, CA
Regular Dist. mtg. 7:00 p.m.

25th District 20: Martinez, CA
Plumbers 159
1304 Roman Way, Martinez, CA
Regular Dist. mtg. 7:00 p.m.

**JULY 1998**

20th District 40: Eureka, CA*
Engineers Building
2806 Broadway, Eureka, CA 95501
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

21st District 70: Redding, CA*
Frontier Senior Center, 2081 Frontier Trail
Anderson, CA
Special called mtg. 1:00 p.m.
Engineers Building
20308 Engineers Lane, Redding, CA 96002
Regular Dist. mtg. 7:00 p.m.

22nd District 60: Oroville, CA*
Friday Night Club Live, 301-4th Street
Marysville, CA
Special called mtg. 2:00 p.m.
Canary Workers
3557 Oro Dam Blvd., Oroville, CA
Regular Dist. mtg. 7:00 p.m.

23rd District 38: Stockton, CA*
Tuolumne River Lodge, 2425 River Road, Modesto, CA
Special called mtg. 10:00 a.m.
Stockton Water Golf & Bocci Club
4343 N. Ashley Lane, Stockton, CA
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

27th District 04: Fairfield, CA*
Engineers Building
2540 N. Wainey Way, Fairfield, CA 94533
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

28th District 28: Martinez, CA*
Plumbers 159, 1304 Roman Way, Martinez, CA
Special called mtg. 10:00 a.m.
Special called mtg. 7:00 p.m.

29th District 20: San Leandro, CA*
Oakland Zoo, Snow Bldg.,
9777 Golf Links Road, Oakland, CA
Special called mtg. 10:00 a.m.
Sheet Metal Workers Training Center
1720 Marina Blvd., San Leandro, CA
Regular Dist. mtg. 7:00 p.m.

30th District 80: Sacramento, CA*
Regional Park Lakeside Room
3770 Richardson Drive Auburn, CA
Special called mtg. 10:00 a.m.
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

**AUGUST 1998**

3rd District 10: Rohnert Park, CA*
Lakewood Yacht Club, 15th Street
Rohnert Park, CA
Special called mtg. 10:00 a.m.
Engineers Building, 6225 State Farm Drive
Rohnert Park, CA 94928
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

4th District 01: Burlingame, CA*
Alvardo Inn, 230 Entrada, Novato, CA
Special called mtg. 2:00 p.m.
Machinists Hall, 1511 Rollins Road
Burlingame, CA
Special called mtg. 10:00 a.m.
Regular Dist. mtg. 7:00 p.m.

5th District 50: Fresno, CA*
Labor's Hall, 5431 East Hedges, Fresno, CA
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

6th District 90: San Jose, CA*
Labor Center, 2102 Almaden Road
Hall A, San Jose, CA
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

6th District 90: Salinas, CA*
Labor Temple, 117 Pajaro Street, Salinas, CA
Special called mtg. 2:00 p.m.
Special called mtg. 7:00 p.m.

10th District 12: Salt Lake City, UT*
Engineers Building, 1598 N. Temple
Salt Lake City, UT 84116
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

11th District 11: Reno, NV*
Engineers Building, 1290 Corporate Blvd.
Reno, NV 89502
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

11th District 11: Elko, NV*
Engineers Building, 1094 Lamotte
Highway, Elko, NV 89801
Special called mtg. 9:00 a.m.
Special called mtg. 8:00 p.m.

24th District 17: Kauai, HI*
ILW Hall, 4154 Hardy Avenue, Lihue, Kauai, HI
Special called mtg. 10:00 a.m.
Kauai High School Cafeteria, Lihue, Kauai, HI
Regular Dist. mtg. 7:00 p.m.

25th District 17: Honolulu, HI*
Washington Interc. School Cafeteria
1633 So. King Street, Honolulu, HI
Special called mtg. 2:00 p.m.
Regular Dist. mtg. 7:00 p.m.

26th District 17: Maui, HI*
Wailuku Community Center
22 Waiko Place, Kahului, HI
Special called mtg. 10:00 a.m.
Regular Dist. mtg. 7:00 p.m.

