

ENGINEERS NEWS

VOL. 55, NO. 7

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

JULY 1997

The mother of all dirt jobs

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.

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*

Photo by Steve Moler

FOR THE good & welfare



by Don Doser

Business

Manager

"There comes a time when every Local 3 member must also trade in their tools for the ones I use every day."

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 eye 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 right to 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.

THIS MONTH in the ENGINEERS NEWS



Wrong solution to a big problem

Imposing developer's fee on new buildings is not the way to cover South Bay's transportation funding shortfall. **See page 6**



The mother of all dirt jobs

Independent Construction is moving 20 million yds. of dirt in first phase of massive Dougherty Valley project. **See page 13**

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ENGINEERS NEWS

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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.

How did your legislator vote on restoring the eight-hour day?

Below is a list of Northern California Assembly members and state senators and how they voted on legislation, AB 15 in the Assembly and SB 680 in the Senate, to restore the eight-hour day. A "yes" vote was in labor's favor.

The Assembly

(floor vote taken June 3)

Dist. 1 - Virginia Strom-Martin (D)	Yes
Dist. 2 - Tom Woods (R)	No
Dist. 3 - Bernie Richter (R)	No
Dist. 4 - Thomas "Rico" Oller (R)	No
Dist. 5 - Barbara Alby (R)	Did Not vote
Dist. 6 - Kerry Mazzoni (D)	Did Not vote
Dist. 7 - Valerie Brown (D)	Yes
Dist. 8 - Helen Thomson (D)	Yes
Dist. 9 - Deborah Ortiz (D)	Yes
Dist. 10 - Larry Bowler (R)	No
Dist. 11 - Tom Torlakson (D)	Yes
Dist. 12 - Kevin Shelley (D)	Yes
Dist. 13 - Carole Migden (D)	Yes
Dist. 14 - Dion Aroner (D)	Yes
Dist. 15 - Lynne Leach (R)	Did Not vote
Dist. 16 - Don Perata (D)	Yes
Dist. 17 - Michael Machado (D)	Yes
Dist. 18 - Michael Sweeney (D)	Yes
Dist. 19 - Lou Papan (D)	Yes
Dist. 20 - Liz Figueroa (D)	Yes
Dist. 21 - Ted Lempert (D)	Yes
Dist. 22 - Elaine White Alquist (D)	Yes
Dist. 23 - Miike Honda (D)	Yes
Dist. 24 - Jim Cunneen (R)	No
Dist. 25 - George House (R)	No
Dist. 26 - Dennis Cardoza (D)	Yes
Dist. 27 - Fred Keeley (D)	Yes
Dist. 28 - Peter Frusetta (R)	Yes
Dist. 29 - Charles Poochigian (R)	No
Dist. 30 - Robert Prenter (R)	No
Dist. 31 - Cruz Bustamante (D)	Yes
Dist. 32 - Roy Ashburn (R)	No

The Senate

(Floor vote taken May 22)

Dist. 1 - Tim Leslie (R)	No
Dist. 2 - Mike Thompson (D)	Yes
Dist. 3 - John Burton (D)	Yes
Dist. 4 - Maurice Johannessen (R)	Did Not vote
Dist. 5 - Patrick Johnston (D)	Did Not vote
Dist. 6 - Leroy Greene (D)	Yes
Dist. 7 - Richard Rainey (R)	No
Dist. 8 - Quentin Kopp (I)	Yes
Dist. 9 - Barbara Lee (D)	Yes
Dist. 10 - Bill Lockyer (D)	Yes
Dist. 11 - Byron Sher (D)	Yes
Dist. 12 - Dick Monteith (R)	No
Dist. 13 - John Vasconcellos (D)	Yes
Dist. 14 - Ken Maddy (R)	No
Dist. 15 - Bruce McPherson (R)	No
Dist. 16 - Jim Costa (D)	Yes

Seeing the light

By Steve Moler
Assistant Editor

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 if 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 employees 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

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 as 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 Darell 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



KSR's original crew of seven operators are some of Local 3's newest members. At far right is Assistant Director of Organizing Jim Scott

2, KSR joined the Local 3 family. With KSR's access to skilled labor, the company was able to begin bidding 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 contacts 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.

**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 trepidations by explaining the union advantage in ways the company

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 "salting" construction campaigns underway.

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 Tweedy 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.

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

Wal-Mart Distribution Center Red Bluff, Calif.

45 mechanics and maintenance employees

Status: 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.

TranSpec Contract Busing Inc. Salt Lake City, Utah

69 school bus drivers

Status: 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 representational rights. Further legal action and rerun election may be forthcoming.

Butte Disposal Chico, Calif.

17 waste disposal drivers

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 rerun election will be held and if complaints will be issued against the employer for ULPs.

Spring Creek Utilities Elko, Nev.

4 equipment operators

Status: Employer agreed to give Local 3 voluntary bargaining recognition on May 1. Contract negotiations are in progress.

Browning Ferris Inc. Pittsburgh, Calif.

10 equipment operators and utility workers at Keller Canyon Landfill.

Status: Employees voted 6-3 for Local 3 representation May 2. Contract negotiations are proceeding.

Mount Grant General Hospital Hawthorne, Nev.

80 public-sector hospital workers

Status: Employees voted against union representation by 3-2 margin. Local 3 may petition for a rerun election after filing over 20 unfair labor practices.

Aurora Partnership Hawthorne, Nev.

14 operators at a gold mine outside Hawthorne

Status: 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.

Topside Construction Carmichael, Calif.

12 heavy equipment operators

Status: Local 3 won election by 6-1 margin May 25. Employer has challenged the vote. A hearing is scheduled for July 28. The company is currently in a "non-operational" mode.

Peppermill Casino Wendover, Nev.

30 maintenance shop employees

Status: Local 3 won May 30 election by one vote. Employer challenged the results. NLRB is investigating and will hold a hearing soon.

Specialty Crushing Oakland, Calif.

10 crusher and equipment operators and mechanics

Status: June 5 election was a tie. Under NLRB rules, a tie goes to the employer.

K-Mart Distribution Center, Salt Lake City

29 maintenance workers and mechanics

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.

