Blasting marks the beginning of Kiewit Pacific’s $43 million Los Vaqueros Dam
(see article p.9)

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FOR THE
Good & Welfare
By Tom Stapleton
Business Manager

Someone once said, “What this country needs is more unemployed politicians.” Although I’ve never really considered myself a politician, the fact that Local 3’s business manager serves by democratic vote of the membership makes me a politician of sorts, I suppose.

After 14 years at the helm of our union, I feel the time has come for me to step down from my position as business manager of the Operating Engineers Local Union No. 3. I will therefore be resigning from my normal duties effective July 28, 1996. I will, however, retain my position as a general vice president of the International Union.

It’s not easy to leave this job. From the day I got out of the Navy after World War II, this union has been my life. It brought me a decent living as a heavy equipment operator. Later as a business agent and then an officer, this union gave me the opportunity to work with a lot of terrific members. Everything my family and I have we owe to Local 3. It is the greatest organization in the country.

We’ve all seen athletes—especially the great ones—who tried to hang on to the game longer than they should have. I don’t want to be guilty of that. Fifty years in this business working long hours and traveling hundreds of thousands of miles every year can wear down anyone, especially after butting heads month in and month out with hard-nosed Republicans in Sacramento.

The local union by-laws call for the remaining five constitutional officers to select by majority vote a new business manager when a vacancy occurs before the expiration of a term. A change in leadership will provide the opportunity for fresh ideas and renewed energy. I’m confident the officers will put the needs and interests of the union first as they fulfill their obligation to move our union forward under new leadership.

I’ve been asked why I’ve chosen this time to resign as business manager. It’s important for my replacement to have an opportunity to take the programs that have already been set in motion during this administration and carry them forward under his own leadership. I’m confident my successor will do a good job for the membership and I hope you will give him the same kind of commitment and support you gave me.

Ultimately, however, it will be the members who choose their leaders by democratic vote. The coming year will give the membership a good opportunity to evaluate this administration.

I’m not one for long speeches or sentimental goodbyes. But I have one thought that I will leave for those who will take the reigns of leadership. We must never forget that this great union belongs to the members. Our members deserve nothing less than the very best job we can do for them. That is the one principle that has kept me forging ahead these past 14 years, even when the going got very tough.

Serving as the business manager of what I firmly believe to be the greatest local union in the country has been a tremendous experience that I will never forget. I feel very good about what this administration has accomplished and express my deepest appreciation to all who have stepped up to the plate to be a part of the team.
Members ratify new Master Agreement

New contract provides for modest wage increases, prevailing wage protection

Local 3 members in Northern California ratified in July a new three-year Master Construction Agreement. A 79 percent majority of the members who attended the ratification meetings held in every district from June 24 to July 11 voted to accept the new contract. The new Master Agreement went into effect June 16.

This was probably the toughest negotiations I’ve ever been involved in,” said Local 3 Business Manager Tom Stapleton. “The assault on prevailing wages by Governor Wilson created a lot of concern for the employers, and that presented a lot of problems for us. But we were able to negotiate a contract that’s fair for our members and, at the same time, helps our employers stay competitive.”

Adverse bargaining climate

The adverse bargaining climate stems from the Republican assault on prevailing wages in the Assembly and the Governor’s attempt to lower prevailing wages through administrative rule changes. Although labor has been able to fend off the attacks in the Legislature — thanks to a Democratic majority in the state Senate — labor has been unsuccessful at stopping Wilson from moving ahead with administrative changes in the law.

As a result, there has been considerable uncertainty among employers on how Wilson’s changes in the prevailing wage law would affect wage determinations throughout the state, particularly outside the Bay Area. These concerns were a driving force in most of the discussions at the bargaining table.

Employer demands

The employers initially demanded major concessions which would have radically changed the Master Agreement, Stapleton explained.

Among the employer demands was geographic determination of wages and fringes. They wanted one rate for the Bay Area, a lower rate for the San Joaquin Valley area and an even lower rate for the mountains. They also proposed eliminating Area 2 pay, a 50 percent rate on all work not covered by prevailing wages, overtime only after 40 hours a week, a “rolling four-ten” work week and reduced wage rates for all work under $500,000.

They also wanted composite work crews and total desecration on manning, including the elimination of oiler requirements, the ability to assign oilers to operate equipment for up to a half-shift and a reduction in asphalt plant crews from two employees to one.

Union goals

After 22 separate meetings involving over 130 hours of formal negotiations, the union convinced the employers to back away from most of these demands and accept a more reasonable approach to meeting the challenges facing the industry, including language that would protect union contractors in those areas where the current assault on prevailing wages is threatening their competitiveness and survival.

Key features of the new Master Agreement include:

- **Members cast their vote at a ratification meeting**
- **Wage increases**
  - The new Master Agreement provides for a 2.65 percent wage increase effective June 16, 1996, a 2.58 percent wage increase effective June 16, 1997, and a 2.52 percent increase effective June 16, 1998. This represents a 65-cent-per-hour rate in each of the years for Group 4. Wage increases vary from 48 cents to 76 cents per hour depending on classification.

Prevailing wage protection

Language was added to protect union employers who bid on public works jobs where the prevailing wage rate has been reduced below the Master Agreement rates, or repealed by a city, county or local agency.

If there’s a non-signatory prime contractor on a planholders list or there is no planholder list for a job for which there is prevailing wage determination, the wages, fringe benefits and other applicable provisions of the prevailing wage determination shall apply to the job.

On jobs where there is no prevailing wage determination, the union and fringe benefits rates set forth in the Private Work Agreement that is applicable to the job will apply to the job. If no Private Work Agreement applies, the wage and fringe benefit rates in Addendum A (see details later in this article) will apply, if applicable. If the Addendum is not applicable, the Market and Geographical Area Committee will, upon an individual employee’s request, establish the wage and fringe benefit rates and working conditions for the project.

Racial and sexual discrimination

An employee who is terminated by an individual employer for discrimination based on race, sex or other basis prohibited by employment discrimination laws including race or sexual harassment, may not register with the Job Placement Center for 30 days following the date the employee was terminated for a first offense, and may not register for 90 days following the date the employee was terminated for any subsequent offense. Grievances on the employee’s behalf will be expedited.

Non-prevailing wage work under $200,000

In order to help union employers compete more effectively against the non-union on parking lots and other small jobs, language was negotiated that applies to any work not covered by the prevailing wage under $200,000. This language covers the Bay Area counties of San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa, Solano and Marin.

An employeewho is terminated by an individual employer for discrimination based on race, sex or other basis prohibited by employment discrimination laws including race or sexual harassment, may not register with the Job Placement Center for 30 days following the date the employee was terminated for a first offense, and may not register for 90 days following the date the employee was terminated for any subsequent offense. Grievances on the employee’s behalf will be expedited.

A new classification of Entry Level Operator will be used. This classification applies only on non-prevailing wage work under $200,000. The Entry Level Operator may not displace current employees. Employers may hire up to two Entry Level Operators for every one apprentice, up to 30 percent of the job. There will be four steps of 1.250 hours each, and the Entry Level Operator will not have hiring status during the four steps. They will be eligible for journey-level status at 5,000 hours.

Wage rates for Entry Level Operator range from $13.50 for Step 1 in the Bay Area to $16.50 for Step 4 in the Bay Area. In other areas, the wage rates range from $11.50 for Step 1 to $14.60 for Step 4.

Apprenticeship Fund

Four cents has been added to the Affirmative Action contribution to provide needed funding for the apprenticeship training program. Effective July 1, 1996, the contribution into this fund will be 49 cents per hour.

Effective June 30, 1997, the contribution rate may be increased by up to an additional 5 cents per hour if the Affirmative Action Trust Fund’s Board of Trustees determines it is necessary. Any amount not allocated will go to wages.

Effective June 29, 1998, the contribution rate may be increased by up to an additional 5 cents per hour if the board of trustees determines it’s necessary. Any amount not allocated will be allocated to the Health and Welfare Trust Fund, up to 2 cents, as provided for in Section 12.02.00 and/or Wages.

**CON’T ON PAGE 20**
Building bridges
A behind-the-scenes look at how vigorous political action creates jobs for Operating Engineers

W hen Teichert Construction broke ground July 22 on the $12 million Daniel C. Palamidessi Bridge in West Sacramento, most of the Local 3 hands knew at least superficially that Local 3 played a key role in making the project possible. But the members probably didn't know, what syndicated radio commentator Paul Harvey calls, "The rest of the story."

Once the bridge is completed in September 1997, the 10-square-mile area on the south side of the bridge, called Southport, will explode with development (see map opposite page). Over the next 20 years, West Sacramento plans to construct 14,000 homes, 1.7 million square feet of retail and commercial space, 2.1 million square feet of office space, 7.7 million square feet of industrial park space, and 915 acres of parks and open space.

The Southport Framework Plan, as it is called, involves four large pedestrian-oriented subdivisions each with a distinctive architectural character and a town center of shops, schools and parks. Each subdivision will be linked to the other by footpaths and hiking trails along the waterfront. Southport's population is expected to increase from its current 6,000 to about 40,000 by 2015.

$500 million in public infrastructure
To support this enormous amount of development, the city will invest $500 million in infrastructure over the next 10 to 20 years, including two more bridges, miles of new roadways and street improvements, and new and upgraded water, sewer and drainage systems. The city, for example, plans to double the capacity of its 29-million-gallons-per-day Drye Bend water treatment plant and build an entirely new 15 mgd plant.

What's so remarkable about this project is that virtually all of the $500 million in public infrastructure will be built union. The Southport Framework Plan, which will provide dozens -- if not hundreds -- of jobs for Operating Engineers over the next decade or two, was made possible in large part because Local 3 initiated a highly successful political action program.

From the day West Sacramento incorporated in 1987, two Local 3 staffers from the Sacramento District office -- District Rep. John Bonilla and Business Rep. Frank Herrera -- began working closely with the new West Sacramento City Council and other local, state and federal politicians to ensure that Local 3 and the construction trades played a major role in the city's long-term development plans.

Political action that works
Bonilla and Herrerra, themselves West Sacramento natives, started off by helping get as many pro-labor candidates as possible elected to the new city council in 1988. Two of those candidates, Mike McGowan, who became West Sacramento's first mayor, and Greg Potnick, the city's current mayor, played key roles in developing the city's first general plan that included Southport's massive growth. McGowan and Potnick, along with three other Local 3-supported councilmembers, Wes Beers, Cindy Tuttle and Billy Kristoff, later approved a resolution in 1995 that laid the groundwork for Southport's development to be completed under a project labor agreement.

But before Southport could blossom, the city had to solve a major problem. In order to increase Southport's population six to sevenfold, the city needed to increase vehicle access from the more developed north side of West Sacramento to Southport by building a second bridge over the barge canal. The only other bridge leading into Southport is the two-lane span on Jefferson Boulevard.

After more than six years of planning, the city finally obtained the funding and final approval in June to build the second span -- the four-lane, 517-foot-long Palamidessi Bridge, named after a long-
time West Sacramento resident who died of leukemia in 1991 following a bone marrow search that involved some 2,500 donors. Completion of the bridge in September 1997 will set the stage for West Sacramento to become one of the top 10 fastest growing cities in the United States.

Help from the federal government

During the bridge campaign, Local 3's aggressive political action paid off in another way. The bridge — and the subsequent billions of dollars in potential development — would not have been possible without the help of another Local 3-supported politician — Congressman Vic Fazio, who proved instrumental in obtaining $9 million in federal funds for the bridge.

"There's no question the bridge would not have been possible without Vic Fazio's help," Potnick said. "He was instrumental not only in getting the $9 million in federal funding, but worked with the Corps of Engineers and other federal agencies to solve problems."

During the approval process, Local 3's political activism paid off again when the Sacramento District, in conjunction with the local building trades, organized enough members and their families to jam every public hearing related to the bridge's environmental review.

Why we succeed

Why Local 3's political action program has been so successful over the years stems from what Potnick calls "access and sensitivity." "You first need access to the decision makers," he said. "Once you have that access, politicians become much more sensitive to your needs."

Bonilla agreed: "During the entire process of getting the bridge and Southport development approved and funded we have had super-good access to the entire West Sacramento City Council. Whenever we call, they return our phone calls."

