ELECTION NOTICE

Please turn to pages 9 - 11 for important information and sample ballots regarding the Election of Officers and Executive Board Members combined with the election of Delegates and Alternate Delegates to the 35th IUOE Convention.

Photo by Steve Moler

Independent Construction is moving 20 million yards of dirt in the first phase of the massive Gale Ranch project in Dougherty Valley - see page 13.
The time is now! Join the fight to save daily overtime

When I worked in the field as a heavy equipment operator, I took pride in my skill. As a journeyman, I knew how to get the most from my rig, whether it was a scraper, dozer or paving machine. There was a satisfaction that came from using my hands, my eyes and my head to get a job done. At the end of each day, I could look back on what I had accomplished, because the results of my labor were clearly visible on the construction site.

Now the tools of my trade and the nature of my work have changed. About the only time I get on a piece of equipment anymore is when I visit a job site and one of the members lets me hop on the seat so I can feel the iron around me for old time’s sake.

Sometimes at the end of a day, I look back over what I have done and the results of my labor aren’t nearly as clear as when I was moving dirt or laying asphalt. I may have spent several hours in contract negotiations without any sign that progress had been made. Or perhaps I met with a politician to explain a concern and walked away without an assurance that our problem would be dealt with in the manner I had hoped.

A telephone, a pen and a computer are the tools I use today. The roads I help to build now may not be visible to the naked eye but they are nevertheless very real. Thousands of Operating Engineers will travel down these roads. Their livelihood and the well being of their families depends upon the skill and quality with which we build the roads to their future in this industry.

There is a good reason I write about these things today. There comes a time when every Local 3 member must also trade in their tools for the ones I use every day. You must understand that there will be days when you need to turn off the key to your rig or pack your gradechecking equipment up at the end of the day and head down to the union hall.

There you will join other union members. You will use a telephone to call other union members and encourage them to register to vote, or to inform them on an issue of great importance to their livelihood. You may be given some brochures and a neighborhood to walk.

That time is not some distant day in the future. It is now.

As I write this, Local 3 is sponsoring a series of training sessions in every district to train union members on how to operate a phone bank. The training is open to members of all unions. Some unions are responding enthusiastically.

Frankly, we’re not getting enough of our own members to be involved. The fight we are in is real. Gov. Pete Wilson has succeeded in his effort to kill our overtime after eight hours in a day.

On Jan. 1, 1998, millions of workers in California will experience a significant cut in their paychecks because their employers will no longer have to pay them overtime for any hours they work after an eight-hour shift in a day.

It is only a matter of time before employers in our industry want to take advantage of the same thing.

We don’t have the money that the wealthy do to buy politicians and elections. But we have the people. When we unite, when we collectively commit our own time to speak to other working people about the issues that affect their jobs and their lives, tremendous things can happen. We proved that last year.

But the political storms of 1998 are already brewing. The time is now for us to do our part to secure our homes from the onslaught that will most surely come.
Judge upholds repeal of overtime
But pro-worker lawmakers, unions working hard to restore eight-hour day

By Jennifer Gallagher

In what could be a major setback for California workers, a San Francisco Superior Court judge has upheld the Industrial Welfare Commission's repeal of the eight-hour day in a one-page decision handed down June 27. Judge William Cahill ruled that the Legislature had previously given the IWC the power to regulate overtime pay in the 1980 IWC Wage Order and had ample opportunity in subsequent years to change or reduce the IWC's abilities, but chose not to do so.

The California Labor Federation claimed in its lawsuit that the IWC overstepped its bounds when it changed the wage order to allow overtime pay only after 40 hours worked in one week, rather than after eight hours in a day. In a June 27 press release, John Duncan, acting director of the Department of Industrial Relations, said the decision "provided California workers with a solid win." But according to Assemblyman Wally Knox (D-Los Angeles), a strong proponent of preserving the eight-hour day, the IWC's repeal of the overtime rule will force employees in certain private-sector industries to work 12-hour shifts without overtime compensation. The IWC's decision, Knox says, amounts to a $1 billion pay cut affecting over 8 million Californians.

Those working under a collective bargaining agreement will not be affected by the new overtime rule, which takes effect Jan. 1, 1998. But there is widespread agreement that union employers will use the court ruling to try and eliminate daily overtime in future contract negotiations.

The new overtime rules cover five occupational and industry groups, including: 1) manufacturing; 2) technical, clerical and professional occupations; 3) hotels, restaurants and hospitals (public housekeeping); 4) retail, wholesale and merchantile sales; and 5) transportation.

Legislature moves to support workers

Despite the ruling, the battle to preserve the eight-hour day is not over yet. Both the Assembly and Senate introduced bills, AB 15 by Knox and SB 680 by Hilda Solis (D-Los Angeles), that will reinstate the eight-hour day. Both bills have passed through their respective houses (see voting records on this page) and are making their way through the opposing chamber for final consideration. The only problem is that Gov. Pete Wilson is expected to veto the bills, and pro-worker forces don't currently have the two-thirds majority needed to override the veto. If Wilson vetoes the legislation, the California AFL-CIO may consider submitting the issue to voters as an initiative on the November 1998 ballot.

Call to action

To ensure passage of the overtime bills, union members need to make their opinions known regarding the overtime issue. Local 3 is currently working with the building trades and central labor councils in several districts to set up phone banks so union members can help educate their legislators on the importance of reinstating the eight-hour day. Local 3 is asking all of its members to contact their district office to see if a phone banking effort will be taking place in their district, and also encourages members to write a letter to their legislators. The names and addresses for the legislators in your area can be found in the government section of your phone book.
Seeing the light

Local 3’s top-down organizing begins to shine as employers start to see union advantage

In announcing his ambitious organizing plan last September, Business Manager Don Doser said, "If they (employers) won't move by the light, they'll move by the heat."

What Doser meant was that it owners and top managers of non-union companies refuse to recognize the benefits of unionism for their employees through "top-down" organizing, Local 3 will assist employers in seeking union representation through grass-roots or "bottom up" organizing strategies. Some recent successes in top-down organizing suggest employers can indeed see the light.

Since the beginning of the year, when Doser's organizing plan began in earnest, the union has won six of the 11 National Labor Relations Board elections it has sought, a win rate above the AFL-CIO's national average. Local 3 is also doing well in

First of a series on the progress of Local 3's new organizing strategy

"Internal organizing," which primarily involves bringing in new members at already organized jobsites in mostly right-to-work states like Nevada and Utah. In the past six months alone, internal organizing has brought in over 90 new members.

But in recent months it's been the top-down organizing campaigns, those which attempt to convince upper management of the benefits of signing with Local 3, that have begun to take off. Of the union's 49 active organizing campaigns, 15 are now in the top-down category.

Top-down organizing is effective as an organizing tool because it helps employers see the light before the heat has to be applied. Most employers, when considering whether to sign with Local 3, fear losing control of their business and incurring higher labor costs. But Local 3 can calm those expectations by explaining the union advantage in ways the company may not have previously considered, such as how being union can actually save, not cost, a company money.

The union advantage

When a construction company signs with Local 3, it immediately obtains access to a pool of skilled labor that can significantly increase the company's productivity. Also, the company's employees are eligible to participate in a first-rate health insurance and retirement plan that generally costs less than what a company can purchase elsewhere.

Another advantage of top-down organizing is that union members can participate directly in helping their own union's organizing efforts. They can alert Local 3 to which companies in their area haven't yet been contacted, and they can help organizers get in touch with rank-and-file non-union employees who may have access to upper management.

One recent top-down campaign in Nevada illustrates how this is done. When a new construction company, KSR Enterprises, of Elko, Nev., started doing dirt work in central Nevada earlier this year, an organizing team of Financial Secretary Darrell Steele, Director of Organizing Bob Miller and Nevada District Rep. Pete Cox hatched a plan, and Assistant Director of Organizing Jim Scott, who works out of Local 3's Elko office, began meeting with KSR owner Ray Van Winkle. But before that happened, Scott made contact with one of KSR's key employees, who then spoke to Van Winkle.

During a series of meetings with Van Winkle over three months, Scott emphasized the advantages of signing with Local 3. To launch his business and begin bidding on larger projects, Van Winkle needed quality operators; his seven operators wanted health insurance and retirement benefits.

The series of top level meetings paid off. On June 2, KSR joined the Local 3 family. With KSR's access to skilled labor, the company was able to begin bidding on more jobs. In a classic example of how organizing creates jobs for Operating Engineers, the Nevada District office has dispatched 10 additional Local 3 operators to KSR since the company signed with Local 3 in early June.

It's who you know that counts

One of the keys to successful top-down organizing is the contact and reputation Local 3 has with owners and managers in the industries within which the union is trying to organize. Last fall, for example, the Euro Nevada Mining Company was preparing to build a gold mine 30 miles northeast of Winnemucca. Although Euro Nevada was not officially a top-down organizing target, the methods used in helping the company see the light mirrored those used in top-down organizing.

One of Euro Nevada's top managers had worked for Battle Mountain Gold, a company whose production and maintenance employees are represented by Local 3. Pleased with working under previous Local 3 contracts at Battle Mountain, the manager considered having a Local 3 contractor do site preparation at the new mine. Scott set up some preliminary meetings with the manager before Business Manager Don Doser, Cox, Scott and Miller met with Euro Nevada officials in Reno that fall to discuss what role Local 3 could play. The high-level meetings paid off again. A union contractor, Frehner Construction Company of Las Vegas, Nevada won the site preparation contract, providing 10 jobs for Local 3 members over a period of about four months.

Emphasis on construction

About 70 percent of Local 3's organizing efforts have been targeted in private construction. The remaining campaigns are taking place in rock, sand and gravel, waste disposal, hazardous waste, surveying and testing and inspection, mining, mechanic and maintenance shops, and in the public sector.
One recent bottom-up organizing campaign in the public sector led to a successful top-down effort in the same community. When Local 3 began a campaign at Mount Grant General Hospital in Hawthorne, Nev., a spouse of one of the hospital employees, Mineral County Deputy Sheriff Jerry Hunter, attended one of the organizing meetings. It was at this meeting that Hunter began thinking, "Why not have Local 3 represent us, the deputy sheriffs?" The union already represents over 3,000 law enforcement personnel throughout Northern California and Northern Nevada.

For the previous five years, the deputy sheriffs had been represented by a law firm. But when the attorney who had been servicing the deputy sheriffs left the firm, the quality of representation began to slip. With the DSA's current contract with Mineral County about to expire, something had to be done. With the Mount Grant organizing meeting fresh in his mind, Hunter, who is vice president of the Mineral County Deputy Sheriffs Association, decided to give Local 3 a call.