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 attaching a fee for new developments ranging from \$2,500 for the average single-family home to \$4 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 complete 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 Manufacturer's 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 doesn't want to see an increase in the cost of doing

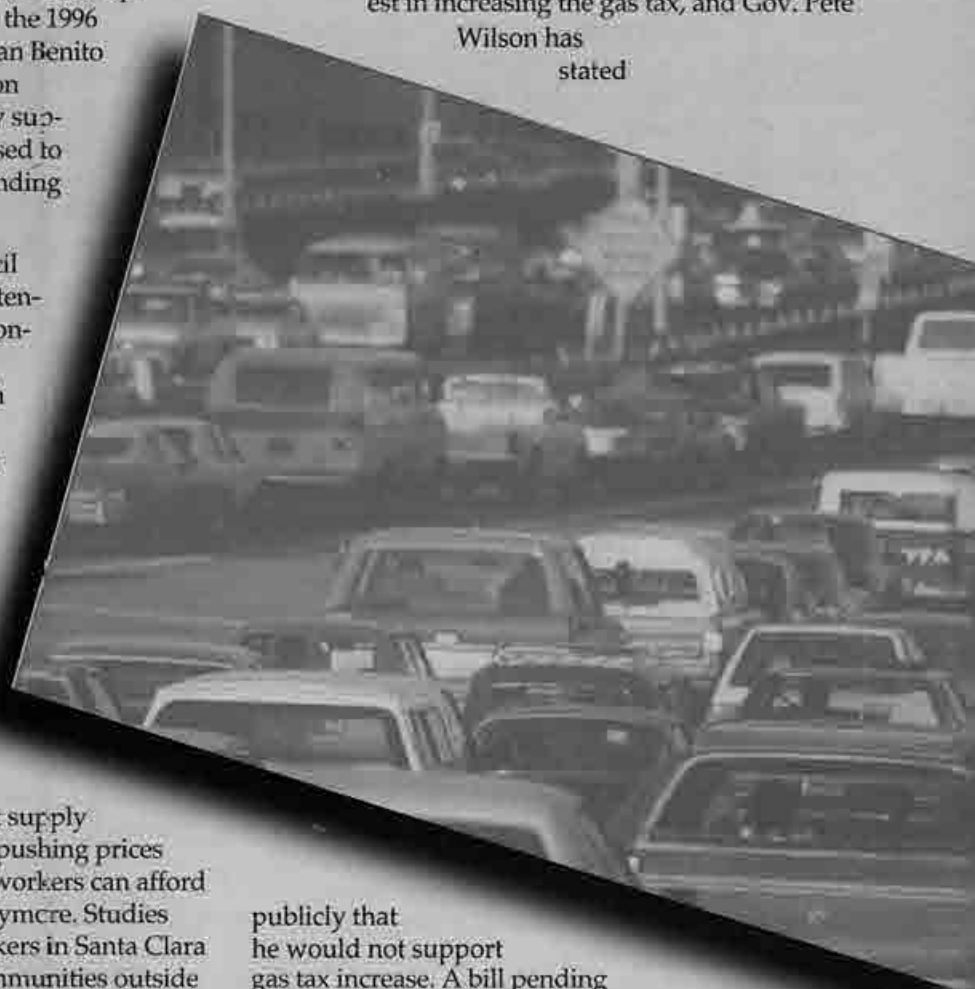
business at a time when the region is just starting to recover from the recession of the early 1990s.

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 increase. 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.

NEWS FROM THE
*public
employees*

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 side bar. 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 employees 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 "inalien-

able" 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. App.4th 402 modified 50 Cal. App.4th 328b) 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

see 'Bosses' next page



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 Culhane and Lovejoy.

NEWS FROM THE public employees

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 build 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.

'Bosses' continued from previous page

to a medical examination to verify a disability that 'may entitle the patient to leave from work for medical reasons,' the Legislature determined that the information needed by the employer for verification is a description of the "functional limitations of the patient. . . In contrast. . . the Legislature explicitly prohibited disclosure of any 'statement of medical cause' of the disability. (Ibid.)

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:

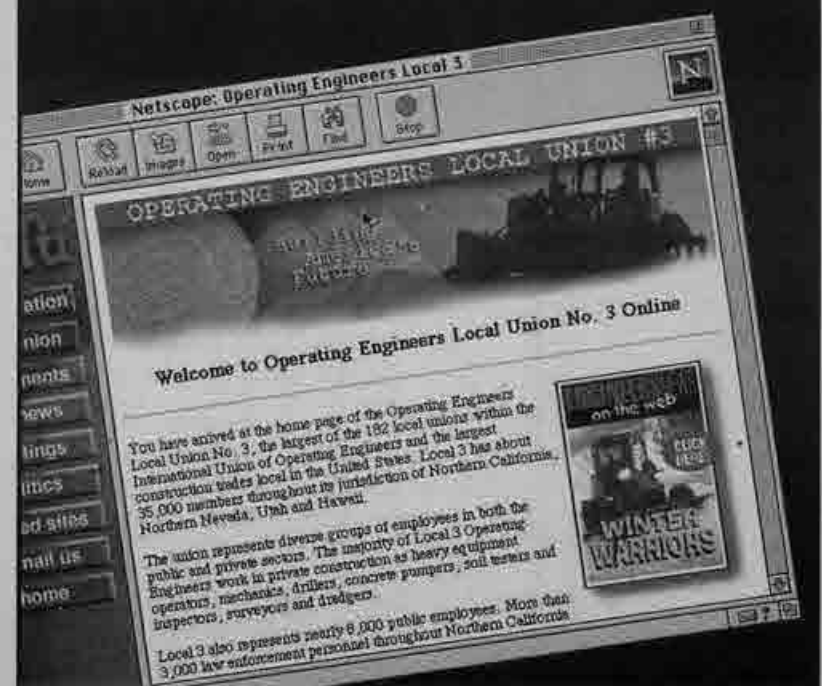
The Moving Wall Vietnam Veterans Memorial
P.O. Box 1065
Gilroy, CA 95021

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.

Local 3 at your fingertips.

Visit us on our Web site at:
<http://www.oe3.org>



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 vote of those Members present whose last known address, as 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 VII, 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., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on 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 26th next following, at 10 o'clock 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 mailing of the ballots, 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 11th, 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 indecorous 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 two (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 nominees who shall then be declared duly elected to their respective Offices.

continued next page

continued from previous page

Nomination, and Acceptance of Nomination and election records - including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work - shall be preserved by the Recording- Corresponding Secretary for a period of at least one (1) year.