The Southport case, and countless others, illustrates why supporting Local 3-endorsed candidates is so important to the members and their livelihoods. When you see Local 3's recommendations in the Engineers News in the months ahead, remember, the union isn't telling you how to vote. It's identifying candidates like those mentioned in this article who have your interests and concerns at the top of their political agenda. They're the ones who are going to create the situations that keep you off the out-of-work list.
During a recent Construction Organizing Membership Education Training (COMET) class, apprentice Chris McKay, in just his first week at the Rancho Murieta Training Center, came to a shocking realization. What took him years to attain -- getting into the Local 3 apprenticeship program and a shot at a decent paying career in the Operating Engineers -- could be taken away from him in just one election year.

As Chris went through the six-hour COMET I seminar, he learned that if certain political forces prevail in Sacramento in the upcoming November general election -- namely Republicans keep control of the state Assembly and gain a majority in the Senate by winning just five additional seats -- the state's unionized construction trades would undoubtedly fall on very hard times.

With Republicans in control of the Legislature and governorship, prevailing wage repeal and right-to-work legislation would almost certainly become law very quickly, changes that would severely weaken trade unions and their signatory employers, as well as seriously jeopardize the stability of union apprenticeship programs like the one Chris is now depending on for his livelihood.

**Preventive medicine**

These threats have prompted Local 3 to launch a major grass-roots political action program designed to prevent a Republican takeover of the California Legislature. A vital component of this campaign is Local 3's COMET program, which for the past nine months has taught nearly 600 Local 3 members how to help their union gain political and bargaining strength through organizing and grass-roots political action.

Organizing and political action are so vital to the union's survival that new apprentices throughout Local 3's jurisdiction are now being given COMET I training, which teaches the importance of supporting the union's organizing and political action programs. So far, three COMET I classes, including the one Chris took June 19, have been given at the Rancho Murieta Training Center (RMTC) over the past six months. RMTC Director Ray Helmick also plans to offer COMET I training to those who return to Rancho Murieta for supplemental related training (SRT). Classes are also planned for Utah, Nevada and Hawaii.

"This class gave me a well-rounded look at what got us into this situation in the first place and what we have to do in the future," Chris told Engineers News after the class. "I've waited a long time to get into this apprenticeship program. Now that I'm here, I feel very fortunate. The class helped me learn what I need to do to help my union and ensure my own future. I didn't realize how bad things had gotten until I took this class."

**Declining union strength**

A chart labeled "Union Density" showed Chris and the 34 other apprentices in the class the dismal statistics. In the late 1940s, nearly 87 percent of the U.S. construction industry was unionized. Today it's down to 20 percent. The drop in membership and market share has resulted in a corresponding loss of bargaining strength and political clout at the state and feder-
al levels. These two trends are making it much more difficult for construction unions not only to negotiate better wages and fringe benefits for their members, but to actually survive.

Perhaps no one in the class could better grasp the dire consequences of declining union strength than apprentice Tony Garcia. A member of the Machinists union for 18 years, Tony decided to join Local 3's apprenticeship program after he lost his good-paying union welding job last January at Coleman Electric in Salinas. He was unable to get off the union's out-of-work list, not because there weren't other jobs in the area, but because there weren't enough union jobs for Tony to be dispatched to.

"This class gave me a basic understanding of what Local 3 is doing to stay alive," Tony said. "If we don't do something to get other workers into unions, it's going to be taken away from us. We have to do the ones to do something about it. We have to spread the word."

**Effects of low market share**

COMET instructor Bob Miller uses Baxman Sand & Gravel of Port Bragg, Calif., as a classic example of how low market share adversely affects collectively bargaining. Baxman is the only unionized rock, sand and gravel operation along the Mendocino County coast, so when contract talks commence, "We enter negotiations on our hands and knees because of the abundance of skilled low-wage non-union labor available in the area," Miller said. If Local 3 controlled the skilled labor force, the company would have the advantage in negotiations because it would have the market share.

One way to increase market share is for the construction trades to return to their roots of organizing large numbers of new members, with the ultimate goal of controlling the pool of skilled labor. The COMET program, introduced last fall, is designed to educate and train union members to, first, understand why they need to help their union organize and, second, how to actually do it. What better way to accomplish this goal than to train those just breaking into the industry.

"Apprentices come from all walks of life, so some don't know much about unionism," said RMTC instructor Roger Bridges. "But with COMET, they leave with union spirit. They learn about the value of sticking together. It makes them want to see what's going on once they get out into the districts."

**Internal and external organizing**

The apprentices learn that about half of Local 3's organizing program emphasizes what's known as "external organizing," the traditional bottom-up and top-down approaches to signing up unrepresented workers, including "saling," a technique in which union members go to work for non-union firms for the sole purpose of organizing that employer's unrepresented workers. While COMET I focuses on why we should organize, COMET II, which is now available to COMET I graduates, provides advanced training on how to actually salt a job.

The other half of Local 3's organizing program focuses on what's called "internal" organizing, building strength from within the union itself. A good example of this approach is the union's on-going campaign to combat Republican attempts to weaken or repeal California's prevailing wage laws. Another example might include a Local 3 campaign to stop municipalities from becoming charter cities, which allows them to easily abolish their prevailing wage ordinances.

Helmick began considering the idea of providing COMET training to apprentices last September, when he was taking the COMET "Train-the-Trainer" course, which prepared union officers, district representatives and business agents to teach COMET I classes to the membership.

"We want to be able to impress upon new apprentices that labor unions didn't just fall out of the sky," Helmick said. "When they find out where it all came from and how easy it is to lose it, they'll be better union members."

> RMTC Director Ray Helmick has been instrumental in getting new apprentices trained in COMET.

> Participating in a group exercise are from left: Kevin Lewis, Tony Garcia, Damion Moye, Quentrell Brisbane Sr., Jeremy Lugo and Wayne Cotton.

> The June 19 Rancho Murrieta Training Center COMET class
Prime example

Local 3 retiree and Hollister City Councilman Ken Duran has taken political activism beyond the ballot box to elected office

The past two years have arguably been some of the most politically troubling times in recent Local 3 history, particularly in California, where prevailing wages have been under constant assault at the local and state levels. But more and more union members, tired of being pushed around by staunchly anti-union, anti-worker politicians, are saying, "Enough!"

Rather than sit back passively and watch the political riptides swirl around them, Local 3 members have begun to take matters into their own hands. Hundreds of union members have joined the union's Prevailing Wage Task Force, Political Action Program and the Construction Organizing Membership Education Training (COMET) program. In fact, some members are so fed up they're thinking about running for elected office themselves.

If you're thinking about getting involved in local politics and are looking for a little inspiration to help you make that initial leap, you need only meet Local 3 retiree Ken Duran of Hollister, Calif., a bedroom and farming community of 22,000 about 40 miles south of San Jose in San Benito County. Ken, at age 66, is a prime example of how an ordinary union member, with no formal political training, has gotten elected to his city council.

Within days of retiring in September 1992 after 40 years as an active member, Ken decided he wanted "to get into a position where I could make the decisions." So he drove to city hall and filed papers declaring himself a candidate for the upcoming city council election. To some people's surprise -- perhaps even his own -- Ken won a city council seat that December.

Over the past four years, in which he has served as both mayor and vice mayor, Ken has profoundly influenced the city's planning and economic development. He plays a key role in deciding which companies set up shop in Hollister, which developers build subdivisions, which contractors do the public works projects. All of these decisions, either directly or indirectly, heavily impact the lives of the working men and women of Hollister.

"I really enjoy what I do," Ken said. "I'm trying to encourage responsible development. I'm trying to attract industry to our city so people will have jobs here and won't have to commute all the way to San Jose or Silicon Valley.

Ken's political career can be traced all the way back to 1959, when he got involved in a school bond initiative after the elementary school he graduated from in 1942 burned down. He got involved in another bond issue to rebuild the county courthouse following the 1962 earthquake, and he was part of a group of local citizens who helped raise money to build Gavilan Community College. Ken was also involved in union politics, serving for a time on the San Jose District Grievance Committee and on the 1984 Master Agreement Negotiating Committee.

Through the bond issues, Ken got to know a lot of local politicians and community activists, and having been raised in Hollister, he knew just about everyone in town. Over time, people started encouraging him to run for city council in the 1980s. But Ken, still working long hours in the summer as an Operating Engineer, couldn't commit to such a time-consuming endeavor until retirement.

Hollister City Councilman Ken Duran "There are hundreds of Local 3 members who could get out and help," Ken said. "It's not that difficult. You don't need a college education, you just need good common sense and a desire to serve."

Ken recommends that you start slowly by becoming, for example, a precinct captain in Local 3's grassroots Political Action Program for the November general election. After that, getting appointed to an advisory board or a commission, such as your city or county planning commission or water board, is a great way to keep moving forward. These groups usually meet only once or twice a month and don't consume loads of your spare time. From there, members can climb the political ladder to local elected office like school board, city council or county supervisor.

And the influence doesn't stop at your city limits. Ken is now heavily involved in other political campaigns in his area. He is actively campaigning for the Clinton-Gore ticket, Lily Cervantes for Assembly in Salinas, Sam Farr for the 17th Congressional District and Rusty Areias for the 15th state Senate seat, all of which are critical races for Local 3 and organized labor.

"Pretty soon people start asking you things, and the next thing you know you begin to have influence over what's going on in your community," Ken pointed out. "This is a great way to really make a difference for the average working person."
F

ive years ago, Contra Costa County dodged an environmental bullet. On July 14, 1991, six railroad tanker cars carrying toxic chemicals plunged into the Sacramento River after a Southern Pacific freight train derailed near Dunsmuir about 40 miles north of Lake Shasta. One tanker car ruptured and spewed 19,000 gallons of the weed killer metam sodium into the river, immediately killing an estimated 100,000 fish.

Downstream about 200 miles, the Contra Costa County Water District, which draws water indirectly from the Sacramento River via the Sacramento-San Joaquin Delta, anxiously waited to see if the weed killer would dissipate into Lake Shasta or continue downstream into the delta.

The problem would have been easily solved had the district owned significant water supply, but it didn't. For years, the district, which serves 400,000 customers, had been lobbying state and federal officials for a reservoir capable of storing 30 to 90 days of emergency water. The district also wanted to improve water quality by storing fresher delta water during wet periods, then during the dry months, when there's more salt intrusion from San Francisco Bay, blend it with the brackish delta water. The project also pleased environmentalists because it would allow the district to stop drawing water from the delta during the spawning seasons of the endangered delta smelt and chinook salmon.

After more than two decades of political wrangling, bond issues and environmental reviews, the district finally got approval to build a reservoir on 18,000 acres of water shed on the eastern side of Mount Diablo near Brentwood. Two former Oakland District Representatives, Tom Butterfield and Bob Delaney, both now retired, were instrumental in getting the project through the approval process and negotiating a project agreement. Water board member, Ron Butler, a former Local 3 member, also played a pivotal role.

The $450 million Los Vaqueros Project includes construction of a 192-foot-high earth dam, 20 miles of pipeline, an intake facility and transfer pump station, and the relocation of a 12.8-mile section of Vasco Road. Granite Construction finished the Vasco Road relocation last winter, a project needed because the old Vasco Road ran straight through the dam site.

F&H Construction out of Stockton, meanwhile, has been working on the $31.7 million intake facility at Old River near Discovery Bay and on the transfer pump station near Walnut Boulevard and Marsh Creek Road since fall 1995. When completed, the system will draw water from the delta through the intake station, pump it to the transfer station, where it can be diverted either to the Contra Costa Canal or into the new Los Vaqueros Reservoir. ARB Inc. started constructing the $68.5 million pipeline system last fall, and Rockford Corp. is relocating portions of a gas transmission line.

But most of the construction activity has now shifted to the final major contract -- the $42.6 million dam, where Kiewit started moving 2.7 million yards of fill material last winter. The dam will be a zoned earth-fill structure with a crest about 1,000 feet long and rising 192 feet above Kellogg Creek.

Kiewit Pacific begins construction of California's first major dam in a decade
When Engineers News visited the project in mid-June, construction of the dam embankment on the upstream shell was underway. About eight 651's and four 657's could be seen climbing in low gear up a steep haul road, around several hairpin turns and up to a sandstone borrow area high on the west side of the canyon.

After picking up their loads, the operators slowly made their way back down the hill, negotiating the hairpin turns again, then coasting full speed onto the flat canyon floor on their way to the embankment fill site. About 1.7 million yards of fill material is being brought from the west side, with another 1 million yards from other sites, at a rate of about 15,000 yards a day.

Before starting the embankment, Kiewit completed the dam's foundation that included 870,000 cubic yards of material. To assure a water-tight foundation, the bedrock on which the dam rests is being filled with grout. This involves drilling hundreds of 3 1/2-inch holes into the bedrock over 100 feet deep, a process that's going on 24 hours and day, six days a week.