27th District 17: Hilo, HI*
Hilo ILW Hall, 100 W. Laniokaula Street, Hilo, HI
Special called mtg. 10:00 a.m.
Regular Dist. mtg. 7:00 p.m.

28th District 17: Hilo, HI*
Hale Halawai, 75-5760 Alii Drive
Kailua-Kona, HI
Special called mtg. 11:00 a.m.
Regular Dist. mtg. 7:00 p.m.
Swap Shops are online classifieds for items of charge to members in good standing for the sale of trade of personal items (not found in the classifieds) and items that are not subject to sales tax. Please note that the items listed are not for sale and are not subject to the same restrictions as classifieds.

FOR SALE: Electric wheelchair, 2 batteries, charger, like new, save $75, trade, cost $80.00, pick-up for $20.00.


FOR SALE: Ten-ton trailer 314, 3-axle cargo, get a lot $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: Large home in town, 3-sea., 2-bath, 1,200 sq ft, 3-bedroom, 3-bathroom, ask a few extra, (209) 786-2300.

FOR SALE: Inoperable Inboard boat in good condition, (916) 991-1530.

FOR SALE: 2097, 18 ft, CD, dry stack, depth finder, full delta canvas, mint condition, $5,000.00 or best offer, (415) 805-4161.

FOR SALE: 1975 GMC 5th wheel trailer, 32 ft., 2-ton capacity, must be taken to dealer for other work, all windows, including sash, can use mobile home so no less than $2,000.00, all trade for basic materials: Honda Accord 4-door car, J1 miles, in, in, condition. (708) 896-9155.


FOR SALE: On track trailer, 7,000 lb, fully loaded, 3-axle, (209) 569-9900.

FOR SALE: 1992 Buick Century wagon, 6,000 miles, fully loaded, must sell, (916) 328-2426.

FOR SALE: 1991 Land cruiser, 10,000 miles, fully loaded, all options, (209) 852-2600.

FOR SALE: Home in the country, 3 bed., 2 bath., 1,200 sq ft, 1-car garage from hicks, area nice, cleaning, hammering area, area nice, (916) 739-2999.

FOR SALE: 2097 travel trailer, 314, 3-axle, ask a few extra, (209) 786-2300.


FOR SALE: Alpaca, AKC, tracking lines, dam from Alaska, (415) 639-5167.

FOR SALE: 1984 Furukawa FL320A 4.5 yd. articulated loader, size of 9660 Cat. Cab, lights, wipers, good, clean (209) 786-2665.


FOR SALE: 71 International TravelAll, exc. cond., $46,000/offer, (650) 323-0175.

FOR SALE: 1987 Avion travel trailer, 34 ft., triple axle, good cond., $6,100/offer, (209) 847-6209.


FOR SALE: '87 Jet ski, '87 Kawasaki 550, exc. cond., fast, 1,200 miles, $3,000, (209) 569-9900.


FOR SALE: 1989 Toyota Landcruiser, 4-speed, (209) 765-1700.

FOR SALE: '72 Ford 8000 dump Bobtail, '71 Ziemal.

FOR SALE: New well, 1984 24,000-pound Inground pool, 14 x 10, in ground, all hydraulic, with rear ripper and attachments, $12,500, (916) 729-7136.


FOR SALE: 1991 Ford F-250 XL, 15,000 miles, $19,000, (707) 869-2349.


FOR SALE: 1991 Ford F-250 XL, 15,000 miles, $19,000, (707) 869-2349.


FOR SALE: '82 Chevrolet, 32,000 miles, reclum rear seat, nice cond., $4,000, (530) 529-3514.

FOR SALE: '86 Mercury, 32,000 miles, reclum rear seat, nice cond., $4,000, (530) 529-3514.

FOR SALE: '87 Canoo SS 350, (530) 365-1150.

FOR SALE: '87 Canoo SS 350, (530) 365-1150.

FOR SALE: '87 Canoo SS 350, (530) 365-1150.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.