Although Mount Grant's 80 hospital workers voted against union representation May 2, Local 3 went to work immediately on organizing the deputy sheriffs. The union formed an organizing team consisting of Organizer Bob Twiddy of Local 3's Hawthorne office, Public Employee Division Director Bob Britton, Public Employee Business Rep. Dennis Lovejoy, a former police officer, and Miller.

The organizing team presented the benefits of Local 3 representation to the deputy sheriffs at a June 26 meeting in Hawthorne. Some of the deputies had previous union experience and knew the power of unionism in negotiating good contracts. At the conclusion of the meeting, 100 percent of the deputies in attendance voted in favor of affiliating with Local 3. Britton and Lovejoy drafted an affiliation agreement that provides the deputies with union membership and full representation services on matters of wages, benefits and working conditions.

Doser and Miller both feel that applying the heat (bottom-up) is a last resort and intended for employers who exploit their employees. The light (top-down) is really the answer because it builds non-adversarial, mutually beneficial long-term relationships. It creates a triple-win situation – for our members, the union and employers. The vast majority of employers understand this and realize that the key to success is the quality of their employees.

In either case, whether its bottom-up and top-down, the ultimate success of organizing depends on the support and involvement of the members in taking control of their destiny.

**Organizing status report**

Local 3 currently has 49 organizing campaigns going throughout the union's jurisdiction. These campaigns involve top-down, bottom-up (elections) and internal organizing drives in mostly open shop states. The union also has more than a dozen COMET "sitting" construction campaigns underway.

<table>
<thead>
<tr>
<th>Wal-Mart Distribution Center</th>
<th>Mount Grant General Hospital</th>
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<tr>
<td>45 mechanics and maintenance employees</td>
<td>80 public-sector hospital workers</td>
</tr>
<tr>
<td><strong>Status:</strong> Local 3 has petitioned NLRB for rerun election because of employer's alleged unfair labor practices after workers were illegally fired and threatened with plant closure. A hearing is scheduled in August.</td>
<td><strong>Status:</strong> Employees voted against union representation by 3-2 margin. Local 3 may petition for a rerun election after filing over 20 unfair labor practices.</td>
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<tr>
<th>TranSpec Contract Busing Inc.</th>
<th>Aurora Partnership</th>
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<tr>
<td>Salt Lake City, Utah</td>
<td>Hawthorne, Nev.</td>
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<tr>
<td>69 school bus drivers</td>
<td>14 operators at a gold mine outside Hawthorne.</td>
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<td><strong>Status:</strong> Voted 41-15 on Feb. 7 for Local 3 representation. Contract negotiations were proceeding until the Salt Lake City School District canceled TranSpec's contract and the Utah School Employees Association, which used to represent the bus drivers prior to privatization, challenged Local 3's representation rights. Further legal action and runoff election may be forthcoming</td>
<td><strong>Status:</strong> Employees voted against union representation May 22. Local 3 won over $50,000 in back pay and severance awards for employees who were unfairly terminated. Company has reportedly gone out of business and filed for bankruptcy.</td>
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| Butte Disposal                | Topside Construction |
| Chico, Calif.                 | Carmichael, Calif.   |
| 17 waste disposal drivers     | 12 heavy equipment operators |
| **Status:** Local 3 has petitioned the NLRB for a bargaining order because of employer's alleged unfair labor practices after drivers voted against union representation April 4. A hearing is scheduled in August to determine whether a runoff election will be held and if complaints will be issued against the employer for ULPs. | **Status:** June 5 election was a tie. Under NLRB rules, a tie goes to the employer. |

| Spring Creek Utilities       | Specialty Crushing    |
| Elko, Nev.                   | Oakland, Calif.      |
| 4 equipment operators        | 10 crusher and equipment operators and mechanics |
| **Status:** Employer agreed to give Local 3 voluntary bargaining recognition on May 1. Contract negotiations are in progress. | **Status:** June 5 election was a tie. Under NLRB rules, a tie goes to the employer. |

| Browning Ferris Inc.         | K-Mart Distribution Center |
| Pittsburgh, Calif.           | Salt Lake City          |
| 10 equipment operators and utility workers at Keller Canyon Landfill | 29 maintenance workers and mechanics |
| **Status:** Employees voted 6-3 for Local 3 representation May 2. Contract negotiations are proceeding. | **Status:** Local 3 has filed a petition with NLRB for an election. A hearing was held in June to determine appropriate bargaining unit. Election will be scheduled when NLRB makes decision on scope of bargaining unit. |

Next month: Engineers News will take an in-depth look at the union's internal organizing.

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Wrong solution to a big problem

Imposing a developer's fee on new homes and offices is not the way to cover South Bay's transportation funding shortfall

Those who live or drive in Santa Clara County have come to accept one of the county's most frustrating facts of life: It has the worst traffic congestion of any Bay Area county. Traffic studies show that the county now has 60 miles of routinely congested freeways where traffic speeds are under 30 mph for 15 minutes or more each day.

The bad news is that county traffic planners expect congestion to increase to 90 miles by 2005 unless major improvements to the county's transportation system are found soon. These planners aren't talking about adding a few carpool lanes here and there or increasing ride-sharing programs, but making significant additions to the county's highway and mass transit infrastructure over the next decade. If not, the Santa Clara Valley will soon rival the Los Angeles Basin as a place where driving on any freeway during rush hour is torture.

Each Santa Clara County resident now spends an average of 42 hours each year in traffic delays and wastes 45 gallons of gasoline annually due to traffic congestion. According to recent polls, traffic congestion has surpassed crime and the economy as the leading problem on the minds of county residents.

Just to prevent traffic congestion from getting any worse, the county needs to build $2.3 billion worth of freeway and mass transit improvements over the next decade. About $750 million of that amount fortunately has already been earmarked and another $1.2 billion could come from the new county half-cent transportation sales tax Measures A and B if they survive a court challenge. That leaves a shortfall of about $450 million. Where is that money going to come from?

Proposal taps developers' fees

The Valley Transportation Authority, which oversees virtually all highway and transit funding within the county, proposes that the money come from developers' fees on new construction. The VTA's Countywide Deficiency Plan released June 28 calls for adding a fee for new developments ranging from $2,500 for the average single-family home to $2,500 per square foot for a new office building. Retail project developers would pay $3.90 a square foot, industrial $2.61 per square foot. The fee would add an additional $1 million in costs for a 250,000-square-foot office building. At those rates, $450 million would be raised over 10 years to cover the most needed transit projects not covered by already earmarked funds or Measure A and B sales tax revenues.

Some of the projects covered under the plan include widening the Montague Expressway, widening I-880 between U.S. 101 and the Montague Expressway, improving the San Tomas Expressway, building a new interchange at the junction of HWY 85 and U.S. 101 in Mountain View, and building carpool lanes on HWY 87.

The plan is a long way from being adopted and implemented. Proposition 218, which voters approved in the November 1996 election, requires a public vote for new taxes, assessments and fees. And any tax for special purposes like transportation requires a two-thirds vote. But developers' fees were not covered under Prop. 218. However, the VTA plan still must win approval from all of the county's 15 city councils and the Santa Clara County Board of Supervisors. Talks with developers and public meetings are expected to continue into the fall, and a final proposal won't likely be ready for local government consideration until mid-1998 or later.

Wrong approach

The proposal, nevertheless, has the support of the Santa Clara County Manufacturers Group, which backed Measure A and B in the 1996 election. But the Santa Clara and San Benito Counties Building and Construction Trades Council, which also heavily supported Measures A and B, is opposed to the developers' fee approach to funding transportation projects.

While the building trades council understands the job-producing potential of the VTA plan, it also must consider the plan's overall impact on working people. The problem with the VTA plan is that it could exacerbate the county's severe housing shortage and increase already sky-high housing costs. Vacancy rates for apartments and homes are running at less than 5 percent in many parts of the Silicon Valley. Landlords typically receive dozens of applications per rental opening, and home sellers are getting multiple offers the day their homes go on the market. The short supply and high demand for housing are pushing prices upward to the point where fewer workers can afford to live in the Santa Clara Valley anymore, Studies show that as many as 160,000 workers in Santa Clara County commute from distant communities outside the county such as Pleasanton, Tracy and Salinas because they cannot afford to live near their jobs. If you add more costs to housing through developers' fee, the housing affordability and availability problem will only worsen.

"You can't create jobs without affordable housing," said John Neece, chief executive officer of the Santa Clara and San Benito Counties Building and Construction Trades Council. "We're concerned that if you slow down the housing market, you'll slow down the local economy." The building trades don't want to see an increase in the cost of doing business at a time when the region is just starting to recover from the recession of the early 1990s.

The VTA plan also requires Santa Clara County residents to bear an unfair burden for local transportation funding. While someone commuting from Alameda County to the Silicon Valley would pay nothing for the $450 million plan, a San Jose resident who buys a new home and walks to work pays upwards of $2,000.

Raise the gas tax

The building trades council prefers that the $450 million shortfall come from increasing the gas tax. To raise the $450 million, another 18 cents would have to be added to the existing 36.3 cents a gallon state gasoline tax. The state Legislature has shown little interest in increasing the gas tax, and Gov. Pete Wilson has stated publicly that he would not support gas tax increases. A bill pending in the Legislature, however, would put a 10-cent a gallon gas tax proposition on the ballot in the Bay Area. Other funding sources under discussion include charging tolls on some highways and placing a bond measure on the ballot.

But the VTA proposal, despite labor's opposition, is likely to remain a hot topic of debate in the South Bay for months to come. Local 3 encourages members in Santa Clara County to keep informed on the issues, attend public meetings, and express your opinions either through letters or phone calls to your city council members and county supervisors.
Bosses limited to what medical information they can get on you

They can only ask about your 'functional limitations' as it relates to your job

By Bob Mueller, Public Employee Division Attorney

What do we do when the boss sends us to the doctor for a work-related reason? Maybe it's a “fitness for duty exam,” or a workers' compensation matter, or we are being sent to the boss' doctor just because we used some sick leave or maybe we made a request for "reasonable accommodation" for our disability?

We may be worried. We may anticipate that some part of our medical exam will expose a sensitive emotional or even sexual matter of ours, or that of a family member. It could uncover a substance abuse problem from long ago. We don't know.

All we know is that we do not want to be made to suffer the prejudices of others, or be unduly humiliated. We absolutely do not want our medical problems to jeopardize our jobs or our careers or our relations with others.

Our bosses will probably assure us that it's no big deal. They just want to get some medical information so they can evaluate our medical situation and do the right thing. They tell us that there is no need for us to worry about silly privacy issues, "after all, we're all adults here." But we worry anyway, if not about the boss, then about others.