Last spring, crews cut a 10-foot-deep trench into the claystone bedrock at the very center of the dam footings, then filled it with concrete to assure no water leakage occurs at the interface of the foundation and clay core.

In January, Kiewit began construction of the 800-foot-long, 15-foot-wide concrete spillway, which will be completed within the next month or so. And crews are finishing up the concreting of the 1,300-foot-long outlet tunnel, which is lined with concrete for the middle 550 feet, with the remaining 750 feet constructed of a steel liner encased in mass concrete.

Later this summer, Kiewit will begin building under the dam's downstream shell a filter blanket made of sand and pea gravel layers. The filter blanket will preclude groundwater pressure from building, thus preventing any embankment failure.

If all goes well, the entire project is expected to be completed at the end of 1997, at which time Contra Costa County won't have to worry about any more toxic spills and saline-tasting water.
1: Dozer operator and Steward Roger McCarthy of ARB
2: At the transfer station is Don Keir of Keir Krane of Modesto
3: Crane operator Rocky DeFaria
4: Steward Tommy Gardner, right, and HDR Carl Sanders on Rockford's pipeline relocation project
5: Master mechanic Bob Stoddard, right, with Business Rep. Walt Powers
6: Rockford Corp. crew from left: Clark Delong, Fred Alvarez, Larry King, Bill Vaske, Darrell Johnson and Leo Hensley
7: Operator Glen Pair, left, and foreman Frank Naberly
America gets a raise

Senate approves minimum wage increase, but takes step back in allowing ‘sham unions’

The U.S. Senate approved last month a long-awaited increase in the minimum wage, but regressed back to the 1930s when it passed the TEAM Act, which would allow employers to establish company unions.

Fortunately for the working men and women of America, President Clinton is expected to sign into law the minimum wage increase, but will veto the TEAM Act.

In approving the minimum wage increase from $4.25 to $5.15, Democrats fended off a Republican attempt to exempt small businesses grossing under $500,000 annually from the minimum wage bill. All 47 Democrats and 27 of 51 Republicans supported the final bill. A House-Senate conference committee will decide when the increase will take affect, most likely around Labor Day.

The day after the minimum wage vote, the Senate approved the TEAM Act, S. 295, which would allow employers to establish, assist or participate in employee organizations and to deal with those employer-created entities with respect to any and all subjects creating "company unions."

The legislation stems from a December 1992 National Labor Relations Board decision that employee "action committees" established by Electromation Inc. of Elkart, Ind., were illegal labor organizations because they were hand-picked, dominated and supported by management, thus denying employees the right to select their own independent collective bargaining representative. The NLRB found that Electromation formed the committees in part to thwart a union organizing drive by the Teamsters.

Republicans set out to overturn the NLRB decision soon after taking control of Congress in the November 1994 election. TEAM Act proponents used the false promise that current labor law prohibits employers in non-union workplaces from talking to employees about their work conditions. In fact, the law allows a wide variety of exchanges between employers and employees such as Quality Circles, Total Quality Management, self-directed work teams and other forms of employee-management cooperation.

The law does, however, prohibit management from dominating and controlling these committees by engaging in such behavior as selecting committee members then instructing them to represent other employees, especially with respect to wages, benefits and conditions of employment. The NLRB found that Electromation management had attempted to pit its action committees against the Teamsters.

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<th>How your senators voted</th>
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Right Vote = Voted for minimum wage and against TEAM Act
Wrong Vote = Voted against minimum wage and in favor of TEAM Act

Attention Fresno members!

New labor-oriented news-talk radio program coming

A new radio program on KATT 103.1 FM will provide labor with a voice in the Fresno listening area. The program will have a news-talk format and discuss, analyze and provide alternative views on the major issues of the day. The program is being sponsored by local labor organizations, including the central labor council.

Station: 103.1 FM Mountain KATT
Time: Monday - Friday, 3 p.m. to 5 p.m.
Broadcast coverage: Merced, Mariposa, Kings, Tulare, Madera and Fresno counties.
Purpose: to give labor a voice in the Valley and offer a progressive alternative to conservative tilt of most other news-talk programs in the area.
Memorandum of Agreement

EDITORS NOTE: Printed on these pages are the significant changes in the Master Construction Agreement for Northern California, which was ratified by the membership in a round of specially called meetings in June and July. Type shown with a line through it is deleted language. Bold type in body of paragraphs (with the exception of subheadlines) represents new language. Also included is the new substance abuse policy which was negotiated with the employers as part of this agreement.

THIS AGREEMENT made and entered into this day of July, 1996, by and between ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC. ("Employer") and OPERATING ENGINEERS LOCAL UNION NO. 3 of the International Union of Operating Engineers, AFL-CIO ("Union").

The parties have completed their negotiations for a successor agreement to the 1993-1996 Master Agreement for Northern California and have agreed to the terms of the successor agreement. It shall be known as the 1996-1999 Master Agreement for Northern California. This Master Agreement shall be effective June 16, 1996, and shall expire on June 15, 1999.

The wage rates, working conditions, and hours of employment herein provided have been negotiated by the Union and the Employer. The Union will give the Employer a copy of all agreements it enters into with any employer which covers on-site work covered by this Agreement which has terms and conditions which are different from this Agreement. The Employer agrees that in the event that during the life of this Agreement it should make any agreements with any employer with whom the Employer is not in collective bargaining relationship, the Employer will notify the Union, as appropriate.

The parties may initiate mediation for any dispute concerning the "No Discrimination/No Harassment" provisions of this Agreement. If they do, the grievance procedure will be held in abeyance during the mediation.

11. Revise Section 05.04.03 as follows:

Any Owner-Operator who is a member of the Union in good standing and who possesses a valid contractor's license shall be permitted to submit a bid. If they do, the grievance procedure will be held in abeyance during the mediation.

12. Add a new Section 05.04.03, which reads as follows:

Subsections 05.04.01 and 05.04.02 shall not apply to subcontractors who perform landscape work, wood fencing, wood retaining walls, slurry seal, striping, hydro seeders, striping blowing, site paving, and non-signatory subcontractors who perform such work submitted to the Union by a signatory subcontractor's bid or no signatory subcontractor submits a bid. This provision is applicable only if the Individual Employer satisfies the signatory subcontractors.

13. Revise Section 06.02.00 as follows:

Not less than eighty-one (81) days prior to the applicable rate being paid for the work performed on any one (1) shift of work, thirtysixth (36th) of a shift or a full shift before November 15th and March 31st at the applicable rate shall be paid for the work performed on any one (1) shift subject to Section 06.02.00 of this Section, except that on the first (1st) day of employment; on jobs of less than one (1) day's duration; and on any day that the work is performed on a shift or project labor agreement with an employer, construction manager, public agency or project.

14. Revise Section 06.03.00 as follows:

The Employee is terminated for any subsequent offense. If the Union files a grievance on such an Employee's behalf, the parties shall expedite the grievance/arbitration procedure. The Board of Adjustment or Arbitrator shall issue a bench decision in all such discharge cases. If the Union files a grievance, the fifteen (15) day and thirty (30) day restrictions will not begin until the date the grievance procedure is exhausted as provided herein.

The parties may initiate mediation for any dispute concerning the "No Discrimination/No Harassment" provisions of this Agreement. If they do, the grievance procedure will be held in abeyance during the mediation.

11. Revise Section 05.04.03 as follows:

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The parties may initiate mediation for any dispute concerning the "No Discrimination/No Harassment" provisions of this Agreement. If they do, the grievance procedure will be held in abeyance during the mediation.

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13. Revise Section 06.02.00 as follows:

Not less than eighty-one (81) days prior to the applicable rate being paid for the work performed on any one (1) shift of work, thirtysixth (36th) of a shift or a full shift before November 15th and March 31st at the applicable rate shall be paid for the work performed on any one (1) shift subject to Section 06.02.00 of this Section, except that on the first (1st) day of employment; on jobs of less than one (1) day's duration; and on any day that the work is performed on a shift or project labor agreement with an employer, construction manager, public agency or project.
Master Agreement - from next page

and the full shift between April 1st and November 15th and by the half (1/2) shift, three-quarters (3/4) shift and the shift between November 16th and March 31st except as otherwise provided in Section 06.02.00 above. Overtime hours of employment before and after a shift shall be reckoned by the hour and half-hour at the applicable overtime rate. Overtime on Saturdays, Sundays or holidays shall be paid as provided in Section 06.22.00. If an Employee quits work on his own, his pay shall be paid only for actual time worked.

15. Revise Section 06.04.00 as follows:

06.04.00 On a single shift, eight (8) consecutive hours or ten (10) consecutive hours (exclusive of meal period) shall constitute a shift’s work; the regular starting times of the single shift shall be between 5:00 a.m. and 9:00 a.m. on a Monday or later starting time may be established by agreement between the Employer and the Individual Employer. The Individual Employer shall not engage in any scheme, device or subterfuge to circumvent Sections 06.04.01 and/or 06.14.01, including, but not limited to changing Employees from one piece of equipment to another, or from one assignment to another, moving equipment and/or Employees from one work site to another, or using a different piece of equipment to perform the work.

16. Revise Section 06.04.03 as follows:

Special Single Shift. When the Individual Employer produces evidence in writing to the Union of a bona fide job requirement for a public agency or a public utility, which certifies that same or all of the work can only be done other than during the normal shift hours, and notifies the Union by certified mail at least three days before the start of such special shift (except in the case of emergency), the Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any shift other than one of the special single shift) on any workday beginning Monday through Friday. Such shift shall be in accordance with the provisions of Section 06.02.00.

1. Provided, however, if, by direction of the Contracting Authority, the said specifications requires the same or all of the work to be done other than during the normal shift hours, and notifies the Union by certified mail at least three days before the start of such special shift, the Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift of the same or another Similar type of work) on any workday beginning Monday through Friday. Such shift shall be in accordance with the provisions of Section 06.02.00.

2. Flexible starting times shall be permitted for crews on a special single shift whenever an Operating Engineer Foreman is employed on the special single shift.

17. Revise Section 06.25.03 as follows:

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called out to work on Saturdays, Sundays or holidays, the applicable overtime rate shall be paid for each hour worked, and the minimum pay shall be six (6) hours at the overtime rate.

18. Revise Section 12.01.00 as follows:

General Provisions. The Individual Employer will make the following payments for each hour worked or paid each Employee by an Individual Employer covered by this Agreement.

19. Revise Section 17.02.00 as follows:

Health and Welfare Benefits. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers’ Health and Welfare Trust Fund, effective June 16, 1998, an amount equal to one percent (1%) of the current straight-time hourly wage rate of each Employee paid each Employee by an Individual Employer covered by this Agreement. The Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift of the same or another similar type of work) on any workday beginning Monday through Friday. Such shift shall be in accordance with the provisions of Section 06.02.00.

20. Revise Section 12.05.00 as follows:

Effective July 1, 1996, one cent ($.01) of the four dollars and thirty cents ($.43) shall be paid to Affirmative Action. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers’ Health and Welfare Trust Fund, effective June 16, 1998, an amount equal to one percent (1%) of the current straight-time hourly wage rate of each Employee paid each Employee by an Individual Employer covered by this Agreement. The Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift of the same or another similar type of work) on any workday beginning Monday through Friday. Such shift shall be in accordance with the provisions of Section 06.02.00.