ARTICLE XIII INTERNATIONAL CONVENTION DELEGATES

Section 1

Delegates and Alternate Delegates to the International Convention other than the President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer and Business Manager (who shall be Delegates by virtue of their election to Office) shall be nominated and elected in the same manner as provided in

Article XII of these By-Laws, except that:

(a) Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.

(c) Each Nominee shall have the right to list one of the following after his name on the ballot: his Office, or his Position, or his collective bargaining agreement classification.

(f) Where there are no more candidates nominated for Delegates and

Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

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 Doser

President
Jerry Bennett

Vice President
Pat O'Connell

Recording-Corresponding Secretary
Robert "Rob" Wise

Financial Secretary
Darell Steele

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 Zhee 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 35TH IUOE CONVENTION

Tom Bailey
Bob Baroni
Brian Bishop
John Bonilla
Larry Braden
Mike Brown
Russell E. Burns
William "Bill" Burns
Pete Cox

James Earp
Ray Helmick
Frank Herrera
Wilfred "Willie" Houghtby
Don Incardona
Mike Johnson
Reynolds "Speedy" Kama
Adrian Keohokalole
Kay Leishman
Steven Lockett
Raymond J. Mangini
Bob Miller
Dennis Moreland
N. L. "Monty" Montgomery
Fred Myrick
Myron Pederson
Tee Zhee Sanders
Paul Schissler
Dan Senechal
Patrick D. Shanklin
Michael R. Sierra
Shirley G. Smith
David A. Spain
R. Gary Wagnon
Charlie Warren
Dave Young

ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION

Bob Britton
Ron Glick
Nelson P. Umiyama

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 and last 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,

IMPORTANT NOTICE:

Because the Officers and candidates for Delegate to the 35th IUOE Convention are unopposed, the only ballots that will be mailed will be to Local 3 members who reside in districts that have a contested election for the Executive Board. Therefore, the members of Districts 11, 12, 17, 50 and 90 will receive an Official Ballot to vote on the election of Executive Board member (see page 11). All other Local 3 members will not receive a ballot.

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

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., August 26, 1997 at the P.O. Box in Alameda. You should vote and mail your ballot early. 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.



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

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

Dozer Operator

+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

**ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER**

OPERATING ENGINEERS LOCAL UNION NO. 3

DISTRICT NO. 12

Ballot Box Closes August 26, 1997 at 10:00 a.m.

District Executive Board Member

District No. 12

Vote for One

SHIRLEY G. SMITH

Incumbent

+

MARY KAYE CROSBY

Loader Operator

+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

**ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER**

OPERATING ENGINEERS LOCAL UNION NO. 3

DISTRICT NO. 17

Ballot Box Closes August 26, 1997 at 10:00 a.m.

District Executive Board Member

District No. 17

Vote for One

REYNOLDS "SPEEDY" KAMA

Incumbent

+

CHARLESTON P. "CHUBBY" ALMEIDA

Truck Driver

+

RICHARD C. LACAR, JR.

Tower Crane

+

CHARLES W. WRIGHT

Loader Operator

+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

**ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER**

OPERATING ENGINEERS LOCAL UNION NO. 3

DISTRICT NO. 50

Ballot Box Closes August 26, 1997 at 10:00 a.m.

District Executive Board Member

District No. 50

Vote for One

LARRY BRADEN

Incumbent

+

MICHAEL SHEFFIELD

+

Sample Ballots

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.



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

**ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER**

OPERATING ENGINEERS LOCAL UNION NO. 3

DISTRICT NO. 90

Ballot Box Closes August 26, 1997 at 10:00 a.m.

District Executive Board Member

District No. 90

Vote for One

MICHAEL R. SIERRA

Incumbent

+

MILTON R. PETERSEN

Foreman

+

NEWS FROM THE credit union



by Rob Wise
Credit Union
Treasurer

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 pur-

chase 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.

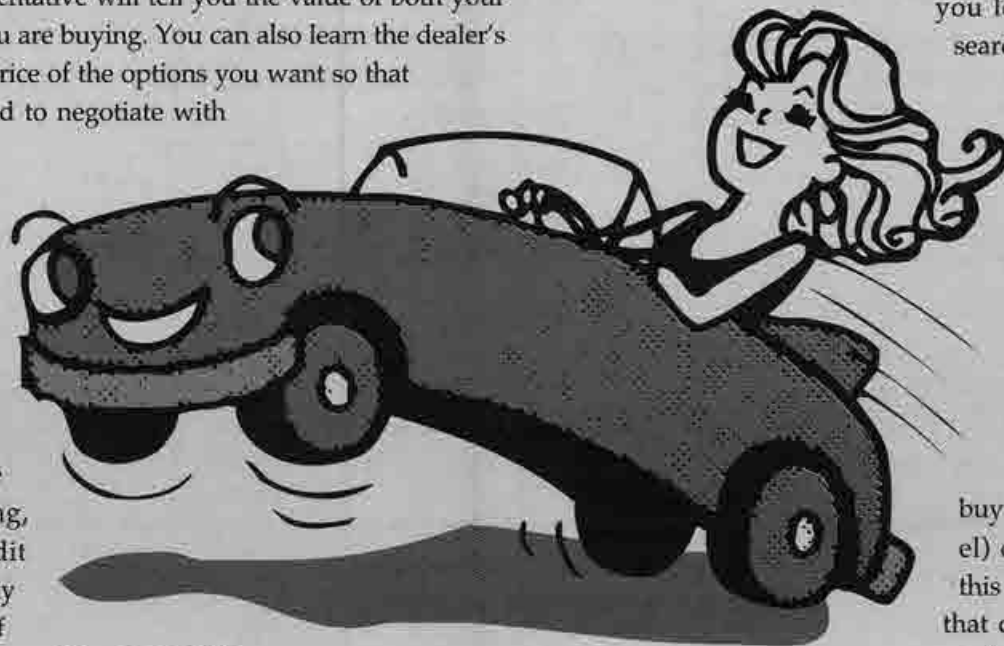
Free auto broker service

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
LOAN**

Ends September 30, 1997

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

By Steve Moler
Assistant Editor

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

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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 Windemere 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.

