

ENGINEERS*news*

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bullet trains

*They could be streaking
across California
at speeds in excess of
200 mph by 2010
(see story p. 4)*



FOR THE good & welfare



by
DON DOSER
business
manager

Political involvement was key to prevailing wage victory

Our industry's five-year political and legal ordeal over prevailing wages is finally over. It ended mercifully on June 1, when California Gov. Gray Davis signed into law SB 16, a bill that places the modal rate method of calculating prevailing wages into the state labor code. Some intense emotions raced through my mind while I stood next to the governor in his Capitol office as he placed his signature on the bill.

One thought took me momentarily back to January 1995, when Gov. Pete Wilson, during a speech to the Legislature about his upcoming budget, announced his intention to review the state's prevailing wage law "with an eye towards saving taxpayers money," a cleverly disguised phrase intended to mask a far more sinister plot.

What Wilson had in mind had nothing to do with saving taxpayers money. He directed the Department of Industrial Relations to instead begin the process of changing the way prevailing wages were calculated from the modal method, which is based on the most frequently occurring wage rate in a particular classification in a certain area, to simply averaging the wages of a particular classification in a certain area.

Anyone with the most basic understanding of statistics knew that wage averaging meant one thing: lower overall prevailing wage rates. What appeared to the average person as merely a minor change in methodology was actually a clever scheme to slash construction wages on public works projects by as much as 20 percent, a change that would not only deprive hundreds of thousands of construction workers of needed income for their families, but would give non-union contractors a significant competitive advantage over union employers in the public works bidding process.

Circumventing democratic process

Because the modal rate was installed in 1956 as a regulation, not a law, Wilson didn't need legislative approval to implement his plan. He merely had to hold a few public hearings and wait a few months before unilaterally imposing his will on the construction industry. So much for democracy.

We immediately filed suit against Wilson in state superior court and eventually won an injunction preventing him from implementing the plan. But the injunction served only as a temporary fix. We needed long-term solutions. We needed to change the law.

But has long as Wilson, or anyone ideologically similar to him, occupied the governor's office, the chances of more prevailing wage battles remained high. We had to take our concerns to the highest level — going to the extraordinary effort of electing a labor-friendly legislature and governor.

Since I became business manager in July 1996, I have vigorously advocated the

importance of labor maintaining a strong presence in politics. The prevailing wage fight of 1995-99 stands as a powerful example of what I'm talking about. Wilson used his political power to try to lower our standard of living; why shouldn't labor use the political process to ensure it didn't happen again?

Using our voting strength

That's exactly what the labor movement did. We used our considerable voting power to elect a labor friendly legislature and governor in the November 1998 election. A month after the election SB 16 was introduced. Within six months of our election victory, we had the modal rate restored, not as a regulation, but as a law.

The prevailing wage fight will go down in state labor history as one of our best case studies showing why political activism is essential for labor's survival in today's world. It doesn't matter how much we organize and expand our membership, or how good our contracts are if we lack the political strength to support these achievements.

If the labor movement cannot play politics on par with or superior to other major players — like the U.S. Chamber of Commerce, the Associated Builders and Contractors (ABC), the U.S. Manufacturing Association, for example — then we won't be able to protect our interests. We'll be forever dominated and manipulated by stronger opposing forces, and eventually we'll dwindle into insignificance.

It's hard to imagine, but in just eight months, California will hold its 2000 election primary. Eight more months later, the nation will elect a new president and Congress, as well as state legislatures and governors. The outcome of these contests will determine whether labor thrives or struggles over the next decade, whether unions will have to confront such devastating legislation as a national right-to-work bill and repeal of the federal prevailing wage law, the Davis-Bacon Act.

What you can do

Getting registered to vote, if you haven't already done so, can be the first step in becoming politically active. If you've moved recently, make sure you get re-registered. Once you've registered, continue to inform yourself on the issues important to the labor movement, your industry and your livelihood. If possible, get directly involved in some aspect of local politics, whether it's volunteering to work for a candidate you like, getting appointed to a local board or commission, or even running for office yourself.

Whatever you do, don't just sit at home and do nothing. Apathy only leads to weakness, which leads to the loss of political power and eventually a lower standard of living.

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News Update

Prevailing wage fight is finally over

Gov. Davis signs bill putting modal rate into Calif. labor code

The Construction Trades' five-year struggle to protect California's prevailing wage law ended last month when Gov. Gray Davis signed a bill into law, SB 16, that places the modal rate method of calculating prevailing wages into the state labor code.

Since 1956, the modal rate – the most frequently occurring wage rate in a particular craft within a certain area – has been used to determine the prevailing rate. Under the modal system, union scale is often the prevailing rate.

But beginning in January 1995 Gov. Pete Wilson, arguably the most anti-union chief executive in state history, tried to change the method to a weighted averaging system, which would have slashed the prevailing rate on public works projects by as much as 20 percent, thereby giving non-union contractors a significant competitive advantage over union employers.

Wilson was able to make the change without legislative approval because the modal rate was a regulation, not a law. The State Building & Construction Trades Council of California sued Wilson to prevent his administration from implementing the scheme. A Sacramento Superior Court issued an injunction in 1997 preventing the Department of Industrial Relations from changing the modal method.

But after the November election, Senate President Pro Tem John Burton (D-San Francisco), a strong labor supporter, authored SB 16. It was co-sponsored by Assembly Speaker Antonio Villaraigosa (D-Los Angeles), another ardent supporter of working families. The bill passed the Senate 21-12 on March 22 and the Assembly 54-17 on May 13. Davis, the first labor friendly governor in 16 years, signed the bill into law on June 1. On the same day, Davis declared June 1, 1999 as "Building and Construction Trades Day."

"Union members can pat themselves on the back for electing a legislature and governor who care about working families," said Local 3 Business

Manager Don Doser. "I keep emphasizing how important it is for our members to be politically active, and SB 16 is a classic example of what happens when union households work together on the political front to bring about positive change. Had Dan Lungren been elected governor, we'd be looking at a right-to-work bill instead of SB 16."

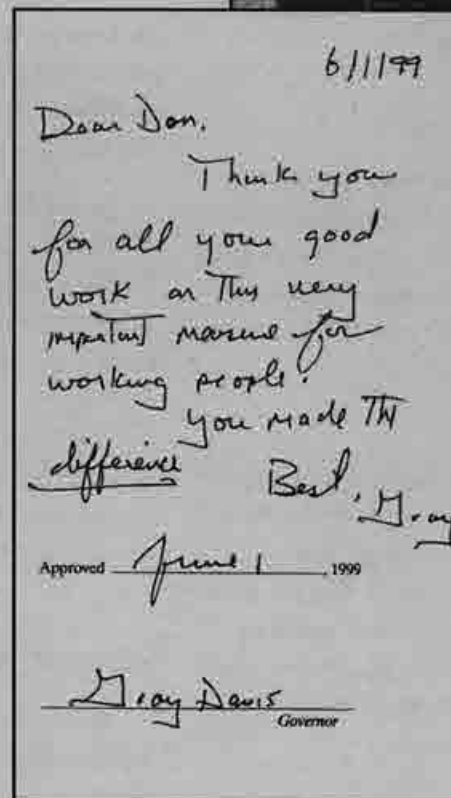
SB 16 ensures that future governors hostile to working people will have to use the modal rate. They'll also think twice about trying to weaken the state's prevailing wage law through regulatory or administrative loopholes as Wilson tried to do.