As a matter of medical fact, our boss is in no way qualified to evaluate our medical situation and has no business trying to do so. As a matter of law, he is absolutely prohibited from even asking for any medical information about us except for the doctor's bottom line description of any "functional limitations" that we may have and that relate to our work.

To be clear, our boss is in no way entitled to know the underlying, medical cause of our disability, and the doctor is absolutely prohibited from sharing that confidential information with him or her.

As a practical matter, doctors are more sensitive about these matters than bosses, so the best bet is to communicate your concerns with the doctor. Before the examination, mail the doctor a one sentence note asking him to protect your medical privacy and include a copy of this article and its sidebar. He'll know what to do.

We should take strength from the fact that our privacy concerns have been recognized and protected by the California Court of Appeal, in Pettus v. Cole, which recently held:

"In general, this approach is one that benefits both employees and employers, who often stress that employers should not bring their personal problems to work with them or pursue personal interests while they are 'on the clock,' and who would not always wish to be identified as somehow connected with their employees' private conduct. In return, it is only fair that employees be allowed to maintain a wall of privacy around highly personal information about their other 'roles' in life, to be free to tell their employers, in effect, 'It's none of your business what I do and think on my own time.'" Id. p. 6916.

There are occasions when our "standing on our rights" may seem risky. However, when it comes to medical matters and some of the prejudices bosses have about them, this is one instance when our "standing on our rights" is definitely the safest road to take.

Courts clarify your 'right to privacy'

In 1974, workers won a statewide initiative adding just one word, "privacy," to Article One, Section 1 of the California Constitution. With the addition of that one word, our right to privacy became both an explicit constitutional right and an "inalienable" right.

Then in 1979 the Legislature passed the California Medical Information Act (CMIA), Civil Code Sections 56 et seq., to give even greater protection to our medical privacy rights.

But it wasn't until September of last year (in Pettus v. Cole (1996) 49 Cal.4th 402 modified 50 Cal. App.4th 328) that the California Court of Appeal finally interpreted the CMIA, and it did so in a pro-worker fashion:

"The Legislature recognized in section 56.10, subdivision (c) (8) (B), that the ability of the employers to obtain some medical information without employee authorization may serve a legitimate purpose under some circumstances. At the same time, it sought to preserve the employee's interest in maintaining the confidentiality of sensitive medical information in the employment context.

To balance these interests, the Legislature restricted the information which may be disclosed without authorization to only that which is necessary to achieve the legitimate purpose. Where an employee has submitted privacy rights.

Shop talk in Plumas County

Employees from Plumas County met with Business Rep. Dennis Lovejoy, far right, after work on May 28. Everyone enjoyed pizza and the chance to discuss union business. From left are Welfare Fraud Investigator Linda Patton, Chief Steward Margo Stratton, Case Manager Karen Moserlee, Fiscal Officer Sharon Anderson, Case Manager Kathy Cuthane and Lovejoy.
Local 3 wins $52,000 back-pay award for Modesto employees

Settlement means city workers won't have to watch inmates during unpaid lunch hour

By Bill Reeves, Business Rep.

Local 3 has won a $52,000 back-pay award for 44 City of Modesto Parks Department employees who had been required to watch inmates during the employees' unpaid lunch breaks.

For several years Modesto has built new parks without increasing the Parks Department workforce by using county inmates to perform some of the more routine tasks. Because Sheriff's Department rules require that inmates be in visual or voice contact at all times, city worker had to accompany the inmates even during lunch breaks.

About four years ago, Local 3 filed a grievance asserting that the city's long-standing practice of requiring city workers to watch inmates during employees' unpaid lunch breaks violated the federal Fair Labor Standards Act (FLSA), and that the employees could not be forced to watch the inmates without pay.

City administration agreed, and the Parks Department implemented a procedure that allowed the city workers to be relieved of this duty. But the process proved very cumbersome and resulted in employees continuing to watch inmates during lunch. Management took the position that they were voluntarily keeping watch.

But the FLSA does not allow employees to volunteer their time to the employer. When Local 3 learned of the "remedy" to the original grievance, Local 3 met with the members, who told the union they had two main goals: First, to be relieved of duty during their unpaid lunch, and second, to recover whatever back pay they had coming.

Local 3 contacted the city attorney's office stating that the members did not want to go to court if it could be avoided. The city eagerly agreed to avoid a lawsuit and immediately entered into settlement talks. After extensive haggling over the number of hours each claimant had worked in the preceding two years, the city has settled the claim. Parks employees are now paid if they have to watch inmates through lunch and have received individual payments ranging from $150 to $5,400.

In general, the FLSA requires that an employee be compensated for all time worked. This requirement cannot be waived. It applies to all private-sector workers and was extended to public employees in 1986.

This information is not necessary to achieve the legitimate purpose envisioned in subdivision (c) (8) (B) and, therefore, may not be disclosed without patient authorization. The trial court's conclusion that an employer who is entitled to have their doctors examine an employee is entitled to a 'full and complete report' of the contents of the examination runs counter to the Legislature's attempt to balance the competing interests. Pettus, Id. (Emphasis added.)

Vietnam Moving Wall coming to Gilroy

The Vietnam Combat Veterans Limited in conjunction with the Veterans of Foreign Wars are bringing The Moving Wall Vietnam Veterans Memorial to Gilroy. The Moving Wall, a replica of the Vietnam Veterans Memorial in Washington D.C., will be on display:

Where: Las Animas Park in Gilroy
When: During the week of November 17 with a special program on Saturday, November 22.

The Moving Wall is being brought to Gilroy to bring veterans and the communities of south Santa Clara County, along with the central coast counties of San Benito, Monterey and Santa Cruz, in an effort to pay respects to the men and women of the Vietnam War.

Fund-raising

Money needs to be raised to cover the expenses of bringing The Moving Wall to Gilroy. Donations can be sent to:

The Moving Wall Vietnam Veterans Memorial
P.O. Box 1065
Gilroy, CA 95021

Volunteers needed

The event also needs about 100 volunteers to put up and take down The Moving Wall, be readers of the names on The Wall, help with The Wall security, or work as registrar. People wishing to contribute or volunteer may call Joe Garcia at (408) 842-2367.
OFFICIAL NOTICE: ELECTION OF OFFICERS AND DISTRICT EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION

Attention of all Members of Operating Engineers Local Union No. 3 is directed to Article XII - Elections and Article XIII - International Convention Delegates of the Local Union By-Laws, as printed on pages 58 through 66 inclusive, and specifically the following portions:

ARTICLE XII ELECTIONS

Section 3

Elections. (a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by the Membership present whose last known address is shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

(c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.

(d) The Election Committee shall be responsible for the conduct of the election and specifically for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VIII, Section 1 of these By-Laws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classifications set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears in Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the July edition of the Engineers News preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

(e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 16th next following, at 10:00 a.m. of that day. In the event August 26th should be a Sunday or a holiday, the post office box shall be opened by the certified public accountants on the following day, at the same time.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a subcommittee thereof, shall be present at the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

(f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the September edition of the Engineers News following the election.

(g) The newly elected Officers shall be installed, at a specially called District Meeting in District No. 1, not later than September 15th.

(h) Every Member who is not suspended for nonpayment of dues as of August 1st, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

Eligibility to vote for District Member shall, in addition, be based on each Member's last known address as shown on the records of the Local Union on August 1st prior to the mailing of the ballots, and each Member shall be eligible to vote only for the nominees for District Member for the District in which such address is located.

Section 4

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

(a) Every Member shall have the right to express his views and opinions with respect to the candidates provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities and indecent language in any expression of view and opinions with respect to candidates.

(b) Any Member found guilty of violating Paragraph (a) of this Section 5 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the Office for which he is a candidate, if elected thereto.

Section 6

The Recording- Corresponding Secretary, upon request of any bona fide candidate for Office, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording- Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording- Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and the (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording- Corresponding Secretary if it is to be distributed other than by mail.

No such request shall be honored if made on or after 5:00 p.m., Local Time, the 5th day of August next preceding the mailing of the ballots.

Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording- Corresponding Secretary shall cast one (1) ballot for such nominee who shall then be declared duly elected to their respective Offices.
Special Election Notice: Unopposed Candidates

Article XII, Section 7 of the Local Union By-Laws states in part: "When any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording- Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective Offices."

The Election Committee has found that the following candidates have been duly nominated for their respective Offices and are unopposed. A white ballot will be cast for each of them on August 26, 1997:

**OFFICERS**
- **Business Manager:** Don Dusar
- **President:** Jerry Bennett
- **Vice President:** Pat O’Connell
- **Recording- Corresponding Secretary:** Robert "Rob" Wise
- **Financial Secretary:** Darrell Steeie
- **Treasurer:** Max Spurgeon
- **Trustee:** Ray Helmick
- **Trustee:** Kay Leishman
- **Trustee:** John Bonilla
- **Auditor:** Bob Baroni
- **Auditor:** Bob Miller
- **Auditor:** Dave Young
- **Conductor:** William "Bill" Burns
- **Guard:** R. Gary Wagnon

**EXECUTIVE BOARD MEMBERS**
- **District 01:** Raymond J. Mangini
- **District 04:** Steven Lockett
- **District 10:** David A. Spain
- **District 20:** Tee Chee Sanders
- **District 30:** Patrick D. Shanklin
- **District 40:** Mike Johnson
- **District 60:** Dennis Moreland
- **District 70:** Wilfred "Willie" Houghtby
- **District 80:** Fred Myrick

**DELEGATES TO THE 25TH IUOE CONVENTION**
- Tom Bailey
- Bob Baroni
- Brian Bishop
- John Bonilla
- Larry Bradley
- Mike Brown
- Russell E. Burns
- William "Bill" Burns
- Pete Cox

**DELEGATES TO THE 25TH IUOE CONVENTION**
- Tom Bailey
- Bob Baroni
- Brian Bishop
- John Bonilla
- Larry Bradley
- Mike Brown
- Russell E. Burns
- William "Bill" Burns
- Pete Cox

**ALTERNATE DELEGATES TO THE 25TH IUOE CONVENTION**
- Bob Britton
- Ron Glick
- Nelson P. Uiamaka

**VOTING INSTRUCTIONS**

In accordance with Article XII, Section 3(e) of the Local Union By-Laws, "The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first time on the August 26th next following, at 10 o'clock a.m. of that day."

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

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

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m. August 26, 1997 at the P.O. Box in Alameda. You should vote and mail your ballot by August 16, 1997, or your ballot is not valid. Ballots arriving in the P.O. Box after this time and date will not be counted. Do not mail dues payments or any other material with your ballot.