FOR SALE: For free ads, telephone 2-4000 or come in and save $599.99 each, no checks, (503) 537-3472.
**RETIREES ASSOCIATION MEETINGS**

**EUREKA** Mon. July 20, 2:00 PM  
Operating Engineers Bldg.  
2260 Broadway Eureka, CA

**FRESNO** Wed. July 15, 2:00 PM  
Fresno City Hall  
612 S. Washington Ave. Fresno, CA

**SACRAMENTO** Thurs. July 16, 2:00 PM  
McKinley Park  
1000 I Street, Sacramento, CA

**ORLANDO** Thurs. July 16, 2:00 PM  
Leslie Park  
1500 E. 6th St., Orlando, FL

**KONA** Friday Aug. 28, 10:00 AM  
Waikapu Community Center  
22 Waikapu Place, Kona, HI

**LAKEPORT** Mon. August 3, 10:00 AM  
Lakeport Yacht Club  
55 Westlake Ave., Lakeport, CA

**CERES** Wed. July 22, 10:00 AM  
Ceres Yacht Club  
240 8th St., Ceres, CA

**SANTA ROSA** Mon. July 6, 2:00 PM  
Regency Park  
5500 Clubhouse Dr., Santa Rosa, CA

**FAIRFIELD** Mon. July 27, 2:00 PM  
Fairfield Yacht Club  
3650 Palomar Ct., Fairfield, CA

**RENO** Tues. August 11, 2:00 PM  
Renovation Club  
1605 Reno Ave., Reno, NV

**OAKLAND** Wed. July 22, 10:00 AM  
2500 Parkway Blvd.  
Oakland, CA

**SALT LAKE CITY** Tues. August 11, 2:00 PM  
Salt Lake City Yacht Club  
1500 S. State St., Salt Lake City, UT

**HAWAII RETIREES ASSOCIATION MEETINGS**

**KAUAI** Mon. Aug. 24, 10:00 AM  
ILWU Hall 1511 Rollins Rd., Lihue, Kauai

**OAHU** Wed. Aug. 26, 10:00 AM  
Washington Intermediate School Cafeteria  
333 S. King St., Honolulu

**MAUI** Wed. Aug. 26, 10:00 AM  
Waikapu Community Center  
22 Waikapu Place, Kihei, Maui

**KONA** Friday Aug. 28, 10:00 AM  
Holei Kalani 75-5768 Ali Drive Kalani, Kona

---

**1998 DISTRICT PICNIC SCHEDULE**

**Saturday, June 20 - Redding District Picnic**  
WHERE: Anderson River Park  
WHEN: 11:00 am - 3:00 pm  
WHAT: Tri-tip with BBQ beans, baked potatoes, ice cream, hot dogs  
HOW MUCH: $10 per person, $5 for retirees  
For more info call (707) 429-5008

**Sunday, July 26 - Fairfield District Picnic**  
WHERE: Pena Adobe Park in Vacaville  
WHEN: 11:00 am until it's over  
WHAT: Barbecue, games, entertainment  
HOW MUCH: $8.00 per person, $6.00 for retirees, kids who eat hot dogs are free  
For more info call (707) 429-5008

**Saturday, August 9 - Sacramento District Picnic**  
WHERE: Folsom City Park Pavilion in Folsom  
WHEN: 12:30 pm - 3:00 pm  
WHAT: Barbecue, hot dogs, salad, and hot dogs for the kids  
HOW MUCH: $7.50 per person, free for retirees and children under 15  
For information call (916) 565-6170

**Saturday, August 15 - Salt Lake District Picnic**  
WHERE: SLC Community Center  
WHEN: 12:00 PM - 3:00 PM  
WHAT: Barbecue, ice cream, hot dogs for the kids  
HOW MUCH: $10 per person

**Saturday, August 22 - Reno District Picnic**  
WHERE: Carson City Parks and Recreation  
WHEN: 12:00 PM - 3:00 PM  
WHAT: Barbecue, ice cream, hot dogs for the kids  
HOW MUCH: $7.50 per person, free for retirees  
For more info call (707) 429-5008