In his campaign to weaken unions, Wilson tried to dupe Californians into believing that changing from the modal rate to an average would save the state as much as \$200 million annually. But studies have shown that in states where prevailing wages have been eliminated construction wages have dropped as much as 10 percent. States with no prevailing wage laws have also experienced a tripling of cost overruns on public works jobs, increased construction injuries, a significant decrease in apprenticeship training, and major reductions in state tax revenue.

California taxpayers need not worry about paying higher construction costs on public works projects, as Wilson claimed. Studies have shown that the cost of building a mile of highway in states with highly unionized construction workforces is actually 11 percent lower than in states with predominantly non-union workforces. Highly unionized states also complete projects in about half the time of non-union states, the studies showed.



Above: Business Manager Don Doser, left, and Local 12 Business Manager Bob Waggoner, right, pose with Gov. Gray Davis shortly after the June 1 signing of SB 16.



Above: A personal note to Business Manager Don Doser from Gov. Gray Davis regarding SB 16.

Biggest turnout in years expected for Sept. 19 semi-annual

If you saw the semi-annual meeting notice on page 22 and saw something different, you're absolutely right. The semi-annual meeting will not take place on July 17 in San Francisco as originally scheduled. Instead, it will be on Sept. 19 in Sacramento in the main ballroom of the Raddisson Hotel. This will be the first time in Local 3 history that the semi-annual will be held outside San Francisco.

The change in date and location of the semi-annual was made possible by the membership's recent approval of changes to the union bylaws. Under the new bylaws approved in May, the Executive Board

can choose the semi-annual meeting site. This provision was added to the bylaws to make the semi-annuals more accessible to a larger number of members. The Executive Board agreed to the change at its May 16 meeting.

The September semi-annual is expected to draw the largest attendance in recent memory, and for good reasons. There's going to be a big raffle featuring some fantastic prizes, include a Hawaiian vacation, Alaska cruise and a Polaris all-terrain vehicle. There's also going to be guest speakers, historical presentations in celebration of the union's 60th

anniversary, and a luncheon following the meeting.

Call the Sacramento District office at (916) 565-6170 for more details. The office staff will be able to give you information regarding overnight lodging in the area and motorhome parking information. Also, keep checking your *Engineers News* and Local 3 Web site (www.oc3.org) for additional details about the semi-annual.

bullet trains

They could be streaking across California at speeds in excess of 200 mph by 2010



German Inter City Express (ICE), which held world speed record of 406.9 km/h from May 1988 to May 1990

By Steve Moler
Managing Editor

• Final of a three-part series •

Editor's note: Engineers News concludes its three-part series on California's transportation crisis with a look at a proposed statewide high-speed rail system, which, at a cost of over \$23 billion, would represent the largest construction project ever built in California.

On any given Friday afternoon, thousands of Californians from cities like San Diego and Los Angeles jump into their cars or hop on an airplane and travel several hundred miles to spend the weekend in other major metropolitan areas within the state, to cities like Sacramento and San Francisco.

The weekend getaway crowd competes fiercely with the rush-hour commute gang for every available inch of pavement. A trip out of any major California city on a Friday afternoon often involves inching out of town in bumper-to-bumper traffic for hours. Anyone who tries to get on a Los Angeles-to-San Francisco shuttle flight without a reservation will almost certainly end up on a long standby list.

Friday's frantic getaway then repeats itself on Sunday afternoon, when weekend travelers return home to prepare for the new work week. Airports and highways are once again jammed with travelers.

Transportation planners refer to this phenomenon as "intercity" travel, and like its counterpart, the rush-hour commute, it has

become a major contributor to California's worsening traffic crisis. Traffic gridlock in California is not just a rush-hour headache, it has become a seven-day-a-week nightmare.

As discussed in the two previous segments in this three-part series, politicians and transportation planners are evaluating ways to ease urban freeway traffic congestion, particularly during the rush-hour commute. They are looking into expanding commuter and light rail, building more carpool lanes, fixing traffic bottlenecks, improving urban planning, and perhaps even constructing more toll roads and toll lanes (see related story page 7).

Alternative to the status quo

But California also needs an alternative to intercity highway and air travel. Since 1993, when the Legislature established the California Intercity High-Speed Rail Commission, the state has been taking a serious look at constructing a high-speed rail system, one that would zip passengers from Los Angeles to San Francisco or Sacramento in just two hours. A trip from San Francisco to Sacramento, close to a three-hour drive by automobile under the best traffic conditions, would take just one hour by magnetic levitation (maglev) high-speed rail.

After the commission concluded that a high-speed rail system was economically and technically feasible, the Legislature established the California High-Speed Rail Authority in 1996 to direct the development and implementation of the system. The authority's board of directors was appointed

by former Gov. Pete Wilson and the Legislature that same year.

Why high-speed rail?

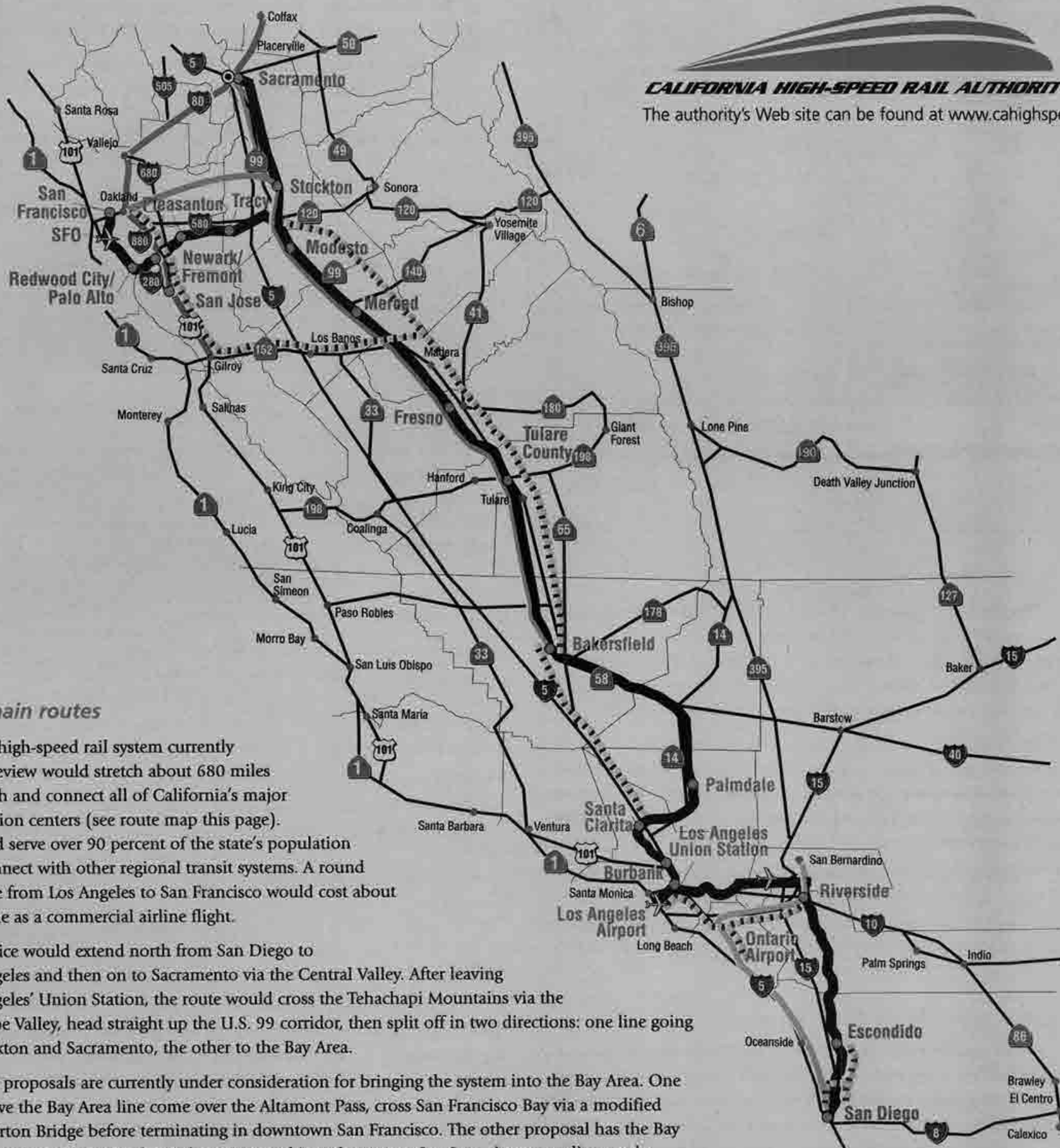
The bullet train system is needed because the state's intercity transportation system — mainly interstate highways and commercial air travel — is bursting at the seams. California is now home to four of the 10 most congested cities in the nation. Over the past 20 years California's population has more than doubled, yet highway capacity has increased just 7 percent, creating monumental traffic jams in many urban areas that have lowered the quality of life and threaten the state's economic vitality. Caltrans has no plans to build any major new freeways anywhere in the state anytime soon.