If you have a foreign address, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange otherwise.

In the event you do not receive a ballot by August 16, 1997, or your ballot is destroyed or lost, you should call Thomas Havey LLP at a toll free number 1-888-632-6233. This service will be available 7 days a week, 24 hours a day until August 22, 1997.
OFFICIAL BALLOT
FOR
ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 11
Ballot Box Closes August 26, 1997 at 10:00 a.m.

District Executive Board Member
District No. 11
Vote for One

HOWARD W. LUZIER
Finish Blade Operator
+

BOB MILLER
Loader Operator
+

Note: Ballots for each District will be as shown on this page. The only differences will be in the District Number and the candidates’ names.

Note: The Sample Ballots set out on this page are subject to correction by the Election Committee by reason of the failure of the candidate to continue to be eligible or to qualify for any reason.

Note: There is no candidate for Sub-Dist. Advisor to the Executive Board so this position does not appear on the ballot.
Credit union puts car buyers in driver’s seat

Last month, consumers received the good news that price increases on new General Motors automobiles would be the smallest in a decade. Price increases on Ford and Chrysler models are expected to be small as well, showing that automakers recognize that it’s a buyer’s market for car shoppers. To make the most of this situation, we want our members to be aware of the many services your credit union offers for vehicle buyers.

Prepare to get a good deal

Your credit union has a free vehicle information pricing (VIP) service available to members. When you call 1-800-877-4444, our member service representative will tell you the value of both your trade-in and the car you are buying. You can also learn the dealer’s invoice price and the price of the options you want so that you are better prepared to negotiate with the dealer. Remember not to reveal that you have a trade-in until after you have negotiated the price.

After you have found the car or truck you want and are ready to get financing, call or visit your credit union branch. You may find out the location of your nearest branch by calling 1-800-877-4444. You may also apply online at www.oefcu.org.

On-the-spot answers at the dealership

The Credit Union Direct Lending (CUDL) program is ideal for car buyers who like the time savings and convenience of one-stop shopping. When you shop at a dealership that is part of the CUDL network, you don’t need to make a separate trip or phone call to the credit union to arrange financing. Participating CUDL dealerships have a direct computer link to the credit union. This link means you can apply for and get an answer on your affordable credit union loan while you are at the dealership. CUDL service is available from 7 a.m. to midnight seven days a week.

Credit union member Frank White of Sacramento, Calif. said the number-one reason he used CUDL for his recent Oldsmobile purchase was because it was so easy. Frank also likes the convenience of having his car payment deducted automatically from his credit union account. "It's one less check to write every month," he noted. Using an automatic payment method on 1991 and newer models also gives members a half-percent lower interest rate.

The CUDL program now has more than 240 participating dealerships in California. To find a CUDL dealer near you, check with any of your credit union branches in California, call 1-888-CUDIRECT, or check the credit union Web site at www.oefcu.org. From the credit union Web site you can link directly to www.cudirect.com, which will let you learn more about CUDL, search for a CUDL dealer, get Kelley Blue Book prices and even see pictures of available vehicles.

Free auto broker service

Your credit union offers a free auto broker service for members who plan to buy a new (current year model) car. Called Access Auto, this service offers fleet pricing that can save you hundreds or even thousands of dollars.

Member William Selles of Dublin, Calif. praised Access Auto for the savings he got on the new car he bought and the hassle-free experience it provided. "Car shopping is usually like having a root canal done, but that was not the case this time," Selles said.

To learn more about Access Auto, call 1-800-574-2886, Monday through Friday from 9 a.m. to 5 p.m. and Saturday from 10 a.m. to 2 p.m.

Make the current buyer’s market for car shoppers one that benefits you by taking advantage of the affordable loans available from your credit union. If you are not yet a member, you may establish your credit union membership with a minimum deposit of $5 into a regular savings account.

To help with Back to School Daze... Back to school preparations can be financially overwhelming. Let Credit Union come to your rescue with our special Back to School Loan.

Borrow up to $2,000 at 9.9% APR. Take up to 12 months to repay.

Don’t miss this opportunity—Call today!

Operating Engineers Local Union No. 3
Federal Credit Union
(510) 829-4400
(800) 877-4444
The mother of all dirt jobs

Independent Construction is moving 20 million yards of dirt in the first phase of the massive Gale Ranch project in Dougherty Valley.

During the 1991 Persian Gulf War, the United States and its allies used overwhelming firepower to expel the Iraqi military from Kuwait. Today, Independent Construction Co. of Concord, Calif., is using a similar tactic to complete the first phase...
of Gale Ranch, a $4 billion, 30-year development in the Dougherty Valley area of Contra Costa County that will eventually be home to an estimated 30,000 residents.

Like the U.S. military during Operation Desert Storm, Independent has brought enormous resources to bear on the foothills near San Ramon - an arsenal of 30 scrapers, including four Cat 666s, eight 651s and 18 657s, plus all the supporting dozers, blades, compactors and other heavy equipment. In all, there are 65 Operating Engineers working at Gale Ranch, 45 of which are operating heavy equipment.

The developers, Shapell Industries and the Windemere Ranch Partners, plan to eventually build 5,830 housing units at Gale Ranch. The entire build-out will involve moving 60 million yards of dirt over the next 20 to 30 years. The first phase, which Independent began in fall 1995, consists of the Country Club at Gale Ranch, a 618-acre section containing 1,216 housing units amid an 18-hole championship golf course designed by Graves & Pascuzzo of Walnut Creek. Shapell Industries plans to build mostly single-family detached homes on five different lot sizes ranging from 4,500 - 10,000 square feet, but it also will build apartments and townhomes. The job also includes extending Bollinger Canyon Road 1.5 miles to Dougherty Valley Road.

The impressive amount of equipment Independent has put into action at Gale Ranch is indicative of how aggressively the company has grown in recent years. In just three years the company has more than tripled in size. In late summer of 1994, Independent had about 45 pieces of heavy equipment and employed about 60 Operating Engineers. Today, the company has over 175 pieces of heavy equipment and employs up to 250 Operating Engineers. The company was formed by A.J. McCosker in 1938 and then run by his son, Dave McCosker. Independent is now owned and operated by Dave's son Brian McCosker.

Independent's expertise in dirt moving is paying off at Gale Ranch. The earthwork in Phase 1 is about as difficult as it gets. For starters, crews are moving an enormous amount of dirt. Phase 1 involves moving a hefty 20 million yards of material. Job Superintendent Lyle Miller said operators are moving an average of about 65,000 yards a day over a nine-hour shift, with a high of 75,000 yards per day. During a period of 18 working days in May, the hands moved 1.3 million yards.

The hilly terrain is presenting several challenges for Operating Engineers. Crews have had to do major canyon cleanouts, then begin doing geogrid reinforcing of slopes and keyways, some of which are as steep as 1:1. In addition to having to deal with a wide variety of soil types, the moisture requirements have been running 5 percent over optimum in the fills. This explains why Independent has equipped its fleet at Gale Ranch with extra twin-engine scrapers.

But the keyways have been the biggest challenge. Phase 1 involves 6 mil-
lion yards of subexcavation of keyways and landslides. The Bollinger Canyon Road keyway, for example, had to be subexcavated 80 feet deep and 100 feet wide. It also crosses through an existing creek. Some of the keyways are situated as much as 25 feet below creek beds and run parallel to creeks, creating some major problems on how to excavate the keyways without having the creeks flow into the keyways.

"I think Independent is doing an outstanding job out there," said Chris Truebridge, vice president of planning and site development for Shapell Industries. "We have a lot of confidence in Independent's abilities to get the job done."

Gale Ranch might still be nothing more than a stack of blueprints and documents collecting dust in an office if it hadn't been for labor's political activism during the 1994 general election. After the Contra Costa County Board of Supervisors approved Gale Ranch in December 1992, the East Bay Municipal Utility District board rejected the project. The four environmentalists who had taken control of the seven-member EBMUD board in the 1990 election said there wasn't enough water to supply the project. The supervisors and other critics accused the board of using water to pursue a no-growth political agenda.

After EBMUD sued the county board of supervisors, and the supervisors counter sued, Local 3, in cooperation with Shapell Industries and Windermere Ranch Partners, began working behind the scenes to get the environmentalists replaced by "more reasonable" board members. Local 3 and the developers supported two EBMUD board candidates in the November 1994 election: Kathy Foulkes for Ward 3 and Frank Mellon for Ward 7.

The endorsement paid off. After the 1994 election, the EBMUD board emerged with a 5-2 "pragmatic majority" that included Foulkes and Mellon. The new board was much more interested in finding new sources of water, including tapping the American River.

After months of closed-door meetings between the current EBMUD board and the county supervisors, an agreement was reached in summer 1995 that allowed the project to proceed. The developers agreed to look for a new water source, most likely through the State Water Project. If the developers were unsuccessful after seven years, EBMUD would annex and serve Dougherty Valley.

At press time, the developers have found the water source they need. They have agreed to purchase 7,000 acre-feet a year from the State Water Project. The agreement will keep Operating Engineers working in Dougherty Valley for years to come. Shapell's Truebridge told Engineers News that he has obtained all the approvals and permits to proceed with the second phase, which consists of 1,825 housing units, two schools, three parks and a small shopping center.

1 With a Cai 666 scraper as a backdrop, Independent's crew poses for a lunchtime photo • 2 Overseeing the site preparation are from left: Job Superintendent Lyle Miller, General Superintendent Andy Harris, Foreman Jim Cook, owner and president of Independent Construction Brian McCloskey and Business Rep. Joe Tarin • 3 Independent's mechanics are from left: Michael Falley, Mark Lee, Curtis Elmore, Kevin Cook, Vic Sanchez, Bob Danner and Rory Heimbigner • 4 Gradesetter Ron Vancantford • 5 With Independent's fleet of equipment using an average of 9,600 gallons of diesel fuel daily, lube engineer Bob Danner Sr. keeps very busy • 6 It's not often you see this much iron at one job site • Below: One of Independent's 666s moves into position to pick up a load.
Graduation ceremony scheduled for August 17

All Northern California Surveyors Joint Apprenticeship Committee instructors and staff needed to have their CPR training updated, so Local 3 Safety Director Brian Bishop gave an excellent four-hour CPR refresher course on May 31. We appreciate the work Brian does to ensure Local 3 members and support staff are properly trained in safety.

All instructors are required to keep their first aid and CPR cards current. Similarly, all apprentices must possess a valid first aid card before they can advance to the next period of training. All journey upgrades are encouraged to maintain a card as well.