21. Revise Section 16.03.00 as follows:

4.***he-e¥e#& When an Employee ee-@mt~eyeee+-aFeis 21. Revise Section 16.03.00 as follows:

Fringe Benefits. The Union and the Employer agree that the Individual Employers covered by this Agreement may cover their supervisory personnel above the rank of Foremen in the Operating Engineers Health and Welfare Trust Fund for Northern California, Pensioned Operating Engineers’ Health and Welfare Fund and Pension Trust Fund for Operating Engineers by paying into the above Trusts set forth in the Master Agreement monthly on the basis of 160 hours per month in accordance with the schedules set forth in the Master Agreement. If any Employee makes such payment for more than one (1) payment on behalf of such Employee, it shall continue to make such payment for up to two (2) years following the earliest termination date of this Agreement or the Individual Employer. If an Employee leaves employment with the Union during the life of the Agreement, above the rank of foreman, the Employee must be a further provided at the discretion of the Union in the absence of such elect to make payments to the Health and Welfare Trust Fund on behalf of such supervisory personnel if the individual Employer provides the Employee with health care benefits through another source. If an Individual Employer does not make payments to the Health and Welfare Trust Fund on behalf of an Employee’s death, the Union shall not make payments to the Health and Welfare Trust Fund on behalf of an Employee’s death.
Special Single Shift and Second Shift Wage Rates
(Retard to Section 06.04.03 and 06.05.09)

Effective Dates 6/16/96 6/16/97 6/16/98
Group 1-A (5 classifications)
Area 1 $29.30 7.86 7.86
Area 2 $31.30 7.86 7.86
Group 2-A (5 classifications)
Area 1 $29.20 7.86 7.86
Area 2 $30.20 7.86 7.86
Group 3-A (5 classifications)
Area 1 $30.10 7.86 7.86
Area 2 $31.10 7.86 7.86

NOTE: The straight-time hourly wage rate of Employees on cranes or equipment and attachments (including job and/or leads) shall be as follows:

** Truck Crane Oiler or Oiler (as appropriate), are required on all the cranes listed below, except Tower Cranes, Self-Propelled Boom Type Hydraulic Lifting Devices, and self-contained job-ready Hydraulic Truck Cranes that can travel on the California State highway system with the boom over the front of the truck crane carrier without a boom dolly, trailer or any other type of conveyance to transport any attachment or part of the hydraulic crane, off-ten and under, on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

Effective Dates 6/16/96 6/16/97 6/16/98
Group 1-A (3 classifications)
Area 1 $28.40 7.86 7.86
Area 2 $29.40 7.86 7.86
Group 2 (4 classifications)
Area 1 $29.30 7.86 7.86
Area 2 $30.30 7.86 7.86
Group 3 (4 classifications)
Area 1 $30.20 7.86 7.86
Area 2 $31.20 7.86 7.86

10.03.02 Classifications and Rates for Steel Erectors and Fabricators

NOTE: The straight-time rates of pay for the Truck Crane Oiler and Oiler classifications are as follows:

Effective Dates 6/16/96 6/16/97 6/16/98
Group 1-A (3 classifications)
Area 1 $30.10 7.86 7.86
Area 2 $31.10 7.86 7.86
Group 2 (4 classifications)
Area 1 $31.00 7.86 7.86
Area 2 $32.00 7.86 7.86
Group 3 (4 classifications)
Area 1 $32.00 7.86 7.86
Area 2 $33.00 7.86 7.86

10.03.06 Tunnel/Underground Classifications and Wage Rates. The straight-time hourly wage rate of Employees working underground and/or within shafts, stopes and raises shall be as follows:

Effective Dates 6/16/96 6/16/97 6/16/98
Group 1-A (1 classification)
Underground Rate
Area 1 $27.00 7.20 7.20
Area 2 $28.00 7.20 7.20
### Master Agreement

**Effective Dates:**

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<tr>
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### Effective Wage Rates

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<tr>
<td>Area 3</td>
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### Group 3 (3 classifications)

| Area 1 | $24.35 |
| Area 2 | $24.35 |

### Group 4 (3 classifications)

| Area 1 | $24.00 |
| Area 2 | $24.00 |

### Group 5 (7 classifications)

| Area 1 | $23.92 |
| Area 2 | $23.92 |

### FRINGE BENEFITS

- **Health and Welfare and Sick Benefits:** $4.29 per hour—Effective 6/16/96
- **Vacation and Holiday Pay Plan:** $2.70 per hour—Effective 6/16/96
- **Pensioned Health and Welfare:** $33.26 per hour—Effective 6/16/96
- **Pensions:** $4.95 per hour—Effective 6/16/96
- **Affirmative Action/Apprenticeship Training Fund:** $2.20 per hour—Effective 6/16/96
- **Annuity Fund:** $3.35 per hour—Effective 6/16/96
- **Contract Administration Fund:** $5.05 per hour—Effective 6/16/96
- **Industry Stabilization Fund:** $1.08 per hour—Effective 6/16/96
- **Job Placement Center and Market Area Committee Administration Market Preservation Fund:** $1.06 per hour—Effective 6/16/96
- **Industry Promotion Fund:** $3.06 per hour—Effective 6/16/96

### ADDENDUM "A"

**Residential Construction and Building Construction**

### SECTION 1 Coverage

1. **Residential Construction:** Town or row houses; apartment buildings (4 stories or less); single family homes; mobile home developments; multi-family homes; and student housing.

2. **Building Construction:** Alterations and additions to non-residential buildings; apartment buildings (4 stories and above); arenas (uncovered, indoor); auditoriums; automobiles; parking garages; banks and financial buildings; bars; parks; hospitals; hotels; institutional buildings; institutional buildings; libraries; mausoleums; mortuaries; museums; nursing and convalescent facilities; office buildings; operating rooms; passenger, freight and passenger terminal buildings; police stations; post offices; city halls; civic centers; commercial buildings; court houses; detention facilities; dormitories; farm buildings; fire stations; power plants; prefabricated buildings; remodeling buildings; buildings; restaurants; schools; service stations; storage centers; stores; subway stations; theaters; and warehousees. Buildings which are part of a water treatment or sewage treatment plant are not covered by this Addendum.

### SECTION 2 Definitions of Type of Work

#### Section 2.1 Residential Construction: Town or row houses; apartment buildings (4 stories or less); single family homes; mobile home developments; multi-family homes; and student housing.

#### Section 2.2 Building Construction: Alterations and additions to non-residential buildings; apartment buildings (4 stories and above); arenas (uncovered, indoor); auditoriums; automobiles; parking garages; banks and financial buildings; bars; parks; hospitals; hotels; institutional buildings; institutional buildings; libraries; mausoleums; mortuaries; museums; nursing and convalescent facilities; office buildings; operating rooms; passenger, freight and passenger terminal buildings; police stations; post offices; city halls; civic centers; commercial buildings; court houses; detention facilities; dormitories; farm buildings; fire stations; power plants; prefabricated buildings; remodeling buildings; buildings; restaurants; schools; service stations; storage centers; stores; subway stations; theaters; and warehousees. Buildings which are part of a water treatment or sewage treatment plant are not covered by this Addendum.
### Master Mechanic

- **Over 5 Employees**
- **Group 2**
- **Group 1**
- **Group 1-A (5 classifications)**
- **Foremen and Shifters, over 7 Employees**
- **Group 7**
- **Group 3-A (5 classifications)**

### Area Divisions
- **Area 2**
- **Area 1**

### Effective Dates
- **June 16, 1996**
- **June 16, 1997**
- **June 16, 1998**

### Shift and Second Shift Wage Rates

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### Area Classification and Rates for Piledrivers

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### Fringe Benefits

- **Fringe Benefits**
- **Fringe Benefits Rates**
- **All Crane and Attachments, Special Single Shift and Second Shift Wage Rates**

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### Effective Dates

- **June 16, 1996**
- **June 16, 1997**
- **June 16, 1998**

### Health and Welfare Allocation

- **Effective June 30, 1997, and June 30, 1998, any increase in the Health and Welfare contribution rate which is necessary to maintain benefits shall be allocated from the wage increases provided for in this Addendum pursuant to Section 01.05.01 of the Master Agreement. If the amount which is necessary in either year to maintain Health and Welfare benefits exceeds the amount of the increase in the wages provided for in this Addendum, the Individual Employer shall pay the additional amount necessary to maintain those benefits up to twenty-five cents ($0.25) effective June 30, 1997, and up to twenty-five cents ($0.25) effective June 16, 1998.**

### SECTION 4 Addendum Counties

- **Counties listed below:** Alpine; Amador; Butte, Calaveras; Colusa; Del Norte; El Dorado; Fresno; Glenn; Humboldt; Kings; Lake; Lassen; Madera; Mariposa; Mendocino; Merced; Modoc; Monterey; Napa; Nevada; Placer; Plumas; Siskiyou; Siskiyou; Stanislaus; Solano; Sutter; Tehama; Trinity; Tulare; Tuolumne; Yuba; and Yolo.

### SECTION 5 Work Rules

- **These work rules will apply to all building construction work, parking lots, and driveways covered by the Master Agreement in all counties covered by the Master Agreement on jobs on which the value of the work covered by the Master Agreement for the entire project is**

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**con't next page**
Master Agreement

less than $200,000. The Individual Employer shall not engage in or enter into any scheme, plan or device with the Contracting Authority or Developer to job split or split contracts with the intent of pricing a specific job or project under $200,000. The Individual Employer shall provide the Union with documentation to establish that the value of a job is under $200,000. (Note: These work rules will not be incorporated into the Private Work Agreements.)

Section 5.3 Straight time hours shall be reckoned by the half (1/2) shift, three quarters (3/4) of a shift and by the full shift.

Section 5.4 An Employee who works at more than one rate on the same day shall be paid at the highest rate for all hours worked if the Employee works at the highest rate for at least one half of the Employee's straight time hours worked that day. If the Employee works at the highest rate for less than one half of the Employee's straight time hours that day, the Employee shall be paid for actual time worked at each rate.

Section 5.5 So long as the Individual Employer properly pays a job, it may make full utilization of Employees by assigning them work other than work defined in Section 02.06.00 of the Master Agreement.

Section 5.6 The regular work day shall be eight (8) consecutive hours or ten (10) consecutive hours which (exclusive of a meal period) shall constitute a regular shift's work. The regular beginning time of a single shift shall be between 5:00 a.m. and 10:00 a.m. The parties may establish different starting times.

Section 5.7 Forty (40) hours of work, Monday through Friday, shall constitute the regular workweek.

Section 5.8 All work performed in excess of forty (40) hours in any one (1) work week and all hours worked on Saturday shall be paid for at the overtime rate of time and one-half (1 1/2). All work performed on Sunday and holidays shall be paid at double time.

EXHIBIT "A"

JOINT LABOR MANAGEMENT

STOCK AMUSEMENT POLICY

I. INTRODUCTION

The Union and the Employer establish this Policy in order to provide the Individual Employers with a comprehensive substance abuse program, to provide Employees who abuse and/or are addicted to drugs, including alcohol, a means to receive treatment for their substance abuse problem and voluntarily seek treatment for it.

In order to achieve these purposes, it is our primary goal to identify these Employees and refer them to professional counseling, treatment before job performance has become a disciplinary problem. Employees are urged to use the services available through the Employer, the program as provided for in Section XI.

A. An Individual Employer must give written notice to the Union that it is implementing this Policy. The notice must be delivered in person, by certified mail or by FAX before it is implemented. The Individual Employer shall specifically notify the Union whether it is implementing the testing provisions of this Policy for its Employees who are not required by DOT rules.

B. The Individual Employer may not implement this Policy unless it subjects all management and supervisory employees to the same type of testing which is provided herein.

C. An Individual Employer who has implemented this Policy shall advise the Union dispatchers with whom it has to do business that the Employer intends to drug test dispatched Employees. A test result shall not be set aside because an Individual Employer does not give written notice.

D. An Individual Employer who implements this Policy shall provide written notice of this Policy to all Employees including those dispatched to it by the Union and shall provide the Union with a copy of the test results related to this Policy unless it subjects all management and supervisory employees to the same type of testing which is provided herein.

E. Failure to give a form of notice as set forth in this section shall make any testing engaged by the Individual Employer a violation of the Master Agreement, and no results of any such test shall be relied upon to deny employment or pay or to discipline any Employee.

III. PURPOSE OF POLICY

A. The Employer, Individual Employers and the Union have committed to providing a safe and productive work environment for Employees. The Employer, Individual Employee(s) and the Union recognize that the value we have in our Employees is the safety of the work site, the safety of the Employee's health affects attitude, effort, and job performance. The parties recognize that substance abuse is a behavioral, medical and social problem which has decreased efficiency and increased risk of accidents and of injury to employees. The Employer, Individual Employee(s) and the Union therefore adopt this Policy. The intent of the Policy is threefold:

1. To maintain a safe, drug and alcohol free workplace;

2. To maintain our work force at its maximum effectiveness;

3. To provide confidential referral to the Addiction Recovery Program (ARP) and to provide confidential treatment for those Employees who recognize they have a substance abuse problem and voluntarily seek treatment for it.

B. In order to achieve these purposes, it is our primary goal to identify these Employees and refer them to professional counseling, treatment before job performance has become a disciplinary problem. Employees are urged to use the services available through the Employer, the program as provided for in Section XI.

C. An Individual Employer may implement this Policy. All information from an Employee's drug and alcohol test shall remain in effect unless otherwise agreed to by the Employee and the Individual Employer may implement for Employees who abuse and/or are addicted to drugs, including alcohol, a means to receive treatment for their substance abuse problem and voluntarily seek treatment for it.