All of the state's major airports — San Diego's Lindbergh Field, LAX, San Jose International, SFO and Oakland International — have reached or exceeded their capacity and have little, if any, room to expand without serious impacts on the environment.

With California's population expected to increase by 15 million over the next two decades, from about 33 million today to over 48 million by 2020, a seamless high-speed rail system, one that connects every major metropolitan center, offers the state an environmentally and technically feasible third alternative to intercity highway and air travel. The rail authority estimates a high-speed rail system would save California taxpayers over \$1 billion annually in traffic delay costs by 2020.

PROPOSED VERY-HIGH-SPEED AND HIGH-SPEED TRAIN ALIGNMENTS

- Corridor Alignment (VHS)
- Corridor Alignment (Study Alternatives) (VHS)
- Colfax/Sacramento/Martinez/Oakland/San Jose/Gilroy (HS)
- San Joaquin Corridor (HS)
- San Bernardino-Riverside/Orange County/San Diego (HS)



The main routes

The high-speed rail system currently under review would stretch about 680 miles in length and connect all of California's major population centers (see route map this page). It would serve over 90 percent of the state's population and connect with other regional transit systems. A round trip ride from Los Angeles to San Francisco would cost about the same as a commercial airline flight.

Service would extend north from San Diego to Los Angeles and then on to Sacramento via the Central Valley. After leaving Los Angeles' Union Station, the route would cross the Tehachapi Mountains via the Antelope Valley, head straight up the U.S. 99 corridor, then split off in two directions: one line going to Stockton and Sacramento, the other to the Bay Area.

Two proposals are currently under consideration for bringing the system into the Bay Area. One is to have the Bay Area line come over the Altamont Pass, cross San Francisco Bay via a modified Dumbarton Bridge before terminating in downtown San Francisco. The other proposal has the Bay Area branch coming over the Pacheco Pass and into downtown San Jose, then extending up the Peninsula to San Francisco. Downtown Oakland could also be a Bay Area terminus.

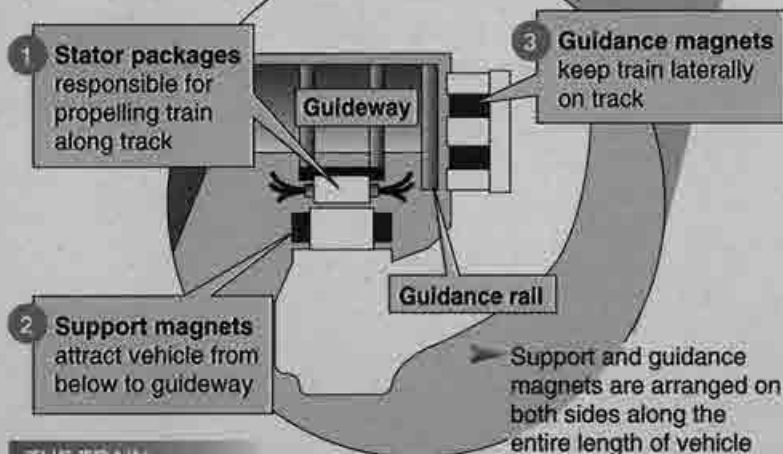
How maglev works

Super-speed train

The government is funding studies on the feasibility of high-speed magnetic levitation trains in various regions of the United States. A look at one type of maglev train:

HOW THE MAGLEV WORKS

The maglev is based on the forces of attraction between electromagnets that allow the train to hover a half inch above the guideway and propel it to speeds up to 310 mph.



THE TRAIN

- Approximately 90 seats per section
- Empty weight approximately 45 tons per section
- Can be extended up to 10 sections



Source: AP research

AP/Justin Gilbert

The technology

Two types of high-speed rail technology are under review: very-high-speed steel-wheel-on-rail (VHS), which is currently used on all the world's bullet train systems and carries trains at maximum speeds of about 220 mph, or maglev, which is still in the experimental stages of development and can take trains to speeds of up to 310 mph.

The commission is recommending VHS because of its successful track record in high-speed rail systems in Japan and Europe. But one commission member, former Local 3 Business Manager Tom Stapleton, wouldn't mind seeing California become the world's first major high-speed rail system to use maglev.

"It's really the wave of the future," Stapleton told *Engineers News*. "It has worked very well in test programs, it's just that maglev hasn't been used yet in revenue service anywhere in the world. But someone has to take the lead in using this technology. Why not California?"

Largest construction project ever

If the entire 680-mile system is built, the project would represent the largest construction project in California history, far surpassing in cost and magnitude anything that's ever been built in the state, including I-5 and the California aqueduct. Almost 60 percent of the project's \$23 billion price tag, roughly \$13.6 billion, would go directly to construction.

To accommodate the system's high speeds, all new right-of-ways would have to be surveyed, excavated and all new trackway installed. For safety reasons, the system would have no grade crossings.

"It would require a totally secure and separated right-of-way," said Mehdi Morshed, executive director of the high-speed rail authority. "This means that bridges and tunnels would have to be built at every road crossing." Much of the trackway in urban areas, he said, would be elevated. The system would probably include between 20-25 passenger stations.

"This is going to be a tremendous project," Stapleton said. "I can tell you, there will be a lot of dirt work and structures."

The project is expected to create 280,000 new jobs – 140,000 of which would be in construction – and pump \$26 billion into the state's economy over the 10-year build-out period, according to economic analysis conducted by the high-speed rail commission.

Construction phases

Bringing high-speed rail to California would take place in five major phases. The first phase, which has already been completed, involved ridership and revenue studies, route evaluations, economic impact reviews and cost analysis and financial plans. The second phase, also completed, included geotechnical studies, land surveying and mapping, engineering and architecture, preliminary operations and maintenance plans, and drafting environmental documents.

After financing is secured, the final three phases would be carried out. Phase three entails final design and engineering, final route selections, and environmental impact studies. Phase four involves the construction, including excavation, bridges, tunnels, track work, passenger stations and other system structures. The final phase involves testing and start up.

Financing the system

Although preliminary analysis indicate the system would turn a decent profit once it becomes operational, the initial construction costs, however, would probably be too high and too risky to attract private investors. Therefore, constructing the system would most likely require public funding.