We are running out of available apprentices and will be testing in July to add some new apprentices to the roles. We are also looking at attendance in a serious way. Many apprentices are working overtime during the summer months and, with the additional time spent on the job, may find it difficult to attend class. However, you need to remember that attendance is mandatory, and that it coincides with your on-the-job training.

This means that if you obtain hours but do not complete the prescribed course work, you will fall behind. Apprentices who continue to fall behind become apprentices who can be removed from the program. Don’t let this happen to you. Keep up with your related training work, or better yet, get ahead. This will assure your advancement from period to period and, at the end, will provide you with your certificate of completion.

Speaking of completion, we are pleased to announced that a gala has been planned for our graduating apprentices on August 17. All of those apprentice who are close to graduating to either chain level or party chief should make every effort to finish by July 15. This will be the cut-off date for this graduating class, and we want each one of you to be included in the celebration. Announcements will soon be going out, so don’t get caught short — complete your party chief or rod and chain requirements and receive your just reward.

Feds evaluating new drug testing techniques

U.S. Department of Health and Human Services officials have taken the first step in including alternative testing technologies under the federal drug testing program, according to Dr. Joseph Antry, director of the department’s Division of Workplace Programs.

At a Drug Testing Advisory Board meeting last month, HHS officials heard testimony from leading manufacturers and their counterparts as to the benefits and pitfalls of the various methods. On the inspection table are on-site urine, hair and saliva tests, and the sweat patch, which alternative testing advocates say can broaden employers’ drug detecting capabilities. None of these methods is meant to replace current urine screening methods, but they can be useful in areas where standard collection procedures are weak, says attorney David Evens, who attended the conference on behalf of the National On-Site Testing Association.

However, some scientists and other professionals at the meeting expressed their concern over the newness of many of these technologies. They say the alternative methods, while they may be of some value in the future, need close inspection before they can be considered for approval under federal testing regulations.

HHS has yet to reach any conclusions about the recent meeting, but it has scheduled another Drug Testing Advisory Board conference for the end of July. Antry expects HHS officials to present some preliminary conclusions about the validity of the alternative methods for regulated testing.

Below is a recap of the known benefits and areas of concern regarding each method.

**HAIR**

**Benefits:**
- Large “window” of detection (up to three months)
- Harder to beat than a urine screen (no risk of dilution or switching of samples)
- Less invasive
- Lower risk of disease transmittal during collection

**Concerns:**
- High possibility of “environmental” contamination (absorption of second-hand marijuana smoke)
- Possibility of higher drug concentration in darker hair
- Questions over the method’s ability to detect marijuana accurately
- Doesn’t detect drug use earlier than one week from the date of the test

**ON-SITE**

**Benefits:**
- Quick return to work for employees who test negative.

see 'Feds' next page
Listen up! Proper hearing vital to your personal safety

Proper hearing is not only vital to enjoy a normal life, but it also plays an important role in preventing accidents. The Operating Engineers Health & Welfare Trust and the Pensioned Operating Engineers Trust Fund have a preferred provider organization (PPO), called Hearing Aid Care Plan to dispense hearing aids to members and covered dependents at a negotiated rate. For hearing aids obtained from Hearing Aid Care Plan Providers, the trust fund payment per device is $450. You pay only $100 per device, limited to one device per ear every four years. To contact the Hearing Aid Care Plan, call 1-800-322-4327.

For hearing aids obtained from non-preferred providers, the trust fund payment per device is $450, limited to one device per ear every four years. However, you must pay the balance per device. With an average cost of $960 per device, the difference in your out-of-pocket expense can be substantial.

A common-sense approach to prescription drugs

Did you know that doctors need to continually educate themselves regarding the appropriate use of prescription drugs? Did you also know that we should do the same? If you are taking a prescription under your doctor’s advice, know the names of your prescriptions, as well as the strength of each pill and how often you are supposed to take them. By all means, watch for any side effects of medication. Talk with your doctor and pharmacist about these matters. It is your health we are all concerned with.

Union Vision Services

Union Vision Services has opened a new office to serve you. It is located in Roseville at the UFCW 588 Building, 2200 Professional Dr., Suite 250, Roseville, CA 95661, (916) 782-8080 or 1-800-994-9077.

Food for thought

Proper nutrition and exercise are essential to our good health. We are constantly bombarded with ads regarding diet and exercise. A very slim part of what they tell us is actually true. As you know, we have been discussing nutrition in this column from time to time. Good health starts with proper eating habits and a good deal of moderation. For your information, we have included the Daily Nutrition Guide.

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<th>Women (over 50)</th>
<th>Men (over 24)</th>
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Calorie requirements vary according to your size, weight and level of activity. This chart is a good general guide. Additional nutrients are needed during some stages of life.

'Feds' continued from previous page

- Shorter amount of time required to collect samples
- Flexibility where and when samples can be collected

Concerns:
- Higher risk that collector won't send positive specimens for DOT confirmation
- Higher risk of error on the part of untrained collectors
- Lack of verification of non-problem negative samples by MROs
- Questions over quality and accuracy of individual tests

Saliva

Benefits:
- Possible indication of impairment
- Less invasive
- Lower risk of disease transmission during collection
- Lower risk of sample tampering
- On-site version already approved for DOT alcohol test

Concerns:
- Effectiveness in detecting "SAMHSA Five"

- Drugs and alcohol remain in saliva for short period of time
- Questions over what to do about "dry mouth conditions (comparable to "shy bladder" for urine screens)

Sweat Patch

Benefits:
- Ability to continually monitor drug or alcohol use without the need for frequent sample collection
- Less invasive
- Flexibility where and when samples can be collected

Concerns:
- Newness of the technology
- Lack of information on how much drug or alcohol use produces a positive result
- Risk of contamination when removing or applying the patch (touching patch with fingers or placing patch on dirty surface)
- Susceptibility to tampering
Hazmat training enhances your employability

Local 3 is offering Local 3 members the opportunity to obtain their Hazmat certification or renew their existing credential. Listed below is our Hazmat schedule for the fourth quarter 1997. All classes will begin at 7 a.m.

Anyone who would like to sign-up for the 40-hour classes must notify the Local 3 Safety Department at (510) 748-7400 ext. 3355. Members who need an eight-hour refresher class can register by calling their district office.

40-hour Hazmat courses

Rancho Murieta
Training Center
7388 Murieta Drive
Oct. 6-10
Oct. 27-31
November 10-14
December 15-19

Note: Housing is available, but reservations must be made 10 days prior to the course date.

Reno
Reno District office
1290 Corporate Blvd.
Dec. 1-5

Eight-hour refresher courses

Fairfield
Fairfield District office
2540 N. Watney Way
(707) 429-9008
Sat., Dec. 6

Santa Rosa
Santa Rosa District office
6225 State Farm Dr., Ste. 100
(707) 546-2487
Sat., Dec. 6

Reno
Reno District office
1290 Corporate Blvd
(707) 857-4440
Sat., Oct. 11

Oakland
Oakland District office
1620 S. Loop Rd., Alameda
(510) 748-7446
Sat., Oct. 18
Sat., Nov. 15
Wed., Dec. 10

Stockton
Stockton District office
1916 N. Broadway
(209) 943-2332
Sat., Nov. 1

Fresno
Cedar Lanes
3101 No. Cedar
(290) 252-8993
Sat., Nov. 1

Marysville
Yuba City Motor Inn
894 W. Onstott, Yuba City
(916) 743-7321
Sat., Nov. 15

Redding
Redding District office
20308 Engineers Lane
(916) 222-6093
Sat., Sept. 27

Sacramento
Sacramento District office
4044 N. Freeway Blvd., Ste. 200
(916) 565-6170
Sat., Oct. 11

San Jose
IBEW Hall
908 Bern Court
(408) 295-8788
Sat., Dec. 20

Note: Housing is available, but reservations must be made 10 days prior to the course date.

RENO - At the May 1 Reno District meeting, several union members were honored for various achievements. Local 3 member Nellie Kelley was honored for being the first woman in Nevada to retire from construction. Congratulations Nellie. Also, the officers presented retiree Leonard Miller with his 50-year watch. In a brief role reversal, District Rep. Pete Cox, normally accustomed to giving out awards to members, received a thank-you plaque from Local 3 member Scott Monticelli.

RENO - A memorial fund has been set up at the Reno branch of the credit union for John and Lucy Garman's daughter, Lisa, and granddaughter, Brittany Brooks. Brittany and Lisa were involved in a car accident in which Brittany was unfortunately killed and Lisa critically injured. The memorial fund will help pay for Brittany's funeral costs and Lisa's medical expenses. Lisa has been released from the hospital and is recovering from her injuries at home.

Donations can be made at any Operating Engineers credit union branch. The account number for the memorial fund is 801-801. All donations will be used to help the family offset the expenses associated with this tragic event.

John Garman is a 30-year member who currently works for Caramella Ballardini at the Lockwood Landfill.
I-15 reconstruction moves up to full speed

SALT LAKE CITY – The rehabilitation of the state's oldest interstate highway, I-15 through Salt Lake City, started with the demolition of the 600 North overpass. News of the reconstruction of the "Old Cow Trail" built in the early 1960s, is being received with mixed emotions. Those that have been traveling at the speed of light will now be driving with the snails.

It's been 30-some-odd years since the first yard of concrete was poured on this section of I-15, and now the freeway is falling apart and unable to meet the needs of the growing population, which is expected to grow by another 10 percent by the turn of the century.

Because of the deteriorating conditions of I-15, the Utah Department of Transportation is proceeding with a $1.3 billion rehabilitation project. Wasatch Constructors, a joint venture comprised of Kiewit Construction, Granite Construction and Washington Construction, has won the $1.3 billion contract. Design management and major segment design is provided by Svendrup Civil, Inc. /DeLeuw, Cather.

The construction time line is subject to change according to UDOT officials because the four-year project is being designed as it is being built, a time-saving concept never tried before on such a huge scale. The 17 miles of reconstruction includes an estimated 100 bridge decks and the rebuilding of every junction and interchange between 10600 South to 600 North in the Salt Lake Valley.

Traffic along portions of the 17-mile corridor will be moved to four lanes on one side of I-15 this fall while the other side is being rebuilt. Completion of the entire project is scheduled for July 2001, seven months before the 2002 Winter Olympics.

Meeting the challenge for a project this size will be the unparalleled skills, experience and commitment of Local 3 members. With the 2002 Winter Games coming to Salt Lake, Wasatch Constructors understands the importance of quality workmanship and the need for professionals to complete this multi-stage project on-time and on budget.