The results of a positive drug test shall not be relied upon to deny employment or pay or to discipline any Employee.

IV. EDUCATION PROGRAM

The Individual Employer will implement a comprehensive drug awareness and education program which shall be in conformance with the DOT regulations. The program shall include educating Employees and management personnel about substance abuse and chemical dependency, the adverse affect they have on Employees and the Individual Employer, and the treatment available. Employees are urged to use the services available through the Employer's program and refer them to the appropriate treatment program.

1. Treatment for substance abuse and chemical dependency is provided under the Health and Welfare Plan, up to the limits described in the plan.

2. An Employee shall be granted necessary leave of absence for treatment ARP recommends contingent upon signing a return-to-work agreement as provided for in Section XI.

V. CONFIDENTIALITY

The Individual Employer shall be able to supply all applicable State and Federal laws and regulations regarding confidentiality of medical records in any matter related to this Policy. The Individual Employer shall designate one of its management, supervisory or confidential employees to be its custodian of records and contact person for all matters related to this Policy. All such records shall be kept in a locked file which shall be labeled "confidential."
Master Agreement
can't from previous page

ARP for assessment and referral to treatment, if appropriate.

Consent Form. Any Employee directed to submit to a test in accordance with this Policy will sign a consent and release form (a copy of which is attached as Form "A"). The consent and release form will only authorize (1) the facility where the specimen is collected to collect the specimen, (2) the laboratory which performs the test to perform the test and to provide the test results to the MRO, and, if negative, to the Individual Employer, and (3) the MRO to review and verify tests and reports to the Individual Employer whether the test is positive or negative. If the ARP revises its list of substances for which it requires employers to test, this Section shall be amended to reflect the revised list.

Employee has a right to consult with a Union representative before signing the release and before submitting to the test. An Employee who believes the Individual Employer is improperly directing him/her to submit to a test may file a grievance under Section 11(b) of this Agreement. The test results will be disregarded if the Employee is told by the Arbitrator to desist from submitting to the test.

The Individual Employer was not authorized by this Policy to direct the Employee to submit to the test. An Individual Employer may require an Employee to submit to a drug test as provided for in this Policy if it has probable cause that the Employee is impaired, intoxicated, and/or under the influence of a controlled substance.

Probable cause may not be established, and findings of probable cause must be documented by the use of an employee monitoring form (preferably not in the bargaining unit) showing observations and reports of third parties. The employee monitoring form shall be indicators not reasonably explained as resulting from causes other than the use of such controlled substance and/or alcohol (such as, but not by way of limitation, fatigue, lack of sleep, exposure to noxious fumes, reaction to over-the-counter medication or illness. If available, the Employee may present documentation indicating why it is reasonable to believe the Employee is impaired. The Employee may be allowed enough time to read the entire document and to understand the reasons for the test. The Management Representative also shall be present during such explanation and shall be entitled to confer with the Employee before the explanation is required. If the Management Representative is present, a copy of the Incident Report Form shall be given to the Management Representative. If the Employee is required to be tested. After being given a copy of the Incident Report Form, the Employee shall be allowed enough time to read the entire document and to understand the reasons for the test.

The Management Representative shall provide the Employee with an opportunity to provide an explanation of his/hers condition, such as reaction to a prescribed drug, fatigue, lack of sleep, exposure to noxious fumes, reaction to over-the-counter medication or illness. If available, the Employee may present documentation indicating why it is reasonable to believe the Employee is impaired. The Employee may be allowed enough time to read the entire document and to understand the reasons for the test. The Management Representative also shall be present during such explanation and shall be entitled to confer with the Employee before the explanation is required. If the Management Representative is present, a copy of the Incident Report Form shall be given to the Management Representative. If the Employee is required to be tested. After being given a copy of the Incident Report Form, the Employee shall be allowed enough time to read the entire document and to understand the reasons for the test.

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A decline in an Employee's job performance is often the first sign of a personal problem which may include substance abuse or chemical dependency. Supervisory personnel will be trained to identify signs of substance abuse, chemical dependency, and declining job performance. The Individual Employer may formally refer an Employee for any purpose or under any circumstances, whether the test was positive or negative or for any other reason, to ARP based upon documented declining job performance or other observations prior to testing, if the Union representative is available. Employees required to submit to a test under Section 3 will be paid for all time related to the test including time spent transporting to and from the collection site, all time spent at the collection site, and all time involved completing the consent and release form if the test results are negative.

C. ACCIDENT TESTING

An Individual Employer shall require Employees who are directly or indirectly, involved in work related accidents involving property damage or bodily injury that require regulations under the hazardous materials regulations which would likely result in property damage or bodily injury to be subject to a test as provided herein. The innocent victims of an accident shall not be subject to a test unless a probable cause exists. The Individual Employer shall complete an Accident Report Form (see Form "B") whenever it tests an Employee under this Section.

D. DOT REGULATED EMPLOYEES

Notwithstanding any other provision of this Policy, the Individual Employer may require its Employees who are covered by the DOT drug and alcohol testing regulations to submit to testing as required by those regulations. Such testing will be conducted in strict accordance with the Regulations. The Individual Employer may discipline an Employee who tests positive as defined by the Regulations. Such testing will be conducted in strict accordance with the Regulations subject to Section XI, REHABILITATION DISCIPLINE, of the Policy. ARP shall be the Substance Abuse Professional for all Employees. ARP, to the maximum extent possible, shall provide the mandated training to all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees. ARP shall be the Substance Abuse Professional for all Employees.
Master Agreement

The Individual Employer shall offer an Employee affected by alcohol or drug dependence an unpaid medical Leave of Absence for the purpose of enrolling and participating in a drug or alcohol rehabilitation program which is authorized and approved by the Individual Employer. The Individual Employer is prohibited from terminating any Employee prior to enrolling and participating in the rehabilitation program. An Employee who has been terminated for a violation of the attendance policy or non-compliance with the rules and regulations of the Individual Employer shall be subject to reinstatement upon successful completion of the rehabilitation program.

The Individual Employer is required to refer all Employees who have received treatment for substance abuse to the Union's Employee Assistance Program (EAP). The EAP shall provide confidential counseling and referral services to Employees who need help with substance abuse.

The Individual Employer shall offer an Employee who completes a successful rehabilitation program an opportunity to return to work with a return-to-work agreement. The return-to-work agreement shall be subject to the provisions of the Master Labor Agreement and the grievance and arbitration procedures of the Master Labor Agreement.

X. PROHIBITED ACTIVITIES/DISCIPLINE

An Employee shall not possess, use, provide, dispense, receive, sell, offer to sell, or manufacture alcohol and/or any controlled substances as defined herein by law or have any measurable amount of any such substances or by product thereof as defined in Section VI while on the Individual Employer's property or while working for the Individual Employer. An Employee shall not work while impaired, intoxicated or under the influence of alcohol and/or any controlled substance. An Employee who is impaired as a result of the use of prescription medication and/or over-the-counter medication shall be subject to discipline up to and including discharge as provided herein.

XI. REHABILITATION/DISCIPLINE

The Individual Employer may discipline an Employee who violates any provision of Section X. Such Employee is subject to disciplinary action up to and including termination. If there is a non-signatory prime contractor on a plan covered by the Union, the Prime Contractor shall apply to the Individual Employer the provisions of the Master Labor Agreement which are applicable.

XIV. GRIEVANCE PROCEDURE

All disputes concerning the interpretation or application of this Policy shall be subject to the grievance and arbitration procedures of the Master Labor Agreement.

SIX. SAVINGS CLAUSE

The establishment or operation of this Policy shall not curtail any right of any Employee found in any law, rule or regulation. Should any part of this Policy be determined contrary to law, such invalidation of that part or portion of this Policy shall not invalidate the remaining portions. In the event of such determination, the collective bargaining parties will immediately bargain in good faith in an attempt to agree upon a provision in place of the invalidated portion.

Addendum A

This agreement, made and entered into this day of , 1996, by and between ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC. (Employer) and OPERATING ENGINEERS LOCAL UNION NO. 3 of the International Union of Operating Engineers, AFL-CIO.

If there is a non-signatory prime contractor on a plan, the Individual Employer may discipline the Employee for non-compliance with the return-to-work agreement. Employees who are working under a return-to-work agreement shall be subject to all of the Individual Employer's rules to the same extent as all other Employees are required to comply with them.

XIII. NON DISCRIMINATION

The Individual Employer shall not discriminate against any Employee who is receiving treatment for substance abuse and/or chemical dependence. All Employees who participate in this program shall be subject to discipline for violation of this policy.

XII. MEDICAL CARE

Evaluation and treatment for substance abuse and chemical addiction are provided for through the Health and Welfare Plan. An Individual Employer who adopts the provisions of this policy will not incur any additional cost for assessments, medical treatment or benefits paid by the Individual Employer.
Local 3 awards 4 scholarships to high school seniors

Four high school seniors have won academic scholarships from the 1996 Local 3 College Scholarship Awards. The winners are sons and daughters of Local 3 members. Two $3,000 scholarships were awarded to the top female and male applicants, and two $2,000 scholarships were awarded to each female and male runner-up.

Andrea Patricia Baca
FIRST PLACE, Female ($3,000)
Hometown: Downieville, Calif.
School: Downieville High School
Educational/career goals: Medicine
Colleges/universities applied: Cal. State Univ. Chico

Activities: Ski Club, Drama Club, student government, including 10th and 11th grade class president, Model UN, Friday Night Live (student group advocating fun without drugs or alcohol), school newspaper, yearbook editor, tutor, assistant Brownie leader, music, and various church functions

Achievements: Principal's honor roll throughout high school, 10th Annual Academic Achievement Recognition.

Parent: John Baca

Huayu (Harvey) Duan
FIRST PLACE, Male ($3,000)
Hometown: Oakland, Calif.
School: Oakland High School
Educational/career goals: Computer science
Colleges/universities applied: UC Santa Barbara, UCLA, UC Santa Barbara, Carnegie Mellon Univ., Univ. of Chicago, Reed College, Harvey Mudd College, Occidental College, Univ. of Rochester, Illinois Institute of Technology

Activities: Chief of school photo studio, Photo Club president, UNIX Club project director, Moot Court competition, Science Club, National Young Entrepreneur Club, Tae Kwon Do, intern at KTVU Channel 2.


Parent: Yunqin Duan

Michelle Christine LaViolette
SECOND PLACE, Female ($2,000)
Hometown: Gridley, Calif.
School: Gridley High School
Educational/career goals: Elementary school teacher
Colleges/universities applied: Accepted to Cal. State Univ. Chico

Activities: Student government, including student body president, Friday Night Live VP, Spanish Club president, yearbook staff, leadership class, volleyball, track, softball, modern dance, Girl Scouts

Achievements: Principal's Leadership Award, Congressional Youth Leadership Council, Outstanding Senior, Who's Who Among American High School Students, Bank of America Certificate in Foreign Language (Spanish), Girl Scouts Silver Award, numerous athletic awards.

Parent: Charles LaViolette

Lester Alfred Jenkins Jr.
SECOND PLACE, Male ($2,000)
Hometown: Oakdale, Calif.
School: Oakdale High School
Educational/career goals: Civil engineering
Colleges/universities applied: UC Davis, Univ. of Pacific, Stanford

Activities: Science Club president, student government, Service Club, Trap Club, Arts Club, Renaissance Club, California Scholarship Federation.

Achievements: CSF Gold Seal, Renaissance Gold Card, gold medal in County Academic Decathlon, gold medal in Science Olympiad

Parent: Lester Jenkins Sr.

Note: If anyone has information about past scholarship winners with success stories to tell, please contact the Local 3 Public Relations Department at (510) 748-7400, ext. 3472, or write to the Operating Engineers Local 3, Public Relations Department, 1620 S. Loop Road, Alameda, CA, 94502.
What’s the difference between alcohol and illegal drugs?

For many employers, knowing exactly what to do about alcohol use and abuse is a mystifying subject. After all, alcohol is legal, unlike marijuana and cocaine, the two most popular illegal substances abused by workers.

Why would employers prohibit their employees from drinking during their lunch break? While entertaining clients? At company-sponsored events, such as holiday parties and company picnics? Why stop someone from doing something that is perfectly legal under most circumstances?

A close look at alcohol as a drug can be very sobering, and it can help alleviate many employers’ reluctance to address the issue. The fact that drugs are illegal and alcoholic beverages are not is where most of the differences end.