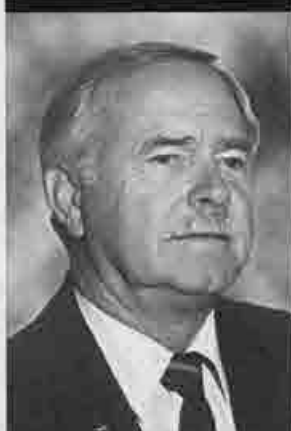
At press time, the developers have found the water source they need. They have agreed to purchase 7,000 acre-feet a year from the State Water Project. The agreement will keep Operating Engineers working in Dougherty Valley for years to come. Shapell's Truebridge told *Engineers News* that he has obtained 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 Cat 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 McCosker 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.



NEWS FROM teaching techs



by Art McArdle
Administrator

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 staffers 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 announce 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.

Above: NCSJAC instructors are taken through the paces at the May 31 CPR refresher class.

NEWS FROM THE addiction recovery program



by Bud Ketchum
Director

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

NEWS FROM fringe benefits

by **Charlie Warren**
Director of
Fringe Benefits

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.

Daily Nutrition Guide

	Women (ages 25-50)	Women (over 50)	Men (over 24)
Calories	2,000	2,000 or less	2,700
Protein	50g	50g or less	63g
Fat	67g or less	67g or less	90g or less
Saturated Fat	22g or less	22g or less	30g or less
Carbohydrates	299g	299g	405g
Fiber	25g to 35g	25g to 35g	25g to 35g
Cholesterol	300mg or less	300mg or less	300mg or less
Iron	15mg	10mg	10mg
Sodium	300mg or less	300mg or less	300mg or less
Calcium	800mg	800mg	800mg

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.



Visit Union Vision Services

NOW TWO LOCATIONS!!!

Operating Engineers Building	UFCW 588 Building
4044 N. Freeway Blvd., Ste. 160	2200 Professional Dr., Ste. 250
Sacramento, CA 95834	Roseville, CA 95661
(916) 567-0888 or 1 (800) 567-0188	(916) 782-8080 or 1 (800) 994-9077

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

'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 transmittal 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

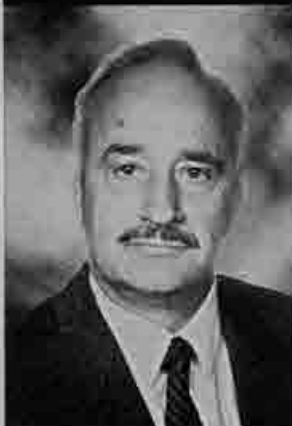
Benefits:

- 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

NEWS FROM THE

safety
dept.

by Brian Bishop
Safety Director

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. 3358. 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) 429-5008
Sat., Dec. 6

Santa Rosa
Santa Rosa District office
6225 State Farm Dr., Ste. 100
Rohnert Park
(707) 546-2487
Sat., Dec. 20

Reno
Reno District office
1290 Corporate Blvd
(702) 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
3131 No. Cedar
(209) 252-8903
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

NEWS FROM THE

districts

Memorial fund established for accident victims

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, Britany Brooks. Britany and Lisa were involved in a car accident in which Britany was unfortunately killed and Lisa critically

injured. The memorial fund will help pay for Britany'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.

from *reno*

Members, staff recognize each other at Reno District meeting

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.



Left: Officers with retiree Nellie Kelley, the first woman in Nevada to retire from construction.

Bottom left: District Rep. Pete Cox, right, receives a thank you plaque from member Scott Monticelli.

Bottom: Business Manager Don Doser, left, with retiree Leonard Miller receiving his 50-year watch. Local 3 officers look on in the background.



NEWS FROM THE districts

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.

from *utah*

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 UDT 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



Blade operator Henry Horne, left, and foreman Keith Collard



Utility operator Orval Baird



Loader operator Robert Neely



Blade operator Phil McChesney



Dozer operator Ken Pentz



Mechanic Mike Hutch

NEWS FROM THE
*districts***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 Batt 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.

from marysville

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.

T & 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 dig-out on bad shoulders, with Antrak 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 Bankus 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, Roy and Sherry Larson, Dennis and JoAnne Moreland, Frieda Calvert, Chad Brown, Dennis Garringer, Pete Cox, my good friends Esther Arroyo and Sal Rios, 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.



Upper left: Three retirees, from left, M.A. McQuerry, Raphael S. Meritt and Bob Christy, receive their 50-year watches from Business Manager Don Doser. Far right, and Recording Corresponding Secretary Rob Wise, far left.



Upper right: Diane and Dennis Garringer with Financial Secretary Dorel Steele, right.



Middle right: Philips Sargent, Sr., right, shakes hands with Richard Conrad. Retiree Tom Pious is behind Conrad.



Bottom right: From left are Dave Blusser, Tommy Gardiner and Larry King.



Left: Stirring the pot is District Rep. Frank Herrera.

NEWS FROM THE districts

PAC members honored for election campaign efforts

See next two pages for more
news from Hawaii!

from *hawaii*

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, Lavaughn Lei, Marie Lei, Leonard Diorec and Linda Kahoopii, and sitting from left: "Kelly boy," Kenoilani Kolii and Kelly Kolii Sr.



Standing from left are Organizer Kalani Mahoe, Carol Labrodor and Perfecto Labrodor, with Hawaii District office secretary Nona Mokuau and District Rep. Adrian Keohokalole.



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



Standing from left are Pua McCormick, Stephanie Seminavage and Earl Seminavage Jr., and sitting from left are Sheri Jell, Construction Resource Specialists Bernard Jell and Diana Orr.



Standing from left are Daniel Nelson, Nelson Umiamaka, Keith Kaneshiro, Evelyn Kaneshiro and Richarde LaCar.



From left are Larry Moore, William "Sonny" Kaeku, Chris Kimball and Warren Dahlstrom.

NEWS FROM THE
*districts***Doser meets with Hawaii governor to discuss better prevailing wage enforcement**

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

more from *hawaii*

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 to 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 Kealolilani Fernandez.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund



Pictured above: At the March 6 meeting were from left: Education Specialist Bernard Jelf, HOEISF Administrator Willy Crozier, Hawaii District Rep. Adriani Keohokalele, Gov. Benjamin Cayetano, Vice President Pat O'Connell and Business Manager Don Doser.