The system would probably be financed through the sale of bonds, which would be repaid through three possible sources: a statewide retail sales tax, a retail sales tax levied only in counties served by the system, and a motor vehicle fuel excise or sales tax. Any combination of these three funding plans, however, would require statewide voter approval.

What's next

Over the next several months, the high-speed rail authority will complete all of its technical studies and financial and project delivery plans, then issue a comprehensive report to the Governor and Legislature by January 2000. After that, it will be up to the Gray Davis administration and the Legislature to decide how to proceed. One plan under consideration is to seek public approval of a funding proposal as early as the November 2000 election. If that happens, trains would be rolling out of the station by as early as 2010.

HIGH SPEED RAIL ELSEWHERE IN U.S.

FLORIDA OVERLAND EXPRESS (FOX)

Project: To operate from Miami to Tampa via Orlando.

Status: Still in planning stages.

Financing: Combination of public and private. Private consortium consists of GEC-Alsthom, maker of French TGV, Flour Daniel, Odebrecht Contractors, Bombardier, maker of TGV passenger rail cars.

Cost: About \$6.2 billion.

Technology: VHS based on French TGV.

Construction: Miami-Orlando line scheduled for completion by 2004, Tampa extension by 2006.

TEXAS TGV

Project: Was going to connect Texas Triangle: Dallas-Houston-San Antonio.

Status: Canceled in 1994 after private financing fell through and state of Texas withdrew 50-year franchise agreement.

Cost: \$5.6 billion

Financing: Private consortium of Morrison-Knudsen, Bombardier, GEC-Alsthom, Credit Lyonnais, Banque IndoSuez, Merrill Lynch.

Technology: VHS based on French TGV.

AMTRAK'S AMERICAN FLYER

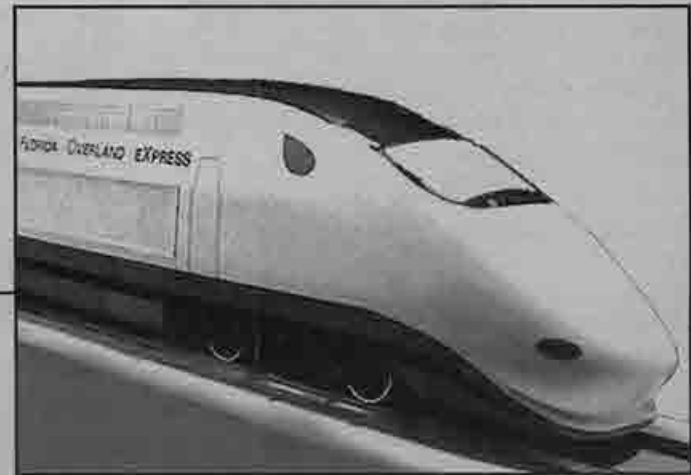
Project: High-speed trains will operate on existing Boston-New York and New York-Washington D.C. lines.

Status: Scheduled to go into service in late 1999.

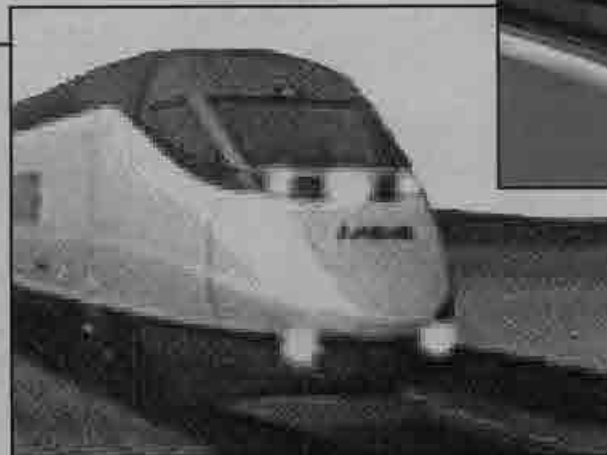
Financing: Private consortium of GEC-Alsthom and Bombardier.

Technology: VHS based on French TGV.

Construction: Will use Amtrak's existing Northeast Corridor trackway.



Florida Overland Express (FOX)



Amtrak's American Flyer

Spanish Alta Velocidad Española (AVE) train at the Santa Pusta station.



BENEFITS OF HIGH SPEED RAIL

• **Coping with population growth** - Offers state cost-effective way to meet transit needs during time of explosive population growth, a projected 50 percent increase by 2020.

• **Passenger safety** - Safest form of transportation in the world today, safer than even air travel and traditional trains. In nearly 30 years of service carrying 3 billion passengers, the Japanese Shinkansen has never had a passenger fatality. The French TGV, which has operated for 13 years carrying over 50 billion passengers, has the same excellent safety record.

• **Cleaner environment** - Reduces pollution by lowering the number of automobiles on the state's highway system. High-speed rail trains run on

electricity, so there are few emissions. Just one full bullet train would keep up to 800 cars off the road each day.

• **Noise reduction** - Bullet trains using VHS technology are quieter than freeways and airports. What little noise they do make can be almost entirely eliminated using sound walls. Maglev technology is even quieter because maglev trains don't actually touch their gateways, instead hovering just above them (see illustration page 6).

• **Saving time** - Traveling four times faster than cars, bullet trains will get you where you want to go with speed and comfort, without stressful traffic jams and long, tiring drives.

Toll Roads

Will they ever become an integral part of California's transportation system?

By Steve Moler

Managing Editor

California is sinking slowly into a desperate situation. Within the next 20 years the state's population is predicted to increase by 15 million people, from about 33 million today to 48 million by 2020. Politicians and transportation planners are pulling their hair out trying to figure how the state's woefully inadequate and aging transportation system is going to accommodate the influx.

At the top of the list of possible solutions are expanding commuter and light rail, adding carpool lanes, fixing major bottlenecks, improving urban planning and even constructing a statewide bullet train system (see related story page 4).

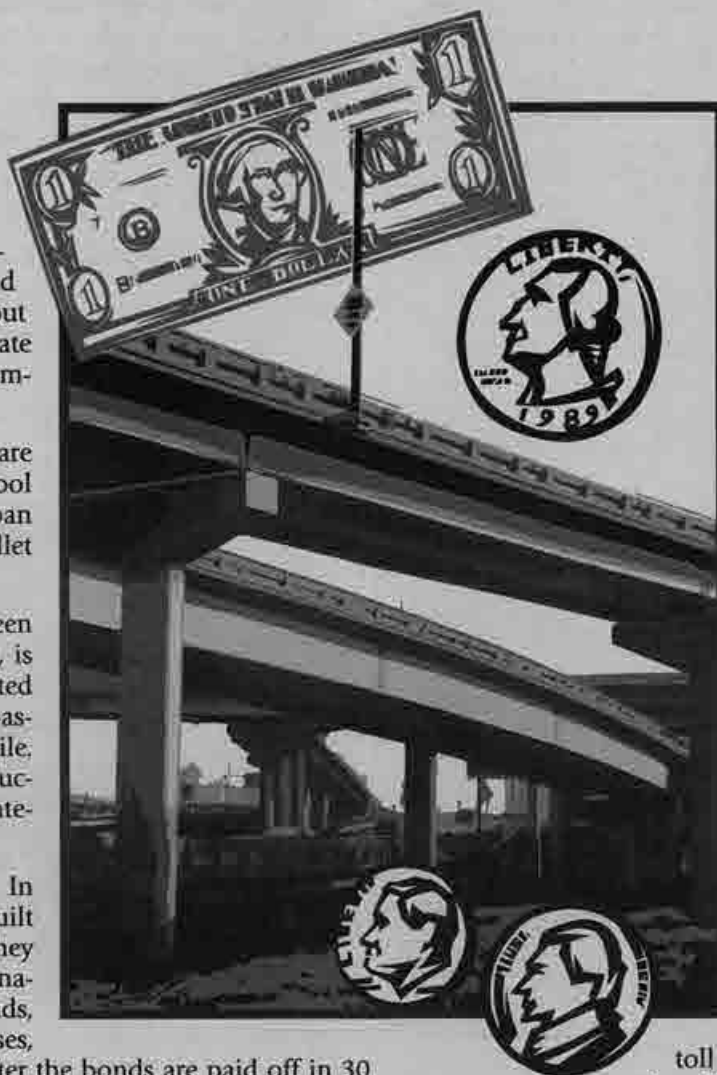
Another possible remedy, one that has been used extensively for decades on the East Coast, is toll roads, usually privately owned and operated expressways where drivers are charged a pay-as-you-go fee, usually between 10-20 cents per mile. Toll roads have proven to be effective traffic reducers on the East Coast, but will they become an integral part of California's transportation system?