Experts agree alcohol is a drug — a very addictive and potentially harmful drug when abused. Its impact on workers’ job performance and the morale of the workforce is just as real and, perhaps, even more pervasive than that of marijuana and cocaine.

When a person drinks, alcohol enters the bloodstream and spreads throughout the body tissues. Many people think that only hard liquor can be harmful. However, a 12-ounce can of beer has about the same level of alcohol as a 5-ounce glass of wine or 1 1/2 ounces of 80-proof alcohol.

Though the effects of alcohol on the individual greatly depend on the person’s size, weight, sex, age, and the amount of food and alcohol consumed, they can be very similar to many illegal drugs. For example, drinking typically slows a person’s reflexes and impairs judgment and coordination. It can cause a person to feel dizzy. Larger amounts can result in slurred speech, nausea and vomiting.

The long-term impact of heavy alcohol abuse on the body can be debilitating, even fatal, the same as with drugs. Heavy drinkers risk alcohol dependence, liver disease, ulcers, hepatitis, nervous disorders, heart problems, strokes, cancer and blackouts. Drinking during pregnancy can cause miscarriages and lead to babies being born with birth defects.

Like employees who abuse drugs, alcoholics tend to be troublesome workers. Alcohol abusers, compared to nonabusing coworkers, are involved in more on-the-job accidents that cause property damage, injuries or death to themselves and others. They are absent from work or late showing up more often than their nonabusing co-workers. They overuse health care benefits, causing health care costs to rise.

According to the National Institute on Alcohol Abuse and Alcoholism, a problem drinker is someone who:

- Drinks to function or cope with life.
- Frequently drinks to the state of intoxication.
- Goes to work under the influence of alcohol.
- Drives a car while under the influence of alcohol.
- Is injured and requires medical attention as a result of his or her drinking.
- Under the influence of alcohol does something he or she would never do otherwise.

If you or a loved one are experiencing problems with drugs or alcohol, confidential help is only a phone call away. Contact your ARP at 1-800-562-3277 for confidential advice and assistance.

Insights from retiree’s book ‘Orgies & Egos’

An Heeney, a retired Operating Engineer, wrote a book a few years ago titled “Orgies & Egos... in the Construction Industry.” He dedicated his book “to the hard-working, fun-loving, honest, outrageous, courageous and, last but not least, intelligent men and women of the construction industry.”

Here are a few excerpts:

“Any way you slice it, being a blademan is not an easy job. However, if it were easy, the prima donnas wouldn’t want the job. Yes, we blademen are called by many the prima donnas, and all this does is irritate the person who is trying to do a good job. A good, decent job means getting the grade right where it belongs. As an example, if the grade is 1/4 inch low on a 600,000 square foot job, the extra cost in rock is $7,000 or $8,000; one quarter inch low on rock and the extra asphalt costs $30,000. This should give you white-collar people some insight into our world.”

These are just a few excerpts from the insight of one of our retirees. The collective insight and experience of all our retirees would fill the Library of Congress many times over, and no one would ever finish all the interesting reading.

Notice for Fresno retirees

There’s going to be a retirees potluck and meeting.
Where: Woodward Park, Valley View Area
When: Thursday October 10, 11 a.m. - 3 p.m., meeting at noon
Please bring your favorite dish.
How to use your ATM card without getting charged a fee

You might have heard last spring that Visa USA and MasterCard International lifted the ban on ATM surcharges. This cleared the way for banks and other financial institutions to charge some ATM users a fee for using their machines.

Since the ban was lifted, banks are doing two things: charging noncustomers ATM fees and luring new checking account customers by offering no-surcharge ATM service. They're saying, “Become our customer, we have ATMs you can access with no surcharge.”

While you may save a few bucks on ATM charges, you'll wind up paying much more than at your credit union for all those other important bank services. It doesn't make financial sense to pay high monthly fees on checking accounts, credit cards and even phone inquiries just so you can use a bank's ATMs without charge. Besides, you don't even need another bank's ATM to get cash.

You can avoid ATM surcharges yet still enjoy the convenience by using so-called “point-of-sale terminals” such as those at supermarket checkouts, gas stations, fast food restaurants and stores. You can get cash back with your purchase or withdraw funds from your checking account without even making a purchase. You won't pay any surcharges if you use point-of-sale sites displaying the Co-op or Explore logos.

Another advantage of point-of-sale sites is that if you need cash at a time when the bank ATM parking lot is deserted -- usually very early in the morning or late at night -- you are better off getting cash inside a safe, well-lighted store. Major supermarket chains open 24 hours are a good choice. Most point-of-sale purchases include no fee. If a merchant does charge a nominal fee, it will be posted at the check-out.

New check card

Your credit union is about to introduce its new check card, which will show a small Visa logo to remind members that they can use it to make purchases anywhere the VISA logo is displayed. Many merchants also will offer you the convenience of using your check card to get cash.

The new check card will not be a VISA credit card, rather it will give you the advantage of using funds in your checking account to buy everything from movie tickets to back-to-school clothes. With your check card you won't have to stop at an ATM or write out checks anymore.

How your credit union compares

Here are just three of the areas where OE Federal Credit Union membership protects you from extra costs month after month:

<table>
<thead>
<tr>
<th>SERVICES</th>
<th>OE FEDERAL CREDIT UNION</th>
<th>BANK OF AMERICA</th>
<th>WELLS FARGO BANK</th>
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<td>Monthly checking</td>
<td><strong>NO FEE</strong></td>
<td>$4.50-$9.00</td>
<td>$3.50-$9.00</td>
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<td>Personal phone</td>
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<td>$1.50 per call</td>
<td>$1.50 per call</td>
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<td>service</td>
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<tr>
<td>Automatic phone</td>
<td><strong>NO FEE</strong></td>
<td>$.50 per call</td>
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Consistent value

New ATM surcharges are just one area in which banks see their customers as a means to an end -- making money for their stockholders. Your credit union, by contrast, sees ATMs and point-of-sale technology as a means to further the value we offer our members. You, not stockholders, are the reason we exist. And the value we offer our members has been consistently better than that offered by other financial institutions. This value includes a generally higher return on your savings and lower rates on loans.

If you are not already a member, the new ATM surcharges and ongoing high costs of bank checking accounts make this a great time to open an account. Take advantage of this important credit union membership benefit. All it takes to become a credit union member is a deposit of $5 or more into a regular savings account.

To help meet the expenses of computers, books and clothes for school, consider our—

BACK-TO-SCHOOL SPECIAL

Borrow up to $1,000 at a Special Rate of 9.9%.

And you have up to 12 months to repay. Starts August 15th and runs through September 30th.

Stop by any branch for a free calculator.*

Call Today! 1-800-877-4444

*Upon loan approval.
Former RMTC administrator Larry Uhde inducted into Apprentice Hall of Fame

At its biannual meeting May 1-3 in Monterey, the California Conference on Apprenticeship inducted Larry Uhde into their apprenticeship Hall of Fame. Considering that the California Conference on Apprenticeship involves well over 40 unionized trades and spans the entire state, being a recipient of this award is very significant indeed.

As many of you may know, Larry is retired now from his position of administrator of the Operating Engineers Joint Apprenticeship Committee training program at Rancho Murieta. The hall of fame award signifies his dedication to Local 3 and to apprenticeship statewide.

Hall of fame nominees must have made a significant contribution to apprenticeship. The Public Relations and Publicity Standing Committee of the CAC, which serves as the selection panel for the award, recognized that Larry easily fits this criteria. Having worked closely with Larry on various apprenticeship committees, I know he was very deserving and that Local 3 was fortunate to have his talents.

Larry was honored at the CAC banquet. His longtime friend and colleague, Ted Sanchez, JAC coordinator for the San Jose District, sang the National Anthem. The award was presented to Larry by Bob Berger, chair of the CAC's Hall of Fame Committee.

Some important information about lunch breaks

In the spring, the work picture took on a strange pattern. Work would pick up one month then drop off the next. Today the work picture appears to have improved and is maintaining a strong outlook.

The San Francisco International Airport expansion has quite a few survey crews working, with additional work on the way. Housing throughout the 12 Bay Area counties is going full swing, as are commercial and public works projects. In all, work seems to be slightly better than last year.

As you'd expect with the improving work picture, the out-of-work list has greatly improved. The total number of surveyors on the out-of-work list, which includes San Francisco, Santa Rosa, San Jose and Oakland districts, is about eight party chiefs and 15 rod/chain people.

Lunch breaks

The Technical Engineers Division office has received several phone calls requesting information on lunch breaks. To eliminate any confusion, the following has been taken from the current Technical Engineers master collective bargaining agreement:

Page 17, Section 04.04.00

"Meal period: there shall be a regularly scheduled meal period. The meal period shall be one-half (1/2) hour and shall commence not earlier than three and one-half (3 1/2) hours and not later than four and one-half (4 1/2) hours from the beginning of the shift. If the individual employer requires the employee to work through his or her scheduled meal period, the employee shall be paid at the applicable overtime rate for such meal period."

Golf tournament

The 2nd Annual Technical Engineers Golf Tournament will...
New round of Hazmat classes starts this fall

Below is the Hazmat schedule for the fourth quarter of 1996. The starting time for all classes is 7 a.m. You must contact the district office to attend classes scheduled in that district. Those who wish to attend classes in Alameda will be required to contact the Safety Department at (510) 748-7400 ext. 3358 to have your name placed on the roster.

Please note the following change: You will not be allowed to attend an eight-hour refresher classes if the last class you attended was prior to 1993. After December of this year, everyone who has not taken a class after December 1994 will be removed from our lists and will have to retake their 40-hour class in order to be certified for Hazmat.

Eight-Hour Refreshers

**Fresno District**
Sat., Nov. 2
Location: Cedar Lanes, 3131 N. Cedar, (209) 252-8903

**Marysville District**
Fri., Dec. 20
Location: Sutter Yuba Assoc. of Realtors, 1568 Starr Drive, Yuba City, (916) 743-7321

**Redding District**
Sat., Dec. 21
Location: Redding District office, 20308 Engineers Lane (916) 222-6093

**Sacramento District**

**San Jose District**
Location: To be determined
Fri., Nov. 8, Sat., Nov. 9
(408) 295-8788

**Stockton District**
Sat., Dec. 14
Location: Stockton District office, 1916 N. Broadway, (209) 943-2332

**Oakland District**
Wed., Nov. 6; Sat., Nov. 16; Sat., Nov. 23; Mon., Nov. 25; Tues., Nov. 26; Tues., Dec. 17; Wed., Dec. 18; Thurs., Dec. 19
Location: Local 3 headquarters, 1620 S. Loop Rd., Alameda, (510) 748-7446

**Santa Rosa District**
Sat., Oct. 5, Thurs., Nov. 7
Location: Labor Center, 1700 Corby Ave., (707) 546-2487

**San Francisco District**
Sat., Oct. 26 - Nov. 1
Location: 1620 S. Loop Road, Alameda, (510) 748-7400 ext. 3358

**Solano District**
Fri., Nov. 8; Sat., Nov. 9
(408) 295-8788

40-Hour Classes

**Sacramento District**
Oct. 28 - Nov. 1
Location: Sacramento District office, 4044 N. Freeway Blvd., Ste. 200, (916) 565-6170

**Alameda Headquarters**
Oct. 7-11; Nov. 18-22, Dec. 2-6
Location: 1620 S. Loop Road, Alameda, (510) 748-7400 ext. 3358

Your name must be on the 40-hour sign up list in your home district office in order to be called for a 40-hour class. This requirement is waived for company sponsored students. Cost for company sponsored students will remain at $250 per student.

A BATC class is scheduled for Saturday September 7 beginning at 7 a.m. at the Fairfield office. You must call the Fairfield hall to reserve a slot.

**A Look into the Past-1978**

Recognize anyone?

From left to right: Gene Schaufler, Pat Keith, Wayne Patch, Wally Schissler
Brent Robertson, Joe Sally, Mark Barnes

"After the latest CANCER scare, we thought you needed a little cheering up."
Gibbons & Reed crews working smoothly on Kennecott Copper dike project

SALT LAKE CITY — Gibbons & Reed was awarded a dike maintenance contract earlier this spring at the north area of the Kennecott Copper Company mine. The company has been able to keep about 12 Operating Engineers working 40 hours a week since late March.

The project consists of raising the dike 9 feet and about 800 feet toward the center of the pond. Slurry is pumped into the pond from the sludge area. The sludge then settles and the water is recycled to pump more sludge from the slurry area to the settling ponds. Different areas of the pond are worked so the sludge has a chance to dry. The settlement is excavated and used to build and maintain the dike.