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

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 monitors Valli Celaya-Smitly 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. Koga Engineering hired our Local 3 hands from Kauai and successfully completed the project.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund



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

more from hawaii

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 Iao Valley.

District 17's Maui picnic was held April 26 in the picturesque Iao Valley at Kepaniwai 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 Kepaniwai 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 "keiki" (children) were entertained with 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, tomi salmon, rice and poi, to name a few. Everyone ate and enjoyed such an "ono" feast. The excellent food was prepared by Maui Business Rep. Perry Artates and clerk Jean Suzuki, and all of the desserts were donated by devoted Local 3 members. A big mahalo to all of the unsung heroes who are always there to lend a hand in helping to make our annual picnic such a success.

All in all, once again the members of Local 3 and their families were treated to a fun-filled day on the Valley Isle.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund



Top left: Councilwoman Alice Lee, left, waves to picnickers at the Maui picnic. At right is Maui Business Rep. Perry Artates.

Top right: Grievance Committee member William Nelson, left, with Joe Kamanu, Pedro Sado and Reuben Richardson.

Middle right: Public Relations Liaison Mel Pomroy, left, and Local 3 member Steven Kahunanui and his wife.

Middle left: Reuben Richardson, left, with Community Relations Rep. Pat Lee (Amfac).

Center: Steward Wayne Peelua, left, and Earl Vipa.



Bottom left: Maui Business Rep. Perry Artates and wife Alani.

Bottom right: Manuel Rivas, far left, and James "Kimo" Plunkett, far right.



NEWS FROM THE districts

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 grinding 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.

from redding

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 rip-rap job it bid with Baldwin Construction.

Kiewit Pacific started on the Tululake 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 Perize 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 abutment and paving. This has been about a two-year job so far.

MCM has three bridges in this district: Diesthorst, Eonrievew, 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 menu 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 Sickle. 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 paper first. 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

NEWS FROM THE
*districts***Projects mired in red tape
could dampen work picture**

SACRAMENTO — As we head into mid-summer, 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 take off, 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 —

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 Sorzano & 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 Natomas 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 Sorzano, Russell Ranch and Stanford

Ranch subdivisions.

Work in Yolo County has been fair. Rudolph and Sletten 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, MCM, 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 Geremia 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 Malar, 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 gradesetter 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 start-

see 'Projects' next page

from **sacramento**



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

NEWS FROM THE districts

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

from rohnert park

Homestake Mining in Lake County. The company's rock, aggregate and ready mix divisions have been working steady 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 Squaw Rock widening near Hopland. The company had six 637s running for about 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.

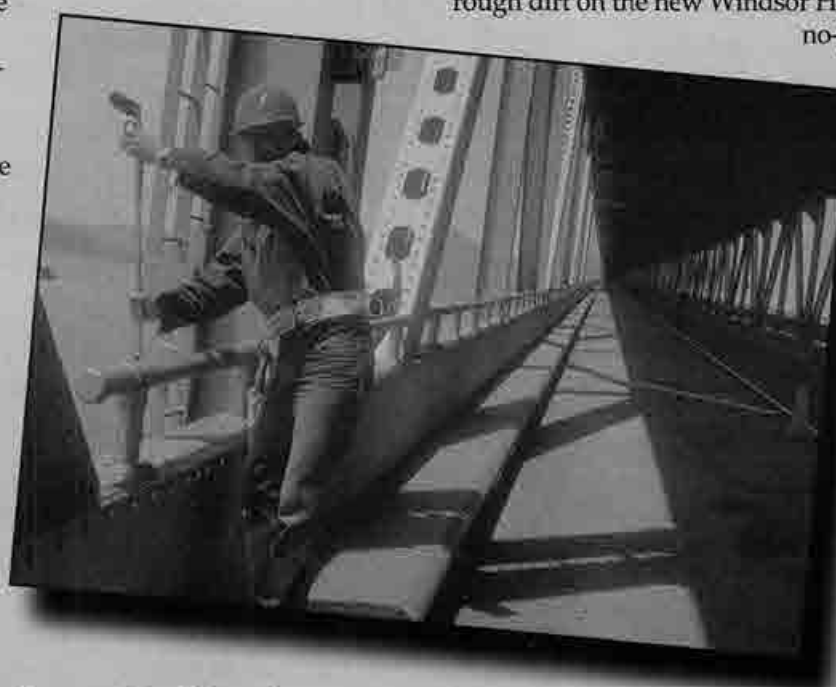
Ghilotti Brothers Construction got the go-ahead to start the 75-

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 Hearn 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 Kendell 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. Gonsalves and KAT Construction. We welcome both contractors and look forward to a good working relationship.

*District Rep. Gary Wagnon,
Business Reps. Greg Gunheim and Jim Killeen*

'Projects' continued from previous page

ing to pick up. Many jobs are up for bid, and we expect union contractors to get them. Years that start slow tend to progress into good working years, so keep up the work and organize, organize, organize.

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.

*District Rep. John Bonilla and Business Reps. Andy Mullen,
Rick Johnson Sr., Frank Rodriguez, Richard Taliaferro, Jim Horan*

meetings & announcements

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 29, 1997 Executive Board Meeting.

Clinton Adams# 0940912	Jack L. Jackson# 1071079	Manuel M. Salgado# 1101982
Vince Canada# 1067361	Billy D. Keller# 0908717	William F. Skinkle# 0959330
Floyd Christeson# 0418370	George Kenmotsu# 1079803	Derrel Stark# 0627514
Allen D. Coleman# 1101954	Harry W. Larson# 0921419	James B. Sullivan# 0889085
Verl C. Donley# 0888781	Charles Matsumori# 1067499	Fred G. Weber# 0750554
Earl Gordo# 0971522	Walter Miller# 0758423	Robert A. Wheeler# 1075489
William S. Hanna# 0826944	John E. Rhodes# 1094404	
Douglas Hiram# 0991128	Raymond R. Royer# 1058608	

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members
(compiled from the June '97 database)