Business Rep. H. K. Pang
Kiewit, Baldwin going full-bore on Feather River bridge

MARYSVILLE - The work picture in the Marysville District continues to look good. Kiewit Pacific has moved back in on the Butte Valley Project in Quincy where crews are working six days a week. Kiewit Pacific has also moved in and is going full-bore on the Feather River Bridge Replacement Project on Hwy. 162 in Butte County.

Baldwin Contracting from Chico is doing the road widening on the Feather River bridge project. The company was also low bidder on the Chester Airport project in Plumas County for $3.8 million that calls for the reconstruction of runway 15-33 and construction of a taxiway and service road at Rogers Field.

Baldwin Contracting was also low bidder, at $2.4 million on the Park Avenue Street Improvement Project in Chico. This includes excavation, aggregate base, asphalt concrete, curbs and gutters, sidewalks, handicapped ramps and driveways.

Te & S Construction from Sacramento was low bidder at $4 million on a project for the Western Canal Water District in Nelson to realign the main canal 470 feet upstream and 350 feet downstream of the Butte Creek Siphon. The company is also installing 3,000 feet of 24-inch pipeline and doing some improvement work on the pump station. Kiewit Pacific has also started work on the Hwy. 99 bridge extension project in Sutter County at Nicolaus and is working two shifts, with Associated Concrete doing the pump work.

Butte Construction from Glenn was low bidder on the Feather River levee break in Arboga a project involving repair work for a 100-year flood plain. The company was also low bidder on the repair of Feather River Boulevard, which was damaged during January’s flood.

W. Jaxon Baker from Redding is working on I-5 in Glenn County doing sound and bad shoulders, with Amtrak Corporation doing the grinding on the project.

I would like to thank everyone who attended our May 3 picnic and everyone who worked so hard to make it successful.

Business Rep. Dan Mostats

Marysville picnic big success thanks to hard work of volunteers

MARYSVILLE - Many thanks to everyone who attended our May 3 picnic. I hope everyone enjoyed themselves as much as I did.

Congratulations to brother Tim Bankos and wife Marie who held the winning ticket for the grand raffle prize. And congratulations to all the other raffle prize winners, and thanks for buying so many tickets.

I also wish to thank the following for working so hard to make the picnic a success: Marysville District office staff members Barbara Siegel, Lucia Johnson, Bing Pennington, Dan Mostats and Scooter Gentry. Also, thanks to Diana Mostats, Randy Morgan, Harold and Evelyn Quigg, Fred and Jan Preston, Ray and Sherry Larson, Dennis and JoAnne Moreland, Frieda Calvert, Chad Brown, Dennis Garringer, Pete Cox, my good friend Esther Arroyo and Sal Rico, and last but not least, my wife Red.

The picnic was very successful and everyone seemed to have a great time. We could not have been so successful without the help of our good friends and relatives.

Frank Herrera, District Rep.
PAC members honored for election campaign efforts

HONOLULU - Members of the Honolulu Political Action Committee were recently treated to an all-you-can-eat seafood dinner May 2 at the Best Western Hotel. PAC members and their families and friends were invited to the dinner party in appreciation for all of the countless hours attending fund-raisers and meetings, waving signs and conducting the house-to-house canvassing during our 1996 political campaign.

Local 3 was very visible for the first time in Honolulu’s political arena during the recent election season. This was a new all-time high for us, and we hope to continue to become prosperous in this area.

All Local 3 members need to be aware that the construction industry is closely tied to politics and the elected officials of our county, state and federal government. Supporting candidates who favor protecting the rights of the average worker is a big plus for all of us.

Mahalo again to all who helped.

Article and photos by Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund

At the May 2 mahalo dinner are, standing from left: Reynolds “Speedy” Kama, Lavagota Lei, Marie Lei, Leonard Diorec and Linda Kahoopi; and sitting from left: “Kelly boy,” Kendalani Kolii and Kelly Kolii Sr.

Standing from left are Organizer Kohani Mahoe, Carol Labrador and Henry Labrador, with Hawaii District office secretary Nona Mokuau and District Rep. Adrian Kohokalole.

From left are Alan Kumalae, Lynette Kumalae and Art Horibe (HCIA), and sitting are Jill Kumalae, John Kumalae, Lewis Ferreira and wife.

Standing from left are Pua McCormick, Stephanie Seminavage and Earl Seminavage Jr. and sitting from left are Sheli Jelf, Construction Resource Specialists Bernard Jelf and Dana Orr.

Standing from left are Daniel Nelson, Nelson Umiamaka, Keith Kaneshiro, Evelyn Kaneshiro and Richard LuCar.

From left are Larry Moore, William “Sonny” Kaeku, Chris Kimball and Warren Dahlstrom.
HONOLULU – Business Manager Don Doser met with Hawaii Gov. Benjamin Cayetano during a recent meeting arranged by the Hawaii Operating Engineers Industry Stabilization Fund (HOEISF). The intent of this meeting was to address the countless problems with enforcing Hawaii’s “Little Davis-Bacon Act,” which is administered by the state’s Department of Labor and Industrial Relations.

The goal of HOEISF has been to work closely with the DLIR in monitoring on-going projects to ensure prevailing wage compliance and to create an atmosphere of fair, competitive and safe contracting. During the current lean economic times in Hawaii, HOEISF has been closely monitoring the non-union segment of Hawaii’s heavy construction industry. In doing so, HOEISF has found non-union contractors in violation of the state’s prevailing wage law. However, the DLIR’s enforcement has been very lax over the past decade.

Our concerns were brought before Cayetano during the meeting and our avail was met with an open ear. By meeting with Doser and Vice President Pat O’Connell, Cayetano has seen that Local 3 means business when dealing with shifty, non-union contractors.

The meeting produced positive results. The governor committed to hiring an additional investigator who will be specifically assigned to the investigation of prevailing wage law violations. HOEISF applauds the on-going leadership exhibited by Doser, as he has been very instrumental in our success.

HOEISF is presently headed by Administrator Willy Crozier, with Bernard Jelf and Donald Medeiros serving as construction resource specialists. Holding down the fort for them at home base is HOEISF secretary Kaioellani Fernandez.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund

Stabilization Fund levels playing field for Iniki debris site bidding

HONOLULU – Hurricane Iniki devastated the Island of Kauai in September 1992. During the emergency operations, which included maintaining the health and safety of the residents of Kauai, a huge amount of trash and debris was buried in temporary landfills.

After the emergency state of clean-up had dwindled down and Kauai began to pick up the pieces, the Temporary Hurricane Debris Sites (THDS) needed to be reclaimed of the debris and restored back to their original conditions.

Funding for the clean up was provided by the Federal Emergency Management Agency (FEMA). The County of Kauai put the sites up for bid, but in the process the county did not require the bidders to have valid contractors licenses. This decree gave many non-union contractors an unfair competitive advantage over our signatory contractors.

As expected, an unlicensed, non-union contractor was the lowest bidder for the final backfilling, compacting and grading work. At the time, HOEISF was being represented on Kauai by Educational Specialist Perry Artates, who, along with HOEISF Administrator Willy Crozier, protested this decision from the county level all the way up to the state Contractors Licensing Board and other government agencies.

A hearing was finally held before an administrative law judge, who ruled in favor of the HOEISF. His decision stated: "any of the work being done on THDS sites that was to be contracted out by the County must be to a contractor with a valid contractor’s license.”

Because of HOEISF’s perseverance and the diligent work of monitores Vaili Celaya-Smith and Vicki Stone, the County of Kauai had to have the Anahola THDS site rebid. The outcome resulted in a Local 3 signatory contractor, Koga Engineering & Construction Inc., getting the clean-up work.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund
Local 3's 'Valley Isle' picnic a big winner

HONOLULU - The Island of Maui is known as the Valley Isle because of the volcanic mountains that anchor each end of the island, creating a huge valley in the middle. It is made up of many steep valleys within the primary mountain ranges. One of the most frequently visited valleys by tourists and locals is the Ka'ano Valley.

District 17 Maui picnic was held April 25 in the picturesque Ke'ana Valley at Ke'ana Valley State Park. This valley is located above the town of Wailuku, the county seat of Maui. On the day of the picnic the stream that runs through Ke'ana Valley was flowing well above normal. This was due to the early morning rains and the occasional light drizzles that visited our picnic.

Throughout the day there were many door prizes awarded. Winners of rounds of bingo also went home with gifts, while the "Yaki" (chickens) were entered into games of their own. Local 3 member Winston Pang was the man of the hour when he walked away with the grand prize - a round trip for two to any of the islands.

At lunchtime everyone lined up to enjoy the Hawaiian food. The menu of the day consisted of a few local favorites, such as kalua pig, chicken long rice, squid luau, lomi salmon, rice and poi, to name a few. Everyone ate and enjoyed such an ono meal.

At dinner time, everyone headed out to enjoy the Hawaiian food. The menu of the day consisted of a few local favorites, such as kalua pig, chicken long rice, squid luau, lomi salmon, rice and poi. Everyone ate and enjoyed such an ono meal.

All in all, once again the members of Local 3 and their families and guests gathered at Anderson River Park to enjoy the day relaxing and reminiscing with acquaintances and coworkers. Picnickers enjoyed a meal of pit-roasted beef and Bob Currie's famous beans, as well as the usual salad, fruit and rolls.

Clowns strolled through the crowd of young and old entertaining everyone with balloons and face painting. Quite a few people won raffle prizes, and those who didn't won a day's worth of fond memories of fun and entertainment. The youngsters enjoyed sack races and a water balloon toss.

There were four members who received their 50-year watches: Trice A. Geer, W.B. "Bill" Jones, Walt Proebstel and C.H. Van Sickel. Trice and Walt were present at the picnic to receive their gold watches.

Many thanks to the many members and their families who gave time to help Friday night and Saturday with the preparation and aftermath of the picnic. The barbecue was a great success.

Willy Crozier, administrator, Hawaii Operating Engineers News

Bridge work dominates Redding work picture

REDDING - Dispatches have been down in the past month and a half in large part because many contractors are retaining their permanent crews and not calling the hall for additional hands. Despite the frustratingly slow work pace now, we hope it picks up by this month. Another reason for the slower-than-usual work pictures is that Caltrans has pulled some jobs for later bidding or just moved them to a later date.

Tullis Inc. has paving and dirt work all over the district. It has just picked up the Court Street extension. Ron Hale Construction is very busy this year with grading and paving. Hale is also doing the curbs and gutters on the Yreka Main Street job.

J.F. Shea is paving at Hwy. 299 and I-5. The company is also waiting on the subcontractors to finish the Hwy. 273 job through Redding. J.F. Shea has two bridges on Hwy. 299 west in which it is replacing the decks.