The answer depends on where you live. In Southern California, four toll roads have been built or are under construction (see list below). They have been financed primarily through a combination of developers' fees and the sale of bonds, which are repaid with toll revenue. In most cases, the toll road will be turned over to the state after the bonds are paid off in 30 years.

But in Northern California, toll roads have met an entirely different fate. In the early 1990s, the California Toll Road Company, an international consortium led by the Parsons Corp., a major California engineering and construction company, proposed an 85-mile, \$1.2 billion private toll road to be built from I-680 in Sunol, through the foothills of Alameda and Contra Costa counties, across the delta and terminating at I-80 near Dixon in Solano County.

But the Mid-State Tollroad ran into so much opposition from environmental groups and two of the counties through which the toll road would have been built that the toll road company had to shelve the idea. "The project is pretty inactive," said Tom Barren, regional manager for the Parsons Corp. "The franchise agreement is still in effect, but politically the project is on life support."

Toll roads offer the public several attractive benefits. They can pull significant



amounts of traffic off gridlocked freeways, and because they are usually privately financed, they don't dip into taxpayers' pocketbooks. Toll roads also boost the local economy, creating large numbers of jobs for Operating Engineers and other construction crafts.

But toll roads are also the most problematic to build of all transit modes. They tend to increase reliance on the automobile, spur unwanted development, and impose significant impacts on the environment. A 4.4-mile section of the San Joaquin Hills Corridor through Laguna Canyon in Orange County, for example, was delayed for 18 months because of a lawsuit filed by environmentalists.

The Contra Costa Board of Supervisors rejected the Mid-State Tollroad in October 1993 largely because of growth and environmental concerns, saying officially that the project was "not in the best interest of the county." The decision essentially killed the project. Without a consensus of the three counties through which the tollroad would have been built, private financing would have been next to impossible to obtain. "If the counties don't want a toll road," Barren said, "We're not going to build it, it's as simple as that."

Although toll roads have little chance of becoming an integral part of the transportation equation in Northern California anytime soon, toll lanes are under serious consideration as an alternative. The Metropolitan Transportation Commission, for example, is spending \$200,000 to study the feasibility of building two toll lanes down the center median of U.S. 101 from Santa Rosa to the Marin county line.

Another proposal under consideration is turning existing carpool lanes in the heavily congested Bay Area into toll lanes. Under the plan, carpoolers would still ride for free, but solo drivers would be able to jump into diamond lanes after being charged a toll through an electronic transponder mounted on the dashboard.

Whether it's toll roads or toll lanes, solutions to California's monumental traffic gridlock are under review. Some of these proposals will require voter approval in upcoming elections. If that's the case, Operating Engineers are encouraged to participate in the debate through public hearings and take action at the polls.

Southern California toll roads

Foothill Corridor - 30-mile expressway paralleling I-5 from Irvine to San Clemente. Contractors were Ebensteiner and C.C. Myers.

San Joaquin Hills Corridor - \$1.5 billion, 15-mile extension of Hwy. 73 (Corona del Mar Freeway), which connects I-5 in southern Orange County. Completed in November 1996 by a joint venture of Kiewit Pacific and Granite Construction.

Eastern Transportation Corridor - Newest of Southern California toll roads, which is scheduled to open later this year. The 23-mile divided high-

way, called Hwy. 231, parallels Hwy. 55. The tollway runs from Hwy. 91 in Yorba Linda to I-5 in Tustin and connects with the Foothill Corridor. Constructed by Silverado Constructors, a joint venture of Flatirons, Sukut, and Wayss & Freytag and Obayashi.

Riverside Freeway Tollway - \$123 million, four lane toll road (two lanes in each direction) running down the middle of the Riverside Freeway (Hwy. 91). Opened in December 1995. World's first fully automated toll road.

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Highway
Elko, NV 89801
(775) 753-8585

Utah

West Valley City
2196 West 3500 South,
Suite C-8
West Valley City, UT 84119
(801) 954-8001

Support union. Buy union. Bank union.

How do you bank union? By taking your financial business to a union rather than a non-union institution. Your credit union is a 100 percent union financial services provider. As a Local 3 member, you know how important it is to support union businesses. You are supporting a union business when you choose the credit union for your savings, checking and loan needs.

Bring your auto loan to the credit union.

If your auto loan is at a financial service provider that is not 100 percent union, bring it to your Local 3 credit union. Refinancing at the credit union's attractive rates could give you a lower monthly car payment than you have now. The information you need about refinancing your loan, or borrowing for your next truck or car, is available at any credit union branch or by calling 1-800-877-4444. You may also apply for your loan online at www.oefcu.org. Applying for or refinancing your auto loan is fast, simple and convenient.

Take a vacation from high rates

A VISA card is a must-have for vacation planning and travel. But you don't have to pay an annual fee or high VISA rates in order to have the convenience of a credit card that's accepted worldwide. The credit union offers VISA cards with limits up to \$10,000, no annual fee, a 25-day grace period on purchases and no cash advance fee. Check with your branch on transferring balances from your high-interest credit cards to a low-interest OE VISA card. Request an application at your branch by calling 1-800-877-4444 or apply online at www.oefcu.org.

Funds for your vacation needs are also available through the credit union's signature loan. Qualified borrowers may receive funds up to \$10,000 at a low interest rate. The funds may be used for any purpose.

You may also want to consider opening a home equity line of credit with your credit union. You apply once, then draw on the funds for up to 10 years.

For more information about how your credit union can help with the funds you need for vacation, home improvements, school costs, car loans and other expenses, please call any of the branches listed here.

NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer

In memory...

Judy Ann Strobel, the credit union branch supervisor in Salt Lake City, passed away on May 23 after a battle with cancer. Judy became a Local 3 member in February 1993 when she was hired as a member service representative in the Elko branch office. She transferred to the Salt Lake City branch as a supervisor in July of that same year. Judy will be remembered for her dedication and outstanding service to the membership. Memorial donations may be sent to Hospice Visions, 1300 Kimberty Road, Twin Falls, ID 83301.

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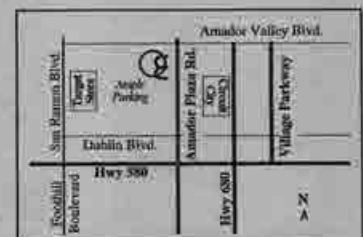
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- ◆ Huge selection of cars, trucks, vans and sport utility vehicles
- ◆ No cash needed....100% financing available

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Dublin Branch
7300 Amador Plaza Road

Corporate Motors
6250 Florin Road, Sacramento
(across from Florin Mall)



Dublin Branch Office, 7300 Amador Plaza Rd.