James Brennan San Rafael, CA 04/08/97	Woodrow Ritchie Napa, CA 06/03/97
Roy Cameron Sebastopol, CA 06/04/97	Ralph Savage Napa, CA 06/07/97
Robert Cowger Fresno, CA 05/23/97	David Skougard Cedar City, UT 05/13/97
Richard Epidendio San Rafael, CA 05/22/97	Woodrow Smalley McCrory, AR 05/20/97
Nichola Gega San Pedro, CA 05/28/97	Richard Swett Stockton, CA 05/29/97
Walter Gibson San Jose, CA 06/01/97	Alex Viguera Placerville, CA 05/19/97
Merl Hooper Sanger, CA 05/26/97	Kenneth Warnow Ash Grove, MO 05/28/97
Raymond King Yuma, AZ 06/09/97	Pat Nunley Carlsbad, CA 05/02/97
Laverne Nolan Fair Oaks, CA 06/09/97	John Paro Lower Lake, CA 05/21/97
James Palmer Carson City, NV 06/09/97	William Williams Redding, CA 06/08/97
Walter Payne St. George, UT 05/15/97	Morris Young Dos Palos, CA 06/03/97
Arthur Peterson Montrose, CO 06/06/97	

DECEASED DEPENDENTS

Demetria Banuelos (wife of Henry Banuelos) 05/26/97	Geraldine McLelland (wife of Robert McLelland [dec]) 05/19/97
Lorraine Card (wife of William Card) 05/25/97	Marlys Spielman (wife of Donald Spielman) 03/05/97
Eileen Farnden (wife of Dennis Farnden) 05/13/97	Alice Welsh (wife of John W. Welsh [dec]) 05/21/97
Eliza Gibson (wife of Carl Gibson) 01/27/97	Jessie Wickstrom (wife of Oliver Wickstrom) 12/31/95
Mary Ishida (wife of Edward Ishida) 01/14/97	
Margaret Kipapa (wife of Sam Kipapa [dec]) 03/30/97	

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

DISTRICT MEETINGS

All 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
20308 Engineers Ln., Redding, CA 96002
- 24th District 60: Oroville, CA**
Cannery Workers
3557 Oro Dam Blvd.
- 31st District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges

AUGUST 1997

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

SEPTEMBER 1997

- 3rd District 12: Salt Lake City, UT***
Engineers Building
1958 W. N. Temple, Salt Lake City, UT 84116
- 4th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd., Reno, NV 89502
- 11th District 20: Oakland, CA**
Teamsters Local 70
70 Hegenberger Rd., Oakland
- 16th District 17: Honolulu, HI**
Washington Intermediate School Cafeteria
1633 So. King St., Honolulu
- 17th District 17: Maui, HI**
Waikapu Community Center
22 Waiko Pl., Wailuku
- 18th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula St., Hilo
- 18th District 10: Rohnert Park, CA**
6225 State Farm Dr.
Rohnert Park, CA 94928
- 23rd District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue, HI
- 23rd District 90: San Jose, CA**
Italian Gardens
1500 Almaden Rd., San Jose
- 25th District 17: Kona, HI****
King Kamehameha Hotel
75-5660 Palani Rd., Kailua, Kona, HI

* Note date change

** Note location change

Election of Grievance Committee Member District 40 (Eureka)

Recording-Corresponding Secretary Robert L. Wise announces that on July 22, 1997, at 7:00 p.m., at the regular quarterly District 40 (Eureka) membership meeting, there will be an election for one (1) Grievance Committee member to fill an unexpired term. The meeting will be held:

July 22, 1997 at 7:00 p.m.
Engineers Building, 2806 Broadway, Eureka, CA

District 12 Date Change

From: Sept. 5, 1997, 7:00 p.m.
Engineers Building
1958 N. W. Temple
Salt Lake City, UT

To: Sept. 3, 1997, 7:00 p.m.
Engineers Building
1958 N. W. Temple
Salt Lake City, UT

District 17 Location Change

From: Sept. 25, 1997, 7:00 p.m.
Holualoa Imin Community Cntr.
76-5877 Mamalahoa
Holualoa, HI

To: Sept. 25, 1997, 7:00 p.m.
King Kamehameha Hotel
75-5660 Palani Rd.
Kailua-Kona, HI

swap shop

FREE WANT-ADS FOR MEMBERS

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. *Engineers News* reserves the right to edit ads. **NO PHONE-IN ADS PLEASE. LIMIT 2 ADS PER ISSUE.**

To place an ad, type or print your ad legibly and mail to:

**Operating Engineers
Local Union #3
1620 S. Loop Rd.
Alameda, CA, 94502
ATTN: SwapShop®
OR FAX ADS TO:
SwapShop
(510) 748-7471**

*All ads must include Member Registration Number or ad will not appear. Social Security Numbers are not accepted. All ads should be no longer than 50 words.

FOR SALE: House in Sun Valley, NV. 3-bd/2-ba house, full basement. Extra lg garage 68' x 32', two story on 1 acre; 24' x 54' mobile rental in rear 1,296 sq ft. Asking \$220,000 for both. Located in Simi Valley, NV. Call (208) 256-4305 for any inquiries. #1219640

FOR SALE: Large 3/4" industrial wood shaper. Heavy duty, very good, very heavy. Price new \$1,500. Sell for \$475. Will sell some unused cutting tools at 25% below 1987 prices. 2 large pickup cross bed tool boxes. \$45 each. (702) 265-7923. #738760

FOR SALE: Beautiful Baby Grand Piano. Samick, recently tuned. Black, excellent condition, \$4,500 OBO. (707) 486-9556. #240250

FOR SALE: Custom home in the Sierras. 3-bd/2-ba, 2-car garage, incl 2 skylights, oak cabinets throughout, closet organizers, lg deck on 1/2 acre, fully landscaped. 1 (800) 860-1100 or 1 (916) 993-4066. #724035

FOR SALE: 5 acres in Silver Springs, NV. Mobile ready, fenced, trees, lawn. \$39,500. Also: 5 acre corner lot, undeveloped. \$22,500. (702) 629-0245. #1171933

FOR SALE: Layton 500 Paver. Manual hyd w/trench paving adapter. \$3,200. Also: Sweepster Power Broom, 8hp walkbehind, newer bristles \$1,500. Hot Crackfill Machine, 30 gal \$600. "00 gal tak w/agitator \$1,000. 300 gal poly tank on trailer \$300. Scaffold, 10 ft manual hyd \$150. All prices neg. Fresno area. (209) 638-8010. #1993171