Bobby Martin Construction, one of the subs on Hwy. 273, has signed a full agreement with Local 3. He also picked up a pipe job in Susanville. Ladd Construction finished Hwy. 97 along the Klamath River and is now moving to Hwy. 70 on a riprap job at bid with Baldwin Construction.

Kiewit Pacific started on the Tulalake project overlay and widening. The hot plant will be set up in Oregon, with the mix coming out of there soon for the Kiewit and Perini job. C.C. Meyers is the contractor on the Cottonwood bridge. It's moving along with some night work when the traffic is light. J.F. Shea is a subcontractor on that job for concrete, bridge submittal and pavers. This has been about a two-year job so far.

MCM has three bridges in this district: Diestehorst, Eonnieview, which spans the Sacramento, and Stillwater, which was damaged during the January floods.

Great fun at the picnic

It was the first day of summer when over 350 Local 3 members, their families and guests gathered at Anderson River Park to enjoy the day relaxing and reminiscing with acquaintances and coworkers. Picnickers enjoyed a meal of pit-roasted beef and Bob Currie's famous beans, as well as the usual salad, fruit and rolls.

Clowns strolled through the crowd of young and old entertaining everyone with balloons and face painting. Quite a few people won raffle prizes, and those who didn't won a day's worth of fond memories of fun and entertainment. The youngsters enjoyed sack races and a water balloon toss.

There were four members who received their 50-year watches: Trice A. Geer, W.B. "Bill" Jones, Walt Proebstel and C.H. Van Sickel. Trice and Walt were present at the picnic to receive their gold watches.

We'll have a spread of picnic photos in the next issue of Engineers News. There were several picnics that took place in late May and early June that needed to get their photos in the newspaper. Our apologies.

We would like to take this opportunity to thank the many members and their families who gave time to help Friday night and Saturday with the preparation and aftermath of the picnic. The barbecue was a great success.

Business Rep. Wilbur Chase
Projects mired in red tape could dampen work picture

SACRAMENTO - As we head into midsummer, there are far too many people on the out-of-work list. There are a few simple reasons for this. First, there are several projects that have been awarded to union contractors throughout District 80, but are hung up in bureaucratic red tape. When these projects are cleared for takeoff, our out-of-work list should shorten considerably. The second reason is that far too many private jobs are being taken away from us by low-wage non-union contractors underbidding our union contractors.

The new Local 3 administration has an answer to both of these problems —

COMET and TOPS.

COMET, which stands for Construction Membership Education and Training, is designed to train our members to work with organizers and agents to organize and combat the non-union elements that are trying to bring down our standard of living by doing the work cheaper.

TOPS, which stands for Training, Organizing, Politics and Service, is the administration's overall plan for the union. The political component of TOPS addresses the first part of the problem outlined earlier - bureaucratic red tape holding up jobs that have been awarded and thus keeping members from working until late in the season.

You may be getting a call soon from a business representative asking you to attend a building commission, city council or other meeting to assist in getting the work moving or a project approved. The TOPS approach will work if our members do their part. If you are interested in getting involved, call the office and let us know.

Work in the Sierra region is looking good. Penhall, Teichert Construction and Soranno & Cone are working on several different phases of I-80 from Auburn to Truckee. Teichert is also doing some paving on Hwy. 89 between Tahoe City and South Lake Tahoe.

Caltrans crews had to do some emergency cleanup on U.S. 50 due to some leakage at the site of the big January slide. Luckily, no more major slides have occurred, and the highway will likely remain open.

El Dorado Hills seems to be experiencing more growth than expected. Many operators are staying busy on several different phases of subdivisions. We just completed negotiations with Foster Wheeler Environmental Corp. for a landfill closure project located near Truckee. This project will keep several operators busy until next winter, and we always welcome that as well as a new union contractor to our area.

Down in the lowlands, C.C. Myers has started its American River bridge project at Netmas in Folsom for a cost of about $48.5 million. About 80 Operating Engineers will be employed at the project's peak. Granite Construction has the following projects in the works: the $2.9 million Sierra College project, U.S. 59 widening, the $1.3 million Broadway Street reconstruction, Prairie City freeway ramps where about 50 Operating Engineers will be employed.

Teichert Construction is also gearing up for this season and will have about 75 members working the Elk Grove Auto Mall, and the Sorano, Russell Ranch and Stanford Ranch subdivisions.

Work in Yolo County has been fair. Rudolph and Setten is still at the Money Store with Teichert doing some site work. This has been a good winter project. Work in the county should pick up during the first part of July for new projects.

The Palamidessi Bridge in West Sacramento opened July 3. There is a construction project agreement that provided winter work for our members. The job was completed three months ahead of schedule, a great example of what happens when everybody works together. Contractors like Teichert Construction, MCC, Viking Drilling and others all worked together. Brown and Root was the construction manager. A job well done.

Granite Construction was low bidder, at $12 million, on the next phase at the Sacramento Metro Airport. The job will be an apron, paving and underground work. Granite started work July 7 and hopes to have paving done before the rain starts.

The rock, sand and gravel plants are busy, and you would expect, with work as good as it is, that negotiations would be going smoother than they have. We hope by the time this article goes to print we'll have a signed agreement. The ready mix plants are also busy and Lonestar is moving into the old Granite site on Bradshaw Road and moving a second batch plant on site to consolidate its operation.

The shops are all working good hours and some are adding employees. We have recently completed negotiations with Ceremica Environmental and American Diversified Pharmacies and are getting ready to start on Ingersol Rand.

New business agent

Jim Horan is the new business agent in Sacramento. He started at the end of February as a Technical Engineers representative and recently was placed in the Sacramento District office. He currently represents the Tech Engineers, construction members and Caltrans maintenance yards. He has also been involved with organizing drives for Topside Construction and Malary, Shaffer and Wells. Horan has been a Local 3 member for 11 years. He went through the Northern California Surveyors Joint Apprenticeship Program and worked as a surveyor for eight years. He worked as a grademaker for three years before coming on the union payroll.

Surveying in the Sacramento area has been a little slow, but work is starting to pick up. Horan says work this season has started slower than expected. However, construction work in North Sacramento is starting.
Local contractors busy with highway repairs, bridge work

ROHNERT PARK - The work picture for District 10 has finally started to kick into high gear. In Mendocino County, Parnum Paving and Mendocino Construction Services have been able to keep most of their crews working on various Caltrans overlays and storm damage repairs.

Parnum recently picked up two more good-size jobs, one at Cummings on Hwy. 101 for Caltrans, and another project to move some more dirt for Homestake Mining in Lake County. The company's rock, aggregate and ready mix divisions have been working steadily all year. Parnum started a second shift on the ready mix side in early July, and the company looks forward to a good second half of the year. At the end of June, Jaxon-Baker Construction was putting the finishing touches on the downtown Willits overlay.

Elsewhere in the north end of the district, Mowat Construction Co. of Kirkland, Wash. has three operators working on a $2 million seismic retrofit of the bridge on the east fork of the Russian River.

C.A. Rasmussen still has a few hands working on the final stages of its retrofit project near Fort Bragg and has a crew working on the U.S. 101 Square Rock widening near Hopland. The company had six 637s performing a month moving most of the dirt. It looks like the company will keep six to seven operators working until the project is completed. Mendocino Construction moved in on the job at the end of June and started placing rip-rap on the embankment.

Farther south, Oak Grove Construction is rocking the parking lot in South Cloverdale for the Cloverdale Shopping Center and will have it paved by the end of July.

Ghilotti Brothers Construction got the go-ahead to start the 75-acre-foot detention basin for the City of Healdsburg. The company picked up a $3.5 million project for the City of Santa Rosa, the Heurn Avenue widening project, along with a $800,000 contract to rehabilitate Matanza Creek.

Argonaut Constructors has its surface division moving the rough dirt on the new Windsor High School and has its no-joint pipe crew putting in storm drains. Meanwhile, North Bay Construction is about half-finished with the Grove Street extension in Healdsburg and is waiting to proceed on a private development in Cloverdale.

Dillingham Construction is making progress on the southbound lane on the Healdsburg bridge. The company had a few problems driving pile through some ground. A few of its operators have been picking up some overtime.

In Alexander Valley, Harold Smith Construction has 10 to 12 Operating Engineers busy terracing and putting in drainage for Kendall Jackson Vineyards. The company hopes to continue on the next phase of the development.

Through our district organizing efforts, we have recently signed two new contractors: J.A. Consalves and KAT Construction. We welcome both contractors and look forward to a good working relationship.

Projects' continued from previous page

Never underestimate the stupidity of a criminal

In this day and age we all know you can never be too careful. It's a sad commentary on America, but the facts are clear. You can't be as trusting of others as in years past. It would be wonderful if we all lived in Mayberry with Andy Taylor as sheriff, or next to Ward and June Cleaver, or your biggest problem was Dennis the Menace. But it's just not that way anymore. I think we all know that and have quit picking up hitchhikers and are careful when dealing with strangers.

Retirees are too often targets of con artists. Most retirees are aware of this and are cautious. But in today's society, many people are desperate and will do virtually anything or concoct any hair-brained scheme to get money. Some are victims of substance abuse, others are victims of the progressive decline of the average American's ability to make a living. For the latter, we have union busters and anti-union legislators to thank.

Here's a story that recently happened to one of our retirees, Don Johnson, a retired Local 3 member, raises English bulldogs, a breed that brings about $1,000 for each puppy. He has bred these dogs for years. Recently, three men showed up to look at some puppies. Never even considering the fact that they were stupid enough to think they could sell the puppies without the proper papers, he let them in. They viciously beat Don with his fireplace poker and shovel, breaking his arm, splitting open his head and severely bruising him in numerous places. He lost five puppies with one smart little guy escaping, he was appropriately named "Lucky."

Don was lucky too. His injuries could have been much worse. He isn't as concerned about losing the revenue as he is about the puppies' welfare, especially after the thieves realize they can't be sold for any substantial sum.

I'm sure we'd all be careful and take proper precautions if we were selling a diamond ring. But the sad fact is we need to be careful all the time. Placing ads in the paper is especially dangerous. You never know how someone else will interpret any situation. Don wanted this article printed in the hopes someone else might be saved his physical and emotional pain suffered at the hands of a stranger.

Honorary Members

The following retirees have thirty-five (35) or more years of membership in the Local Union as of June 1997, and have been determined to be eligible for Honorary Membership effective July 1, 1997. They were presented at the June 23, 1997 Executive Board Meeting.

Election of Grievance Committee Member

Meetings convene at 7:00 p.m.