**Sunday, September 13 - Oakland District Picnic**  
WHERE: San Leandro Marina Park in San Leandro  
WHEN: 10:00 am - 3:00 pm  
WHAT: Tri-tip with BBQ beans, baked potatoes, ice cream, hot dogs for the kids  
HOW MUCH: $10 per person, $5 for kids who eat hot dogs  
For more info call (510) 748-7446

**Sunday, September 27 - Stockton District Picnic**  
For information call (209) 943-2332

**Saturday, October 3 - Fresno District Picnic**  
For information call (209) 253-9903

---

**HONORARY MEMBERS**

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trumian Bennett</td>
<td>1059590</td>
</tr>
<tr>
<td>Bob D. Breaugh</td>
<td>0645067</td>
</tr>
<tr>
<td>Buddy Campbell</td>
<td>1023993</td>
</tr>
<tr>
<td>Les Duffy</td>
<td>1069111</td>
</tr>
<tr>
<td>James O. Flaxer</td>
<td>10992070</td>
</tr>
<tr>
<td>Bruno V. Giorio</td>
<td>1126143</td>
</tr>
<tr>
<td>Don A. Larsen</td>
<td>1130310</td>
</tr>
<tr>
<td>John Lawrence</td>
<td>1087471</td>
</tr>
<tr>
<td>Ralph N. Lovato</td>
<td>1086266</td>
</tr>
<tr>
<td>Chiswell Pierce</td>
<td>1083363</td>
</tr>
<tr>
<td>Gary Roark</td>
<td>1131379</td>
</tr>
<tr>
<td>Charles H. Schweitzer</td>
<td>1072410</td>
</tr>
<tr>
<td>Cyril E. Steagall</td>
<td>1087866</td>
</tr>
<tr>
<td>Gary V. Vincente</td>
<td>1074646</td>
</tr>
<tr>
<td>Albert Walker</td>
<td>1087850</td>
</tr>
<tr>
<td>Wesley Weber</td>
<td>0838195</td>
</tr>
<tr>
<td>John White</td>
<td>1073885</td>
</tr>
<tr>
<td>Jack M. Whitcomb</td>
<td>1124962</td>
</tr>
<tr>
<td>Art Morgen</td>
<td>0743496</td>
</tr>
<tr>
<td>Deceased Dependents</td>
<td></td>
</tr>
</tbody>
</table>

**DEPARTED MEMBERS**

Our condolences to the families and friends of the following departed members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Date of Death</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carl Jones</td>
<td>08/03/98</td>
<td>Red Bluff, CA</td>
</tr>
<tr>
<td>Andrew Torres</td>
<td>04/02/98</td>
<td>San Jose, CA</td>
</tr>
<tr>
<td>Tom Tracy</td>
<td>04/02/98</td>
<td>San Jose, CA</td>
</tr>
<tr>
<td>Oliver Tracy</td>
<td>03/16/98</td>
<td>Hollister, CA</td>
</tr>
<tr>
<td>Albert Ustashe</td>
<td>04/22/98</td>
<td>Raymond, CA</td>
</tr>
<tr>
<td>Joe Watson</td>
<td>04/22/98</td>
<td>Stockton, CA</td>
</tr>
<tr>
<td>Louis Wood</td>
<td>04/14/98</td>
<td>San Leandro, CA</td>
</tr>
<tr>
<td>George Zosovich</td>
<td>04/22/98</td>
<td>Sacramento, CA</td>
</tr>
<tr>
<td>John Welsh</td>
<td>04/22/98</td>
<td>Stockton, CA</td>
</tr>
<tr>
<td>Jack M. Whitcomb</td>
<td>04/22/98</td>
<td>Stockton, CA</td>
</tr>
<tr>
<td>Art Morgen</td>
<td>0743496</td>
<td></td>
</tr>
<tr>
<td>Deceased Dependents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Merle Gelt (wif of Max W. Gelt)</td>
<td>02/01/98</td>
<td></td>
</tr>
<tr>
<td>Irene Heg (wif of Walter Heg (dec))</td>
<td>04/20/98</td>
<td></td>
</tr>
<tr>
<td>Adrienne Jensen (wit of James L. Jensen)</td>
<td>08/08/98</td>
<td></td>
</tr>
</tbody>
</table>