NEWS FROM THE organizing dept.

by
BOB MILLER
director

LOCAL 3 IS MAKING A DIFFERENCE IN WYOMING AND SOUTH DAKOTA

At the end of May, Business Manager Don Doser sent a team of organizers into Local 3's newest jurisdiction, the states of Wyoming and South Dakota, to work with District Rep. Andy Mullen. The organizing team had three goals:

- 1) Internal organizing in signatory units
- 2) Targeting non-union pipelines
- 3) Stripping/organizing non-signatory construction-related companies

When the team flew home one week later, overall membership by application in Local 3's newest district was up by 20 percent. Doser said, "We sent a message to the membership and the non-union. Local 3 is here to make a difference."

RENO HOSPITAL CAMPAIGN

Local 3 has filed an NLRB election petition on 640 nurses at Washoe Medical Center in Reno, and an election is scheduled for July 14-16. This is the second largest hospital in Nevada, and Washoe is expected to spend up to \$1 million to wage an anti-union campaign.

District Rep. Pete Cox, the entire Reno staff, a team of organizers and the international union are working together on the organizing drive. Local 3 will file additional petitions on St. Mary's Hospital and other units of Washoe in the very near future. Several other area hospitals have also approached Local 3 about representation, and card drives are underway.



Local 3 volunteer organizers receiving special T-shirts for initiating the Reno campaign. From left: Local 3's Rec. Corr. Secretary Rob Wise, Grace Tenorio, Rancho Murieta Training Director Ray Helmick, Lenny Tenorio and Alan Strong.



A group of Washoe RN's release balloons in support of unionizing.

NLRB ELECTIONS AND PETITION FILINGS

Elko General Hospital — 150 service, maintenance and technical employees. NLRB election petition filed on Feb. 29 in Elko, Nev. Unfair labor practice (ULP) charge filed for illegal employee termination. Election pending settlement of ULP.

SMA — 9 mechanics. NLRB election petition filed on May 26 in the Fresno District. Election to be scheduled soon.

Hulcher Services Inc. — 12 equipment operators. NLRB election petition filed on June 2 in the Stockton District.

K-D Construction — 8 equipment operators. NLRB election petition filed on June 3 in Honolulu.

On Site Environmental Inc. — 4 equipment operators. NLRB election petition filed on June 3 in San Jose.

Valley Asphalt — 62 drivers and utility workers. NLRB election petition filed on June 7 in Utah.

Washoe Medical Center — 150 technical employees in Reno, Nev. NLRB election petition filed on June 8.

Hemington Landscape — 65 employees in Sacramento. Filed a joint NLRB election petition on June 9 with the pipe trades on this company.

Washoe Medical Center — 400 service and maintenance employees in Reno, Nev. NLRB election petition filed on June 10.

Geneva Rock — 6 parts persons. NLRB election scheduled for June 11 in the Utah District.

KMART — 27 maintenance mechanics. NLRB election petition filed on June 13 in Sparks, Nev. Election scheduled shortly.

Waste Management (Kirby Canyon) — 13 equipment operators and mechanics. NLRB election scheduled for June 18 in the San Jose District.

Washoe Medical Center — 690 RNs in Reno. NLRB election scheduled for July 14 through 16.

ORGANIZING OVERVIEW

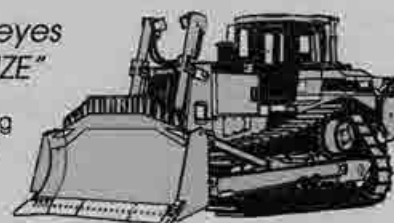
- ➡ Over 60 campaigns in progress in six states.
- ➡ 70 percent of targets are construction related.
- ➡ Win rate for 1999 is 78 percent.
- ➡ Averaging one per week, Local 3 is getting the necessary authorization cards to file an NLRB election petition on a new unit.
- ➡ An internal organizing drive in Utah has brought in over 265 new members since Jan. 1.
- ➡ One-third of the IUOE's membership increase internationally comes from Local 3.
- ➡ As of June 1, Local 3 has signed 56 new companies.

Help your union organize...

and help other workers achieve a better life
Business Manager Don Doser says:

"Be our ears and eyes
Call 1-877-ORG-NIZE"

(1-877-674-6493 is Operating
Engineers Local 3's 24 hour
toll-free organizing
telephone number)



WATCH YOUR LIVER, YOU HAVE NO SPARE HEPATITIS C IS BECOMING A FULL-BLOWN EPIDEMIC

Most of us are wondering what the year 2000 (Y2K), the new millennium, has in store for us. What usually comes to mind are computers crashing, financial institutions unable to serve their customers, and utilities and most other services being seriously disrupted. We don't really know what will happen, but we fearfully anticipate and examine a multitude of possible and impossible scenarios.

There is, however, one absolute and inevitable certainty facing us. In the early years of the new millennium, hepatitis C will emerge as a full-blown epidemic from the shadows of ignorance and denial.

We know of various forms of hepatitis and have labeled them A, B, C, D, E and G. Of these, hepatitis C (HCV) has been the most elusive but biggest blood-borne epidemic.

About 4.5 million people in the United States are infected with HCV. This is about four times the size of the AIDS epidemic, and unless we swiftly intervene to curtail the spread of the disease, the death rate from hepatitis C will surpass that of AIDS by the turn of the century. Fortunately, unlike AIDS, it is lethal in only a small number of cases. HCV causes 10,000 deaths a year from complications such as cirrhosis, liver scarring and liver cancer.

The HCV virus was not identified until 1989, and like other types of viral hepatitis, HCV is very difficult for the immune system to overcome. In the early stages the symptoms tend to be mild, and the disease is rarely

recognized until it has caused significant damage to the liver.

The cycle of the disease from infection to significant liver damage can take 20 years or more. The earliest and most common symptom is fatigue. Mild fever, muscle and joint aches, nausea, vomiting, loss of appetite, vague abdominal pain and sometimes diarrhea usually follow this.

Many cases go undiagnosed because the symptoms suggest a flu-like illness, which just comes and goes. When the disease progresses and damages the liver badly enough, the symptoms become commensurate with cirrhosis and liver failure, including jaundice, abdominal swelling, and finally coma. It is not a pretty picture.

The virus is transmitted by direct or indirect exposure to infected blood. Possible sources include intravenous (IV) drug use, poorly sterilized medical instruments, blood spills, unbandaged cuts or injuries, tattooing or body piercing, and shared razors or toothbrushes. Male-female or same-sex sexual activity, particularly with multiple partners and without protective measures, can transmit the virus. Close contact among household members has also been implicated in transmission. Intranasal use or snorting of cocaine may also predispose a liver for HCV infection.

By no means do we intend to single out any particular ethnic group. However, it should be noted that specific ethnic and income groups are at higher risk of infection, probably because of higher rates of other

cofactors, but possibly also because of unidentified modes of transmission. In the United States, African Americans have the highest incident rate, followed by Native Americans, Hispanics and whites. Similarly, low-income groups seem to have the highest risk of infection, as well as IV drug users and alcoholics. By the way, alcohol consumption does negatively affect the course of the disease.

At the present time, there is no vaccine for HCV, and the virus is like a chameleon and mutates frequently. Scientists tell us it may be a long time before preventive or curative measures become available.

The Center for Disease Control (CDC) in Atlanta has tracked the incidence and prevalence of HCV since 1989. Its spokesperson, Miriam Alter, warns that only dramatic and unprecedented intervention efforts could prevent the disease from becoming the major epidemic of the next millennium.

The CDC has launched a major education blitz aimed at physicians and the public. You will see and hear much more of HCV in the media over the next year. Prevention, however, depends on each one of us being responsible and taking this information seriously.