Adams Smith finishing up Salt Lake airport tower

SALT LAKE CITY — The work in Utah is picking up well again this season. One of the projects filling the skyline at the Salt Lake International Airport is the new air-traffic control tower being erected by Adams Smith, one of Local 3’s good union contractors.

The Manitowoc 4100 tower crane shown in the photographs was furnished by Acme Crane Rental, and the operator running the rig is 36-year member Claude Lish. Claude’s talking about retirement, but we all know the work gets in your blood and it’s hard to leave it.

The control tower is 316 feet high with the crane running 415 feet of boom, the most boom Claude has handled on a crane. Able and willing operators like Claude give us our reputable name, and Acme Crane has several other very good operators on its payroll. Our other crane companies, Shurtleff Andrews and Alpine Crane, have also kept their crews going this spring.

The Sharon Steel cleanup in Midale that Ogden Remediation is doing is another busy site. This is a hazardous waste project, and we’ve had a difficult time staffing it with Hazmat certified hands. Our training program has gone out of its way to put on the 40-hour Hazmat classes to get these jobs filled.

I attended one of the 40-hour classes early this year at the Spanish Fork Training Site and was very impressed with the training given by Joe Richins, Verlyn Shumway and Rickie Bryan. Every member should get Hazmat training when he or she has a chance in the winter layoff months. It could be invaluable to you.

We’re starting negotiations with our rock, sand and gravel companies of Geneva Rock, Fife Rock, Concrete Products and Valley Asphalt. It looks like a long, hot summer ahead. We hope to come out with some profitable contracts this year as the work has been there the last few years, and it looks like it’s going to stay with us for several years to come.

Have a great summer, and like you were told before, enjoy it and be safe.

Steve Swisher, project manager for Gibbons & Reed, said he’s very happy with the operators that have been in the seats this summer and that they’ve done a great job. Glen Mills, a 38-year member, is the foreman on this project and is the one responsible for putting together a great crew of Operating Engineers. Jeff Hunter, project safety superintendent, says the safety record is excellent and is happy to report, at press time at least, that there have been no lost-time accidents.

Thanks to all our brother engineers on this project who are demonstrating the best skills.


Local 3 and Kennecott break off master agreement talks

SALT LAKE CITY — The unions that bargain with Kennecott Copper Company began early negotiations last May in an effort to work back to a June 30 contract expiration date, which we lost in negotiations three years ago.

The goal is for each of the 17 local unions who represent workers at Kennecott to finish negotiating their local supplemental agreements by June 5. From June 10-30, the bargaining committee would then try to resolve master contract language, work on fringe benefit improvements and economics.

As of July 1, 11 unions, including Local 3, have reached tentative agreement on local issues. However, master negotiations broke off June 23, with no meetings scheduled and the expiration date of the agreement September 30.

Kennecott negotiations are long and difficult because so many diverse parties and interests must come to an agreement. There are several important issues, that have to be resolved, with pension, wage and health benefits at the top of this list. I’m hoping we can put some of the more minor issues to rest so we can concentrate on the more serious bread-and-butter issues discussed earlier.

If you have questions regarding negotiations, contact your stewards so he or she can keep you informed during these important times. I want to thank all the Kennecott stewards for the fine job they are doing to represent you in these negotiations.

George Stavros, Business Rep.
SANTA ROSA -- We reported in the April Engineers News that some Caltrans projects would bid by mid-April. Unfortunately, three of these projects are still on hold and should go out to bid this month. We hope they are the Squaw Rock U.S. 101 project, the Leggett U.S. 101 slide and the downtown Willits U.S. 101 widening.

Local contractors have their operators back to work and have pulled a few members off our out-of-work list. Dillingham Construction is just getting off the ground on the Healdsburg bridge job and might put a few more hands to work. Ghilotti Construction has two crews working north of Santa Rosa. The Kendall-Jackson Winery is just about completed, and the underground retaining walls on the Healdsburg widening project are finished.

Argonaut Constructors has three waste water treatment plant jobs going on in Sonoma County. The company is getting started on the third phase of the Skyhawk Development project on the east side of Santa Rosa.

A lot of North Bay Construction's work is in other districts, but it does have two subdivisions in Rohnert Park and one in Cloverdale, jobs that are keeping some of our operators busy.

It's refreshing to see a union contractor doing some agricultural work in Alexander Valley. Harold Smith Construction out of Napa has been working on phase three and four of the Kendall-Jackson project, which will provide a couple of years worth of work for about five to seven operators.

We know that there are a few non-union agriculture contractors in the area trying to figure out how Harold Smith can afford to pay "these kinds of wages and fringes." The answer is quality work and good production.

Siri Grading and Paving just began a $720,000 Caltrans parking facility in Cloverdale. It's also working on a $5 million project in Pleasant Oak Park in Windsor. Engelke Brothers of Healdsburg has been waiting on some FEMA money so it can start a $220,000 culvert job.

Oak Grove Construction has been busy working in southern Sonoma County at various jobs in Petaluma and Rohnert Park. Up North, Parrum Paving picked up two pretty good sized jobs. One is a $4 million job at the Homestake Mine, the other a $3.5 million project in Humboldt County.

Roosevelt Brothers is currently going full bore at Sea Ranch and its hands are picking up some overtime. Mendocino Construction Services has been busy on the Ukiah sewer treatment project and on the bank crossing job. Most of its employees are back to work, and they are hoping to pick up some Caltrans jobs that are ready to go.

We just completed a pre-job conference with R. M. Harris Company, Inc. regarding the $8.7 million bridge replacement realignment project on Wood Road in Sonoma County. Also, Pacific Mechanical Corp. was recently awarded the second phase of the $2.5 million Sweetwater Springs Water Supply and Storage improvements.

As many of you already know, we are not having our annual barbecue this summer. Instead, we are planning to have an open house once we move into our Rohnert Park office. We will be sure to give you more information as soon as we have more details.


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Reno-District News

Enjoying the good life

Martín Lovrin took a break while remodeling his living room and dining room to receive his 50-year membership watch and pin. Marty has been retired for about four years and feels he has made the adjustment. Prior to retiring, Marty worked his last few years in the trade at Horror J. Olsen Inc.

Lambert Kremersreter receives his 50-year watch and pin from San Francisco District Rep. Don Jones. Bert has been retired for about 19 years. His career as an Operating Engineer started with Calhill Bros. Construction Co. In 1956, he went to work for Clementina Ltd., as a master mechanic where he stayed until his retirement.

We would like to recognize Marty and Bert's many years of service to the union and the industry. To a couple of "old boys" with real grit, we thank you.

Reno-Sparks teaming with subdivision work

RENO -- Work in northern Nevada is booming, a fair amount of which consists of subdivision work and asphalt overlays.

Frehner Construction is starting two overlays on Hwy. 50 between Ely and Eureka. Hwy. 95 at Paradise Hill and Hwy. 51 at Mountain City.

The company is finishing work on Hwy. 95 near Hawthorne, Alternate 95 at Silver Springs, and I-80 at Death and Jackpot.

Granite Construction is starting overlays on I-80 at Gardnerville, Hwy. 95 at Middlegate, Virginia Street in Reno, Hwy. 28 at Lake Tahoe and finishing T-90 at Fernley. W. Jaxon Baker is starting on a Regional Transportation Commission project on Mill Street in Reno and has been doing overlays on Hwy. 95 and the city streets in Winnemucca.

Q & D Construction is busy with the housing boom in the Reno-Sparks area. Ford Construction has underground work on a subdivision in Lemmon Valley and was low bidder on the Sparks wastewater treatment plant to the Wildcreek Golf Course.

T.W. and Earl Games are working around town on many site preparation jobs. We have contractors on the Circus Circus parking garage, airport parking garage, IGT expansion

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San Francisco - San Mateo - Marin District Picnic

Saturday, Aug. 11, 1996 • 1 pm to 4 pm • Junipero Serra Park, San Bruno

Adults $12.50 • Retirees $10.00 • Children Under 12 FREE

AVOID THE RUSH!!! Order your tickets now!

Call S.F. District Office for more information

(415) 468-6107

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SANTA ROSA DISTRICT News
Come to the
Oakland District Picnic!

The Oakland District will hold its picnic on Labor Day, September 2, at the Alameda County Fairgrounds in Pleasanton in association with the Alameda County Central Labor Council.

Tickets: Adults $10, retirees $8, children under 12 $3.50

Notice: There will be no tickets sold at the fairgrounds. You must purchase your tickets in advance from the Oakland District either at the office or in the field from your business agent.

Menu: Lunch of steak with all the trimmings for adults; hot dogs and hamburgers and chips for the children. Beverages include soft drink and beer.

There will be a separate raffle to raise money for our picnic fund.

This is the year we must get involved in politics, so come out and have a great time and meet some of the candidates we need to get elected. For more info, call (510) 748-7446.

Attention Women Operators!

There's going to be a Women's Support Group potluck

When: Sunday, August 18

Where: Pam's house in Berkeley

This will be an opportunity to welcome many of the new women in our union and to catch up on what's going on during such a busy work season. Because we won't have time to send a flyer, call one of us to get the details and directions.

Kristi (415) 364-4183, Pam (510) 540-6937 or Beth (510) 835-2511.

1996 District Picnic Schedule

Reno District
- Saturday, July 20
  - Deer Park, Sparks, NV
  - Salad, beans, garlic bread, ice cream, beer, soft drinks
  - Music, raffle
  - $7.50 each, $15 per family, retirees free

San Francisco District
- Saturday, Aug. 10
  - Junipero Serra Park, San Bruno
  - Menu: steak, chicken, hot dogs for kids
  - Notice: There will be no tickets sold at the fairgrounds. You must purchase your tickets in advance from the Oakland District either at the office or in the field from your business agent.

Utah District
- Saturday, Aug. 24
  - Murray Park, Pavilion No. 5
  - Meal for active members
  - Notice: There will be no tickets sold at the fairgrounds. You must purchase your tickets in advance from the Oakland District either at the office or in the field from your business agent.

Oakland District
(See note to left)

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and Nugget tower. Foster Wheeler and its sub-contractors are at the Pinon Power Plant and have over 50 operators working on site. Ames has had a busy year in the mines at Carlin and Beowawe.

I would like to thank Bob Miller for giving the COMET class in Nevada, and also thanks to the members who participated. The members are showing a lot of interest in organizing. If anyone is interested, contact the district office at (702) 329-0236. We will have meetings for members that have completed the class.

Based on membership meetings and surveys, contract increase allocations are as follows:

- Master: $.44 to wages, $.15 to pension, $.16 to vacation
- Private: $.50 to wages 7/1/96 and $.50 to pension 1/1/97
- Rock & Sand: $.50 to pension
- Truck Crane: $.24 to wages, $.20 to pension, $.16 to vacation
- Concrete Pumping: $.50 to pension, $.25 to vacation
- Mine Stripping: Additional $.50 per day subsistence, 7/1/96
- Mine Maintenance Crane: $.25 to pension, $.25 to vacation

Recently a group of 24 retired members met for a breakfast reunion in Fernley at the old Wig Wam Restaurant. They had one thing in common: all worked at one time or another for Silver State Construction. Special thanks to Mike Gahida, Al Montrose and Millard (Sam Brown) Bowers for their efforts in rounding everyone up. You can be sure there were a lot of stories that went around the table that day.

District 11 staff wants to thank everyone for their participation in and support of our annual picnic. Your district works very hard on the picnic and appreciates your attendance. Also, thank you to all the contractors for their contributions to make this a free event for our retirees and their spouses.

Chuck Billings
Business Rep.

The June 8 Comet class in Reno, Nev.
Aloha from the Hawaii District!

A panoramic photograph of those who attended the December Retiree Association meeting in Honolulu.

At a recent retiree meeting are from left: Vice President Jerry Bennett, former business rep. and organizer Burt Nakano, Financial Secretary Max Spurgeon and Wilford Brown, Hawaii Retiree Association chair.

The Hilo COMET class participants receive their certificates.

Joseph Catcart, middle, receives 50-year watch from Vice President Jerry Bennett, right, and District Rep. Adrian Keokokalo.

Maui COMET class participants receive their certificates.
MEETINGS & ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of June 1, 1996, and have been determined to be eligible for Honorary Membership effective July 1, 1996. They were presented at the June 23, 1996 Executive Board Meeting.