FOR SALE: 1992 Mazda Miata. Runs great, hi miles, needs some cosmetic work. FUN car. \$6,400. Also: Tote Goat Mini Trail Bike, xint cond \$700. Sterling Kit Car w/Chevy eng, almost complete \$2,000. All prices neg. Fresno area. (209) 638-8010. #1993171

FOR SALE: Newly remodeled home. 1,184 sq ft, 3-bd/2-ba, garage, fenced corner lot, ceiling fans, 15 fruit trees, grapes, lemons; spa. Live Oak, CA. \$92,000. (916) 695-3244. #2977385

FOR SALE: Camper shell. With carpet kit, 8-ft bed, new boot & door shocks. \$500. (510) 685-80347. #892773

FOR SALE: 1985 Shasta motorhome class A. 30-ft, Roadmaster, 31K mi, new awning and shade. Good radial tires, good cond in & out. (916) 742-2171 lv msg. #535751

FOR SALE: Flat bed Ford. 1961 truck, 1 ton, good eng. \$1,000 or trade. (209) 575-3215 or (408) 283-0559. #1709767

FOR SALE: '84 Bobcat. 847, strong, good tractor \$8,500. (209) 575-3215 or (408) 283-0559. #1709767

FOR SALE: 4.87 acres in Oroville, CA. With 20 x 12-ft watertight cabin-like house. Close to lake, year-round stream. For more info, call (510) 447-5664 eves. #2023089

FOR SALE: 1992 Komfort XL 26-ft fifth wheel, loaded. Good as new \$11,000. May consider trade for newer slide in camper w/less than 10-ft floor plan. (707) 442-3200. #0569595

FOR SALE: 1985 Alponite 32-ft fifth wheel. Solar charger, AC, awnings, etc. Top of the line \$6,500. Also: tow vehicle. '81 F250 pickup, extra cab, 56K mi, AT, tilt, cruise, all options \$5,500. (707) 998-9222. #1615513

FOR SALE: 1973 Executive motorhome. 440 Dodge eng, 24-ft AC, 63K mi, new fridge, new force air htr, power jacks, Accue Gauge, Gas Sniffer alarm, vacuum, micro, color TV. Good cond. \$9,000 firm. (916) 944-0910. #0754438

FOR SALE: MF 50E. 3680 hrs. Shuttle trans, 80% tires, no leaks, all hydraulic Canon scraper, loader bucket. Excel cond. \$12,000 OBO. (209) 745-2574. #1826078

FOR SALE: 3 city lots. Excellent location in Klamath Falls, OR. Close to town, golf, shops, bus. Power, water, gas, phone at curb. Property value increasing at 8%. \$7,000 ea or all for \$19,000. Call Les 1 (541) 798-1073. #0728471

FOR SALE: 1982 Corvette. Red w/grey interior. 350, auto, PS, PB, AC, T-top, CD stereo, 40K orig mi. \$10,000 OBO. (510) 372-6629. #2072275

FOR SALE: Home in Hat Creek, CA. MUST MOVE-PRICE REDUCED! 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq-ft basement. Brank new 24' x 40' shop. 2,000' frontage on Hwy 89, 13.83 acres. Partly fenced & cross fenced, great water, close to fishing/hunting. \$149,500. (916) 335-2168. #1225541

FOR SALE: 1979 Ford Bronco XLT. 4x4, new trans, 400, clean. \$3,500. Also: Miller 3 phase welder. 100% duty 250, like new. \$800. (916) 335-2168. #1225541

FOR SALE: Cocker Spaniel puppies. Variety of colors. AKC. Quality times, family raised. Shots, wormed, free food. Siamese kittens also available. Also: 1973 BMW Bavaria Recent eng/trans work. Runs strong, needs cosmetic work. German model. \$1,500 OBO. (916) 359-2245.

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

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

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

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

FOR SALE: 1984 Toyota Sunrader. 4-cyl, auto, 18-ft, new rear axle, dash air. 59K mi. Very clean. Windows resealed. \$6,800. Napa (707) 224-9532. #0899585

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

FOR SALE: '89 VW Jetta GL. Great commuter car. New brakes, tires, AC, moon roof, auto, tinted windows, AM/FM cass, runs great. Good body. 128K mi, mostly freeway. \$3,500 OBO. (510) 864-2067. #5642917

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

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

FOR SALE: Motorhome. Chevy chassis. New motor, only 2K mi, new tires. 4-burner stove/oven. Sleeps 5, awnings, tub/shower, 23-ft, gen, many extras. Still new. \$11,600 OBO. (510) 757-9240. #0689209

FOR SALE: Water softener system. Reverse osmosis system, used 1 yr. Also: porcelain doll and plate collection. (209) 838-6273. #1482278

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1985 Holiday Rambler Imperial. 40-ft fifth wheel, W/D, TV w/stand, awnings, oak int. \$20,000

OBO. (510) 417-1168 lv msg. #1597767

FOR SALE: 5-acre ranchette in Aromas, CA. 4-bd/2 1/2 ba, 2-car gar, 2,500 sq-ft lgv area in gated community, 2,000 sq-ft barn, perfect for horses, many, many extras. \$380,000 OBO. (408) 726-3071. #1058010

FOR SALE: Water truck. 1985 Paul's 3,600-gal water tank and system w/6 cab-controlled sprays on 1978 GMC Brigadier 3-axle. Super singles on rear, Detroit diesel 6V92T eng, heavy duty frame & suspension. \$28,000 OBO. (408) 726-3071. #1058010

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

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

FOR SALE: Baby grand piano. Beautiful dark wood Harvard. Perfect cond, great for anniv or birthday gift. \$4,000 OBO. Alturas, CA (no. east CA). (915) 233-2368. #1085507

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

FOR SALE: 17 1/2 ft Beachcomber Tri-Hull. Fish and ski. 140 hp Mer-cruiser 10. New top and seats, tandem trailer, mag wheels, current reg. \$5,000. (916) 334-8217. #0893059

FOR SALE: Oak plywood. 4 sheets, 4' x 8' x 1/4" \$55 ea or all for \$200. Also: 4-man raft w/life vest, hand pump, elec pump, alum oars, assorted books and manuals, used 5 times \$225 OBO. (415) 961-8862. #2105061