If you feel that you or another family member may be infected, get tested. A simple blood test can put your mind at ease, protect the health of your family and provide an opportunity for supportive treatment. Please take care.

NEWS FROM THE addiction recovery program



by
UWE GUNNEREN
director

1-800-562-3277

IN HI:
1-800-842-4624

8-HOUR HAZMAT REFRESHER TRAINING OFFERED LAST QUARTER

According to 29 CFR 1910.120, a student who has completed the 40-hour Hazmat training course has a mandatory requirement to receive an additional eight hours of refresher training annually to keep the certification valid.

In order to keep members in compliance with this requirement, Local 3 is offering Hazmat recertification classes. Listed below is the schedule for the fourth quarter.

REGISTRATION: Call the district office for reservations.

FEE: There is no charge for Local 3 and Teamster members with a current dues card. Fee for non-members is \$30.

TIME: All classes will begin at 7 a.m.

Eight-hour refresher class schedule

Saturday, Dec. 4
District 04
Fairfield Office
2540 N. Watney Way
(707) 429-5008

Saturday, Dec. 18
District 10
Rohnert Park Office
6225 State Farm Dr., #100
(707) 585-2487

Friday, Nov. 5
Saturday, Nov. 6
Friday, Dec. 3
District 20
Alameda Headquarters
1620 South Loop Road
(510) 748-7446

Saturday, Oct. 30
District 30
Stockton Office
1916 N. Broadway
(209) 943-2332

Saturday, Oct. 2
District 50
Cedar Lanes - Fresno
3131 N. Cedar
(559) 252-8903

Saturday, Oct. 16
District 80
Sacramento Office
4044 N. Freeway Blvd., #200
(916) 565-6170

Saturday, Nov. 13
District 90
IBEW Hall - San Jose
908 Bern Court
(408) 295-8788

NEWS FROM THE safety dept.



by
BRIAN BISHOP
safety
director



Build it and they

By Valerie Kanter • Associate Editor

If you build it, they will come. Kevin Costner's vision about baseball in the movie *"Field of Dreams"* brought about a new reality in what had been a corn field. On a segment of his farm, he used his tractor (or was it a dozer?) to make a baseball diamond and changed the pattern of life and the landscape of his farm forever.

Local 3 Operating Engineers, who are currently working on Hwy. 99 in Delhi, Calif. are building diamonds too. They are building diamond interchanges, those on-off ramps that keep freeway traffic merging safely. The road building taking place now and during the next decade on Hwy. 99 will most likely change the landscape of an important farming area.

Delhi is a small town located in the San Joaquin Valley, a large, productive farming region in California. The majority of the state's fruits, nuts and

grapes are grown here, with substantial amounts of vegetables as well. Most of the important farm centers, such as Lodi, Stockton, Modesto and Fresno, are strung along the all-important north-south Hwy. 99, California's principal heartland road.

Land acquisition

In 1969, Caltrans purchased enough land along the Hwy. 99 corridor to build an eight-lane artery for cars from just south of Bakersfield in Kern County and extending through the Central San Joaquin and Sacramento Valleys and ending near Red Bluff in Tehama County to the north. Segment by segment Hwy. 99, which began in many towns as a four-lane state route with signal lights, is being converted into safer four or more lane freeways.

The original Hwy. 99 plan called for the construction of two interchanges at Delhi, but money shortages changed the script. For the past 20 years, Delhi has had one interchange, at Shanks Road, and when the new construction is completed in 2001, there will be three.

Phase II begins

With highway construction projects once again being funded, Phase II is now underway and Hwy. 99 is being converted from a four-lane expressway to a four-lane freeway. The work covers a little over 3 miles in an about 5-mile section of roadway, from the Shanks Road interchange north to the South Turlock overcrossing and south to 0.3 miles south of the Merced River bridge.

With a bid of almost \$21.6 million, FCI Constructors became the prime contractor. The subcontractors are Gerald Miller Construction Company (GMC) to finish subgrade, place base, and place asphalt. While GMC is the prime on placing the asphalt, Tom Mayo Construction is the subcontractor for placing the asphalt. Collins Electric is the subcontractor for the electrical work. Remcon is the subcontractor doing change order work to relocate the crossings. It did Turlock Irrigation District (TID) work to realign irrigation lines throughout the project.

In addition to the construction of two diamond interchanges, this project involves 4 miles of frontage roads, realignment of local roads, and the replacement of the northbound Merced River bridge in three geographical segments. Each of the two interchange-building segments require realignment of the old Hwy. 99 lanes, building an overcrossing and constructing a railroad overhead. The third segment calls for removing a bridge and building a new one.

Merced River bridge

Crews are currently working on the southbound lanes, and the South Avenue overcrossing is done. The southbound bridge over the Merced river was built during the 1990s, but the northbound bridge, which is being demolished, was built much earlier. Some 1,100 feet long with piers every 70 feet, the old bridge will be replaced with a concrete box girder, 373-foot bridge with one pier in the middle, very similar to the southbound bridge. The piers from the old bridge will be crushed and used as fill material.

Tests run during initial demolition procedures showed the lead paint chips, which have been falling from its steel girders for 60 years, have caused the soil beneath to become contaminated. A change order was issued to remove the poisonous soil, and it will be taken to a class I dump in Kettleman City, three hours to the southwest.

Testing the PCC

An on-site concrete plant will make all mainline pavement, except for the structural concrete, which is from American Transit Mix. One part of the new road is going to be a dedicated testing section, which will have portions of the road with different thicknesses and as many as four materials layered in a variety of 12 combinations. The materials being used include the standard freeway road surface, top coat Portland Cement Concrete (PCC) with three possible base materials or none.

Eight to 11 inches of PCC will be combined with 0 to 4 inches of Asphalt-Treated Permeable Base (ATB), and/or 0 to 6 inches of Class II aggregate base, and/or 0 to 6 inches of lean concrete base (LCB) in different combinations. The standard freeway road surface, ATB with PCC on top, will be included as one of the combinations in the test area, a 7,000-foot section of highway on a northbound lane. The test segment has a weather monitoring station and an in-line, weight in motion (WIM) scale for weighing trucks as they pass.

The surface of the test area, located in the outside lane or truck-traffic lane, will be monitored for 20 years by the Federal Highway Administration. A study section is being built on the frontage road, too, for comparison, although it will have a different type of traffic on it.

Drainage system

Instead of building storm sewers and off-site drainage into the river or elsewhere, this project will have miles and miles of v-ditches and detention basins for all the water to collect in. Keeping precipitation water on site cuts down the expense of building drainage systems, and it also revitalizes the land. Hwy. 99 has many detention basins, and when it rains, it collects in the basins and looks like a pond. Then, it percolates or evaporates and recharges the ground

water. The basins are large areas planted with many types of local vegetation, such as wild rye, rose clover, barley and bluegrass, and are located in the right of ways.

Environmental mitigation

Any creature on the government's list of endangered species must be accommodated whenever that animal, bird or insect is located in an area marked for construction. While there were no environmental recommendations on the highway construction, there was one noted for the new bridge construction. Located along the Merced River are elderberry trees, which provide a home and food for the elderberry beetle. Fairly extensive planting was planned into this project to mitigate the changing landscape for elderberry beetles. Landscapers planted 1,000 trees and plants, and the Fish & Wildlife Service will monitor the elderberry beetle.

Future/Phase III — The promised land of California

During the next seven to 10 years, Hwy. 99 is destined to become a six or even an eight-lane freeway. Delhi, when Phase II is completed, will have its four outermost lanes in place and a 94 foot median to accommodate two additional lanes in each direction.