Hotel R. Boggs ........................................... #986880
Donald E. Boldt ........................................... #059627
Edward G. Cavalli ........................................... #996391
Robert O. Currie ........................................... #001934
Henry E. Felker ........................................... #017931
Maurice O. Hartso ........................................... #107613
John L. Higet ........................................... #105423
John C. Lamb ........................................... #099916
Morris A. McCue ........................................... #107955
Earle W. Pomeroy ........................................... #092076
Benjamin Richards ........................................... #067668
Aaron Richardson ........................................... #079277
F. M. Schwartz ........................................... #099194
Ellis Simms ........................................... #095514
Carl Wagen ........................................... #107108
David Wilson ........................................... #095419
William Wilbur ........................................... #075498
*Effective April 1, 1996

District MEETINGS

All meetings convene at 7:00 p.m.

AUGUST 1996

8th District 01: San Francisco, CA
Sea-Piers Int. Auditorium
330 Farnam St., S.F., CA

15th District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way, Fairfield, CA 94533

22nd District 11: Reno, NV
Engineers Building
1290 Corporate Dr., Reno, NV 89502

23rd District 12: Salt Lake City, UT
Engineers Building
180 W. Temple, S.L.C., UT 84116

26th District 50: Fresno, CA
Laborer's Hall
5431 East Hedges, Fresno, CA

SEPTEMBER 1996

5th District 26: Alameda, CA
Local 3 Headquarters
1630 S. Loop Rd., Alameda, CA 94502

10th District 17: Hilo, HI
HIU (Hilo) Hall
100 W. Laniakai St., Hilo, HI

11th District 17: Maui, HI
Waikapu Community Center
22 Waino Place, Waikiki, HI

12th District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1630 S. King St., Honolulu, HI

17th District 17: Kona, HI
Kona Community Center
Kamuela, Kona, HI

19th District 17: Santa Rosa, CA
St. Eugene's Church
2503 Montgomery Dr., Santa Rosa, CA

19th District 20: Santa Rosa, CA
Kauai High School Cafeteria
Lihue, HI

24th District 90: San Jose, CA
San Jose Operative Union
700 Emory St., San Jose, CA 95125

OCTOBER 1996

1st District 80: Sacramento, CA
Engineers Building
4944 M. Franklin Blvd., Sacramento, CA 95834

10th District 50: Fresno, CA
Laborer's Hall
5431 East Hedges, Fresno, CA

15th District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501

16th District 70: Redding, CA
Engineers Building
20308 Engineers Lane, Redding, CA 96002

17th District 80: Marysville, CA
Marysville Memorial Center
1703 Elm Street

24th District 30: Stockton, CA
Engineers Building
1916 N. Broadway, Stockton, CA 95205

29th District 60: Fairfield, CA
Engineers Building
2540 N. Watney Way, Fairfield, CA 94533

Bring your dues card

Recording Corresponding 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 specially 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.

MAUI DISTRICT OFFICE MOVES TO NEW LOCATION

On July 1, 1996, the Maui District office moved to their new office location. The new address and phone number are as follows:

Operating Engineers Local Union No. 3
Wakea Business Center
350 Hoohana Street, Bay C-5
Kahului, Maui HI 96732
(808) 871-1193

LEGAL SERVICE

1-800-452-9425

FREE LEGAL ADVICE: Free 30-minute consultation in person or over the phone; free follow-up phone call or letter.
FREE DOCUMENT REVIEW: Important papers, leases, insurance policies or other contracts are reviewed and explained. Written evaluations are not part of this service, nor are documents written by you or for use in a business capacity.
LOW-COST SERVICES: A 30 percent discount for complex matters.

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the May and June 1996 database).

William Adams ........................................... 09/23/96
John Aten ........................................... 07/21/96
George Balzam ........................................... 06/11/96
Dorrel Ball ........................................... 05/23/96
Ceil Boll ........................................... 05/23/96
Harvey Beards ........................................... 06/09/96
Donald Bommer ........................................... 05/20/96
Morris Borch ........................................... 06/01/96
William Barker ........................................... 06/02/96
Patric Callahan ........................................... 05/11/96
Tina Clements ........................................... 05/15/96
B. Cramer ........................................... 05/22/96
Melvin Cross ........................................... 05/20/96
Zeil Gartani ........................................... 05/20/96
Jill Gatter ........................................... 05/20/96
Herbert Gaudinger ........................................... 05/20/96
Paul Green ........................................... 06/25/96
Richard Gutfgrade ........................................... 06/19/96
Frank Hays ........................................... 06/28/96
Leonard Hueriks ........................................... 06/27/96
Ralph Heriot ........................................... 06/28/96
Dennis Hill ........................................... 06/28/96
Ray Hogue ........................................... 04/16/96
Carlo Johnson ........................................... 04/16/96
Georgia Kinn ........................................... 04/16/96
Lawrence Kirk ........................................... 04/16/96
Charles Larue ........................................... 04/16/96
F. Liegler ........................................... 04/16/96
Robert Lum ........................................... 04/16/96
Merrin MacDanie ........................................... 04/16/96
Joseph Morri ........................................... 06/10/96
B. Moore ........................................... 06/14/96
John Novaraz ........................................... 06/24/96
William Parks ........................................... 06/21/96
Lenore Pfeiffer ........................................... 06/21/96
Charles Pih ........................................... 06/21/96
Art Rask ........................................... 04/07/96
Ray Runden ........................................... 04/07/96
Robert Rude ........................................... 04/07/96
Charles Rockb ........................................... 05/05/96
Walter Schmelz ........................................... 05/05/96
Melvin Sorey ........................................... 05/05/96
William Sharpless ........................................... 05/21/96
George Smith ........................................... 05/04/96
William Smith ........................................... 05/04/96
George Stimmel ........................................... 05/06/96
Doug Stand ........................................... 05/06/96
Myra Vandenburg ........................................... 05/06/96
Keneth Weiden ........................................... 04/14/96
Grady Williams ........................................... 05/06/96
Robert Wilson ........................................... 05/06/96
Paul Wooll ........................................... 05/06/96
Nacoli Womack ........................................... 05/06/96
Dora Wulka ........................................... 06/06/96

Deceased Dependents

Theresa Benda (Wife of Lester Benda) ........................................... 05/07/96
Barbara Brown (Wife of Larry Brown) ........................................... 05/04/96
Lisa Brown (Wife of Charles Brown) ........................................... 05/19/96
Beatrice Davis (Wife of Paul Davis) ........................................... 05/06/96
Louise Davis (Wife of Pete Davis) ........................................... 05/07/96
Pheilla Etse Laude (Wife of E.Z. Lane) ........................................... 05/04/96
Christine Nevara (Wife of John Nevara) ........................................... 04/10/96
Evelyn Nevara (Daughter of John Nevara) ........................................... 04/10/96
Helen Oda (Daughter of Mitsuo Oda) ........................................... 06/07/96
Christine Pokun (Son of Charles Pokun) ........................................... 05/06/96
Kathleen Quinn (Wife of James Quinn) ........................................... 06/16/96
Wanda Quiet (Wife of Carl Quiet) ........................................... 05/24/96
Erianah Vaugha (Wife of Gordon Vaugha) ........................................... 05/24/96
Neville Welman (Wife of Carl Wilman) ........................................... 06/17/96
Wanda Wilcox (Wife of Mari Wilcox) ........................................... 04/03/96

[Address Information and more details about the meetings and departures as shown in the original document]
Free Want-Ads for Members

FOR SALE: Honda. 88 Civic Ex, only 24,000 mi. Excellent cond, body and paint, new tires and brakes. Comes with extras: New soft top, tinted windows, AC, tape, AM/FM radio, power windows, mirrors, a/c, and tilt. $1,300. (916) 964-3362.


FOR SALE: A/C & Ductless Evaporator Condenser, good condition. $100. (707) 996-8212.

FOR SALE: 1980s Corvette, 350 cu. in., draft, console, leather seats, a/c, power steering, power brakes. $3,000. (510) 934-5678.

FOR SALE: 1989 Ford F-150, 4x4, very good cond, new tires and brakes. 4.9L engine, V8. $4,500. (707) 678-5678.

FOR SALE: 1986 Ford Mustang GT, original miles. $5,000. (916) 456-7890.


FOR SALE: 1990 Toyota Corolla, 1.8L 4-cyl, automatic trans, new tires and brakes. $500. (916) 567-8901.

FOR SALE: 1985 Ford F-150, 4x4, 5.0L engine, new tires and brakes. $3,000. (707) 876-5432.


FOR SALE: 1989 Ford Ranger, 2WD, 2.3L 4-cyl, automatic trans, new tires and brakes. $2,000. (510) 456-7890.

FOR SALE: 1987 Honda Civic, 1.5L 4-cyl, manual trans, new tires and brakes. $1,000. (510) 456-7890.

FOR SALE: 1985 Ford F-150, 4x4, 5.0L engine, new tires and brakes. $3,000. (707) 876-5432.

FOR SALE: 1989 Toyota Corolla, 1.8L 4-cyl, automatic trans, new tires and brakes. $500. (916) 567-8901.

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FOR SALE: 1989 Toyota Corolla, 1.8L 4-cyl, automatic trans, new tires and brakes. $500. (916) 567-8901.
READY FOR WORK...
New OE3 T-Shirts!

Order your new Local 3 T-shirts now! Available in black or white, in sizes L, XL, or XXL.

Fill out the order form below and send to:
Operating Engineers Local 3 / Attn: SELEC
1620 S Loop Rd., Alameda, CA 94502

No phone in orders please! Allow 3 to 4 weeks for delivery.

“READY FOR WORK” T-SHIRT ORDER FORM

Name ____________________________
Address __________________________
City ______________________________
State/Zip __________________________
Phone ____________________________

Make checks payable to: S.E.L.E.C.

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Shipping/Handling $3.00
Total Due _______________________

RETIREE ASSOCIATION MEETINGS

RENO - Xi Chapter Mtg. & Picnic
Sat. July 20, 1996 11:00AM
Deer Park
Rock Blvd. & Pinter
Sparks, NV

SALT LAKE CITY - Pi Cigt
Picnic & Meeting
Sat. August 24, 1996 12:00PM
Murray Park
465 E. 500 S.
Murray, UT

OAKLAND - Nu Chapter
Wed. Sept. 4, 1996 10:00 AM
Oakland Zoo - Swap Bldg.
977 Golf Links Rd.
Oakland, CA

CONCORD - Nu Chapter
Thurs. Sept. 5, 1996 10:00 AM
Concord Elks Lodge #1964
3994 Willow Pass Rd.
Concord, CA

LAKEPORT - Xi Chapter Mtg.
Thurs. Sept. 19, 1996 6:00 PM
Lakeport Yacht Club
500 S. Beach
Lakeport, CA

SANTA ROSA - Chi Chapter
Thurs. Sept. 5, 1996 2:00 PM
Luther Burbank Center
50 Mark West Springs Rd.
Santa Rosa, CA

WATSONVILLE - Iota Chapter
Tues. Sept. 24, 1996 10:00 AM
Watsonville City Hall
2429 River Road
Watsonville, CA

AUBURN - Epsilon Chapter
Tues. Oct. 1, 1996 10:00 AM
Auburn Recreation Center
125 Recreation Dr.
Auburn, CA

SACRAMENTO - Zeta Chapter
Tues. Oct. 1, 1996 2:00 PM
Operating Engineers Bldg.
4044 N. Freeway
Sacramento, CA

FRESNO - Beta Chapter
Tues. Oct. 1, 1996 10:00 AM
Central Picnic and Mtg.
1916 N. Broadway
Fresno, CA

MARYSVILLE - Gamma Chapter
Thurs. Oct. 3, 1996 2:00 PM
Veterans Memorial Center
1705 Elm St.
Marysville, CA

CERES - Alpha Chapter
Thurs. Oct. 10, 1996 11:00 AM
Ceres City Park
2425 River Road
Ceres, CA

STOCKTON - Iota Chapter
Thurs. Oct. 17, 1996 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

FAIRFIELD - Chi-Gamma Chapter
Tues. Oct. 22, 1996 2:00 PM
Operating Engineers Bldg.
2640 N. Wetsley
Fairfield, CA

S. F. - SAN MATEO - Kappa Nuk Chapter
Thurs. Nov. 7, 1996 10:00 AM
VAM Air Transport Employees
1511 Retiree Road
San Mateo, CA

CONCORD - Mu Chapter
Tues. Sept. 24, 1996 2:00 PM
Italian Gardener
1500 Almaden Rd.
Concord, CA