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

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

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

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

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

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

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

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

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

FOR SALE: 1986 Layton fifth wheel. 23-ft, loaded, like new, incl hitch. \$6,500. (702) 826-9452 lv msg. #2264413

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

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

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

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

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

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

FOR SALE: '95 Allegro Bay motorhome. 32-ft, 11-ft slideout, gen, back up camera, leveling jacks, 2 hrs, 2 AC, 2 TV, VCR, gas grill, island qn bed. 460 Ford, 11K mi, non-

smkrs. \$63,000. (209) 772-2207. #1178198

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

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

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

FOR SALE: 2 bedroom house on 4 lots. Good retirement investment. Over 20 fruit/nut trees. 4 out bldgs. Parking for RV etc. City water/sewer plus well. \$75,000. Also: 8' x 40' mobilehome on adj 110' x 95' lot. Good rental \$30,000 or both for \$100,000. (707) 895-7031. #1196400

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

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

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

FOR SALE: 1991 Ford CL9000. Big Cam II 350, 9-sp trans, R170 rear end, factory air, xint cond \$6,000. Also: '85 Ford CL9000, Big Cam 450, 9-spd, R170 rear, fact air, xint cond \$8,500. (916) 587-4072. #0908527

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

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

FOR SALE: 1 acre lot in Copper Cove. About a mile from Saddle Creek golf course. Fenced, gated, paved encroachment. CCWD water installed, elec, nearly level, all usable view lot. \$27,500. (209) 785-2869. #1137547

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

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

FOR SALE: 1979 Ford F600. 16-ft flatbed, V8, straight propane eng, very good mechanical cond. Lo mi \$1,250. (408) 637-8712 lv msg. #2286068

FOR SALE: Wright 1/4 drive torque wrench. New Incl. new Wright 21-pc 6-pt 1/4 drive impact socket set. And another 1/4 drive impact and standard sockets plus a 6" and 12" extension. 40 sockets in all. \$500 for all. (707) 838-7464. #1523005

FOR SALE: or trade for motorhome. Bakchoe 1988 555B Cab. AC, 6500 hrs, excel cond. 80% rubber, 5 buckets, forks. \$22,000. (916) 272-8495. #1040605

FOR SALE or TRADE: 1959 Plymouth Savoy. 4-dr classic. Near perfect cond, looks & drives like new. All orig w/ 36K mi. Will consider your unused boat, real estate, etc. or cash; \$5,000 value. Also: log splitter, one owner \$500. Jim (702) 853-5841. #1196328

FOR SALE or TRADE: 1972 1/4 ton International Camper Special. 392 eng, 102K mi, AT, AC, new brakes, heavy duty hitch, all recls. 2nd owner, small sleeper and tool box and 6' cabover camper. Must sell due to disability \$2,200 w/o sleep/tool box/camper. \$2,500 with. Or trade for smaller 6-cyl pickup or SUV. (209) 533-0279 or write: Larry, Box 1197, Columbia, CA 95310. #2210010

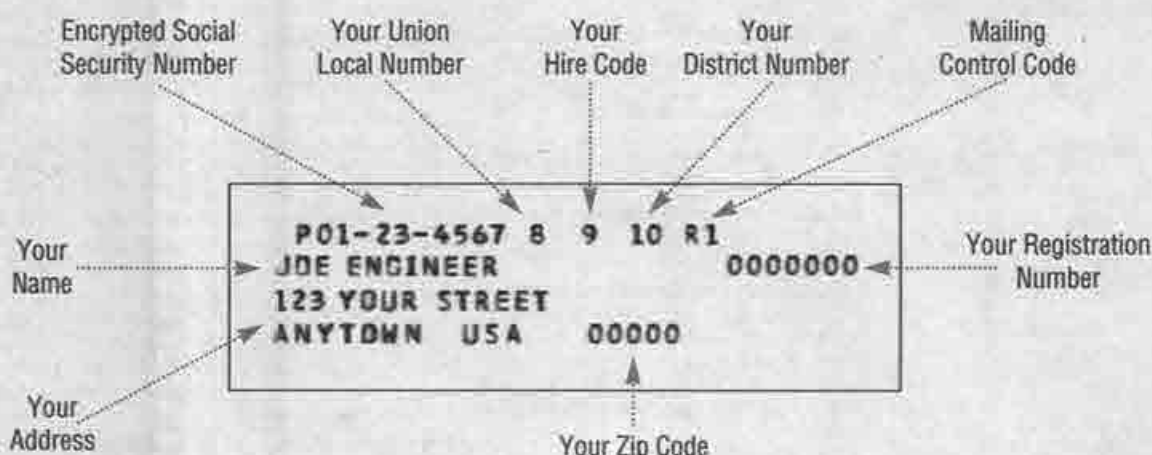
FOR SALE or TRADE: 2/3 acre lot. Zoned commercial, located on Hwy. 800 ft from Willow Creek in Ataska. Famous

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

Sacramento District

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

Fairfield District

Sunday, Aug. 3
Pera Adobe Park, Vacaville
Next to Blue Lagoon Waterslide Park

11 a.m. to 5 p.m.
Adults \$8, retirees \$5, free for kids who eat hot dogs
Water slide tickets are extra.
Tri-tip, Roger's special beans, salad, rolls, unlimited soft drinks and beer.
Lots of raffle prizes.
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 hot dogs for kids under 12
Info: (408) 295-8788

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 Womens' 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.
6225 State Farm Dr.
Rohnert Park, CA

WATSONVILLE-Iota Chapter

Tues. Sept. 23, 1997 10:00 AM
VFW Post 1716
1960 Freedom Blvd., Freedom, CA

SAN JOSE-Kappa Chapter

Tues. 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.
4044 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. 16, 1997 2:00 PM
Stockton Waterloo Gun & Bocci Club
4343 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
Alvarado Inn
250 Entrada, Novato, CA

FAIRFIELD-Chi-Gamma Chapter

Tues. Nov. 18, 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. Hedges, Fresno, CA

personal notes

From the Rohnert Park Office:

The Rohnert Park/Santa Rosa office wishes to extend its sincere condolences to the following families and friends of the recently departed: **Roy Cameron** (6/4/97); **Mernard Aycrigg** (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.