July 1997

22nd District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501

23rd District 70: Redding, CA
Engineers Building
21038 Engineers Ln., Redding, CA 96002

24th District 60: Breville, CA
Cerney Workers
3557 On Dam Blvd.

31st District 50: Fresno, CA
Labor’s Hall
5431 Earl Hedges

August 1997

28th District 01: San Francisco, CA
Seafarers International Auditorium
360 Fremont St.

September 1997

3rd District 12: Salt Lake City, UT*
Engineers Building
1658 W. N. Temp, Salt Lake City, UT 84116

4th District 11: Reno, NV
Engineers Building
1250 Corporate Blvd., Reno, NV 89502

11th District 20: Oakland, CA
Teamster Local 70
70 Hearst Park Rd., Oakland

16th District 7: Honolulu, HI
Washington Intermediate School Cafeteria
1633 Siv. St., Honolulu

17th District 17: Maui, HI
Wakau Community Center
22 Waikiki Pl., Wailuku

18th District 17: Kailua Kona, HI
Hilo ILWU Hall
100 W. Laka Kaua Bldg, Kailua Kona, HI

18th District 18: Kona, HI
Kona High School Cafeteria

23rd District 90: San Jose, CA
Italian Gardens
500 Almaden Rd., San Jose

25th District 17: Kona, HI
King Kamehameha Hotel
75-5660 Palani Rd., Kailua-Kona, HI

Note date change

Note location change

District 12 Date Change

From: Sept. 5, 1997, 7:00 p.m.
Engineers Building
1588 N. W. Temple
Salt Lake City, UT

To: Sept. 3, 1997, 7:00 p.m.
Engineers Building
1588 N. W. Temple
Salt Lake City, UT

Legal Questions?

Get free legal answers from your union’s Legal Service.

For information call:

1-800-452-9425

Union Privilege LEGAL SERVICE

Se habla español
FOR SALE: House in Sun Valley, NV. 3-1/2 br house, full basement. Large 10x12 garage. 2.3 acres. 12 months rent $1,200. 02/05 - 2/06. Call (702) 993-9545 after 6 pm. #0814769.

FOR SALE: 10 acres, scenic, secluded! 3100-ft high, 3-bd, 2-ba, 3-car gar, 2 skylights, oak cabinets throughout, enclosed patio w/fireplace Shade fruit tree on 1/2 acre, full kitchen, separate living rm. & 4 sleeping rm, walk in closet organizers, Ig deck on 1/2 acre, fully landscaped. 1-car garage, Incl 2 skylights, oak cabinets throughout, enclosed patio w/fireplace Shade fruit tree on 1/2 acre, full kitchen, separate living rm. & 4 sleeping room. #0814769.

FOR SALE: 2 bedroom house on 4 lots. Good retirement investment. Over 100 ft river frontage. Lot is well landscaped. #193320.

FOR SALE: 3-acre ranchette in Aromas, CA. 4 bd, 2 ba, 2-car gar, well, septic, well pump. #1219640.

FOR SALE: Lazy Daisy Bicycle-Built-For-2 $200 #073435.

FOR SALE: Lazy Daisy Bicycle-Built-For-2 $200 #073435.

FOR SALE: Flat bed Ford. 1961 truck, 1 ton, good condition. (209) 838-6273. #1482278.

FOR SALE: '79 RV jalopy. 4 sheets, 4 x 8 ft $150 or over all. #0569595.

FOR SALE: 1969 Maserati mistral. Runs great, 5 miles, some work needed. Full car, 200 miles, great condition. #0193761.

FOR SALE: '89 VW Jetta GL. Great commuter car. #0854186.

FOR SALE: '90 Mallard trailer toy. #071439.

FOR SALE: Beautiful Baby Grand Piano. Samick, FOR SALE! #022164.

FOR SALE: 1990 Mallard trailer toy. #071439.

FOR SALE: 1993 Bounder motorhome. 34J, 454 eng, self-contained. $4,700. (415) 585-8991. #1578850.

FOR SALE: '91 Harley-Davidson. #1523005.

FOR SALE: 1993 Ford couch. White leather, 60 " x 80", great condition. #1523005.

FOR SALE: 4 tires/wheels, 180cm, Technine bindings, New England bindings 80. 1993 Ford estate project car. #071439.


FOR SALE: FOR SALE: 1982 Toyota Corolla SR5. #1978471.

FOR SALE: FOR SALE: 1987 Toyota Camry. #1978471.

FOR SALE: FOR SALE: '92 Ranchero 500. Runs great, self contained. $3,000. #1711020.


FOR SALE: 1980 Mercury Monterey Custom. #170962.

FOR SALE: FOR SALE: Lazy Daisy Bicycle-Built-For-2 $200 #073435.

FOR SALE: FOR SALE: Lazy Daisy Bicycle-Built-For-2 $200 #073435.

FOR SALE: 1973 Chevy Chevelle. 4 doors, 4-cyl, new wheels, excel cond. #0854186.


FOR SALE: 90% body work completed. 95% new elect, hi perf Chevy sm block #0854186.

FOR SALE: Placeville, CA. 2bd/2ba, great room, kitchen has lots of counter space, all new appliances, garage, etc. Top of the line $6,500. Also: new boot & door shocks. $500. (510) 685-80347 #0569595.

FOR SALE: Home In Sun Valley, CA. 2,625 sq ft. #2977385.

FOR SALE: Motorhome or pick-up/camper. Write to: Eric, P. O. Box 447, Kilea, Kilauea, HI 96754 #1978471.

FOR SALE: FOR SALE: Lazy Daisy Bicycle-Built-For-2 $200 #073435.

FOR SALE: FOR SALE: lazy Daisy Bicycle-Built-For-2 $200 #073435.

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New mailing labels will contain member registration number

The Local 3 Election Committee voted to add members' registration numbers to the cheshire address labels for the June, July and August Engineers News.

Correction: It was stated in last month's Engineers News that the new labels will also be affixed to the envelope containing your election ballot, which will be sent to your home in mid-August. This is incorrect. The member registration number will not appear on the election ballot envelope label. The number will appear only on the Engineers News label. We apologize for this mistake and hope it doesn't cause any confusion.

Having the member registration number on the Engineers News label will make it easier for you to properly fill out and return the election ballot with all the correct information.

District and Retiree Picnics

Stockton District
Sunday, July 27
Micke Grove Park
Adults $10, $8 retirees, kids under 15 free.
Info: (209) 343-2332

Sacramento District
Saturday, August 2
11 a.m. to 5 p.m.
Folsom City Park
Menu: tri-tip, hot dogs, salad, beans, drinks
Live music, raffle, free parking.
Tickets: $7.50 per person, $5.00 free for kids under 15.
info: (916) 665-6170

Fairfield District
Sunday, Aug. 3
Poinciana Park, Vacaville
Next to Blue Lagoon
Waterslide Park
11 a.m. to 5 p.m.
Adults $8, retirees $5, free for kids who eat hot dogs.
Water slide tickets are extra.
Tri-tip, Roger's special beans, salad, rolls, unlimited soft drinks and beer.
Lots of raffle prizes.
info: (707) 429-5008

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

San Jose District
Saturday, August 10
Ed Levin Park (Elm Area), Milpitas
11 a.m. to 5 p.m.
Lunch served 1 p.m. to 2:30 p.m.
Menu: tri-tip or pork loin, salad, beans, rolls, unlimited beer and soft drinks.
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Retiree Association Meetings

OAKLAND-Nu Chapter
Wed. Sept. 10, 1997 10:00 AM
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd., Oakland, CA

CONCORD-Mu Chapter
Thurs. Sept. 11, 1997 10:00 AM
Mt. Diablo Women's Club
1700 Farm Bureau Rd.
Concord, CA

LAKEPORT
Thurs. Sept. 18, 1997 10:00 AM
Lakeport Yacht Club
55 5th Street, Lakeport, CA

SANTA ROSA-Chi Chapter
Thurs. Sept. 18, 1997 2:00 PM
Operating Engineers Bldg.
6255 State Farm Dr.
Rohnert Park, CA

WATSONVILLE-Iota Chapter
Wed. Sept. 23, 1997 10:00 AM
VFW Post 1716
1960 Freedom Blvd., Freedom, CA

SAN JOSE-Kappa Chapter
Wed. Sept. 23, 1997 2:00 PM
Italian Gardens
1500 Almaden Rd., San Jose, CA

AUBURN-Epsilon Chapter
Thurs. Oct. 2, 1997 10:00 AM
Auburn Recreation Center
123 Recreation Dr., Auburn, CA

SACRAMENTO-Zeta Chapter
Thurs. Oct. 2, 1997 2:00 PM
Operating Engineers Bldg.
4644 N. Freeway, Sacramento, CA

EUREKA-Alpha Chapter
Tues. Oct. 7, 1997 2:00 PM
Operating Engineers Bldg.
2806 Broadway, Eureka, CA

REDDING-Beta Chapter
Wed. Oct. 8, 1997 2:00 PM
Moose Lodge
320 Lake Blvd., Redding, CA

MARYSVILLE-Gamma Chapter
Thurs. Oct. 9, 1997 2:00 PM
Sutter-Yuba Assoc. of Realtors Bldg.
1558 Starr Dr., Yuba City, CA

CERES
Thurs. Oct. 16, 1997 10:00 AM
Tuolumne River Lodge
2429 River Road, Modesto, CA

STOCKTON-Eta Chapter
Thurs. Oct. 22, 1997 2:00 PM
Stockton Waterpark Gun & Bocci Club
4943 N. Ashley Lane, Stockton, CA

S. F.-SAN MATEO-Kappa Nu Chapter
Thurs. Nov. 13, 1997 10:00 AM
IAM Air Transport Employees
1511 Rollins Rd., Burlingame, CA

IGNACIO-Chi Beta Chapter
Thurs. Nov. 13, 1997 2:00 PM
Almaden Inn
250 Entrada, Novato, CA

FAIRFIELD-Chi-Gamma Chapter
Thurs. Nov. 13, 1997 2:00 PM
Operating Engineers Bldg.
2540 N. Watney, Fairfield, CA

FRESNO-Theta Chapter
Thurs. Nov. 20, 1997 2:00 PM
Laborers Hall
5431 E. Hodges, Fresno, CA

From the Rohnert Park Office:
The Rohnert Park/Santa Rosa office wishes to extend its sincere condolences to the following families and friends of the recently departed: Roy Cameron (6/4/97); Mernard Ayrig (5/17/97); John A. Paro (5/21/97).

Congratulations to Robert and Lisa Yerion who became proud parents of a baby girl, Kate Lynn Yerion. She weighed 7 lbs. 12 oz. They reside in Cotati. Kate Lynn was born on July 12, 1996.