If you build a road, they will come. There are still many individuals and families who live in other states, but who consider California the promised land, a place to fulfill their dreams. And they will come. And many will settle near this road in the San Joaquin Valley.

They will come

Hwy. 99 at Delhi becomes a freeway



1. D. J. Affonso on a Remcon Cat.
2. Boom Truck Operator for FCI Constructors Andy Santos
3. Crane Operator Fred Pitschner
4. The demolition of the Merced River bridge.
5. Bottom row, from left: Foreman Greg Hearth, Foreman Louis Muñoz, Scrapper Operator Tom Carrillo, Gradechecker Jason Kempton, Apprentice Chris Grant, Dozer Operator Dave Wilson, Business Rep. Pat Vadnais, Foreman Rod Moon and Gradechecker Bob Schnell. Top row, from left: Excavator Operator Mark Sawyer and Blade Operator Darren Miller.
6. Gradechecker Jason Kempton
7. Operator Leo Sanchez on a 580 Case with capaction wheel.

NEWS FROM fringe benefits

by
CHARLIE WARREN

fringe
benefits
director

Let's party!

Retirees know how to have a great time

Over 2,000 retirees, relatives and friends partied all day long at the retiree picnic at the Rancho Murieta Training Center on Saturday, June 5.

It was a beautiful 85 degree day, and a light southeast breeze made it just perfect for renewing old acquaintances under the big tent staked in the Rancho Murieta parking lot. Some of the war stories appeared to be slightly embellished from last year, but that's what makes the day so much fun.

The good-humored crowd enjoyed a meal of deliciously prepared tri-tip beef (almost 2,000 pounds), beans (120 gallons), plenty of crisp green salad, rolls and good cold drinks — soda pop, beer and water. Eric Soldahl and his band added a musical flair to the day, while about 100 members played bingo and won some fantastic prizes. Business Manager Don Doser and our other officers greeted the crowd during the formalities and assisted in

presenting 50-year watches to 12 retired members.

Thanks to Doser, the other Local 3 officers, district representatives and business agents for all their assistance. A special thanks to Ray Helmick, Steve Stromgren, Gary Herren and the entire Rancho Murieta staff. And a special hats off to the incomparable Red Herrera, head of the kitchen, and her entire kitchen crew.

We thank all of you for coming. Just for the record, the motorhome parties continued well into Sunday. We'll see you at the semi-annual meeting on Sunday, Sept. 19, at the Radisson Hotel in Sacramento. Mark your calendars. If you need motorhome parking instructions, call the Sacramento hall at (916) 565-6170 or Fringe Benefits Service Center at (510) 748-7450.



1. Twelve Local 3 members received their 50-year watches at the Retiree Picnic. They were, in alphabetical order, Kenneth Bowersmith, V.B. Gilliam, Al McKinney, James McNickle, Glen Prater, Alfred E. Reid, Wallace Schissler, Howard E. Seacord, Jack J. Simmons, Ernest A. Walker, Jack L. Williams and Kenneth L. Williams. On top row far right is Business Manager Don Doser; on top row far left is Recording-Corresponding Secretary Rob Wise.

2. Mary and Harold Benson get their name tags from Stockton Dispatcher Joyce Skeen-Bridges at the registration desk.

3. Business Manager Don Doser welcomes the retirees.

4. Paula and Tom Binion of Red Bluff, Calif. enjoy cold drinks on a warm day.

5. Clockwise around the table are Glen and Beverly Harman and Dot and Spud Thomas.

6. Russ and Barbara Swanson of Santa Rosa, left, with Jerry and Rosemary Schmidt of Moro Bay.

7. Ken Brown, son of 45-year member Robert Brown of Utah, and Ken's mother, Dolores, both at left, examine the 50-year watch of Henry Brown, second from right. Henry Brown's wife, Celia, is at far right and third from left is Ambrose Balcazar of San Jose.

8. Robert Brown

9. Former Local 3 Business Manager Dale Marr, left, with his son, San Francisco District Business Rep. Bob Marr.

10. Organizing Director Bob Miller, right, serves Andy Anderson of Loomis, Calif.



NEWS FROM teaching techs



by
PAUL SCHISLER

administrator,
northern california
surveyors joint
apprenticeship
committee

HANDS-ON COMPETITION

Annual hands-on competition - Surveyors show their stuff

On the following two pages are some additional photographs of our May 8 hands-on competition. Space limitations prevented us from publishing these photos in last month's *Engineers News*. We hope you enjoy the coverage and look forward to seeing you at next year's event.



1



2



2a



3



4



5

1. Prior to the competition, participants gathered in the Local 3 headquarters' coffee room for orientation.

2 and 2A. Business Manager Don Doser (second from right) was on hand during the competition to help with crew evaluations and best wishes for the participants.

3. Retired NCSJAC instructor Ted Taylor (center) helps to assure a participating crew that it can solve the problem.

4. A crew studies its problem prior to starting.

5. Crew members decide who will perform the various parts of the task.

6. A working crew in motion.

7. Crew members put on their tool belts and prepare to work much as they would on a regular business day.

8. Santa Rosa instructor Neal Austinson (center) looks on as one crew begins preparations.

9. First-period apprentices learn about stakes and their uses from Administrator Paul Schissler (left).

10. After the competition a fantastic lunch was enjoyed by all.



6



7



8



9



10

HANDS-ON COMPETITION



1999 ACADEMIC SCHOLARSHIP WINNERS!

Local 3 awards 4 scholarships to high school students

Every year, Local 3 awards four scholarships to graduating high school seniors. Two \$3,000 first-place scholarships are awarded to the top male and female applicants, and two \$2,000 second-place scholarships are awarded to each male and female runner-up.

The winners of these academic scholarships will receive an additional \$500 per year for the second, third and fourth years of college provided they remain full-time students.

FIRST PLACE \$3,000.00



Tiffany Tammy Chan

Hometown: Castro Valley, Calif.

School: Castro Valley High School

Educational/career goals: Medicine or chemical engineering

Colleges/universities applied to: Stanford, UC-Berkeley, UCLA, UC-Davis

Activities: Community volunteer events organizer, volunteer algebra, geometry and biology tutor; works at law firm, creates cartoon-like figures with clay, patent pending; symphonic orchestra; school choir.

Achievements: Academic Excellence Awards in chemistry, U.S. history, algebra, geometry and biology, National Library of Poetry Award, Most Outstanding Musician, 3-year varsity athletic award in track, school-wide science fair – 1st Place.

Parent: Edna Chan



Ryan Earp

Hometown: Petaluma, Calif.

School: Casa Grande High School

Educational/career goals: Engineering

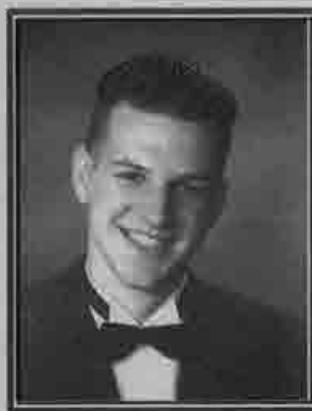
Colleges/universities applied to: UCLA, UC-Berkeley, Brigham Young University, Stanford University

Activities: Interact Club president, varsity cross country, varsity tennis, Academic Decathlon, volunteer tutor and swim instructor for Boys' and Girls' Club, works for structural contractor and office supply store, Boy Scouts, church basketball.

Achievements: National Honor Society, California Scholarship Federation, Eagle Scout Award, Golden State Exams, high honors biology, geometry, algebra; American High School Math Exam, school champion.

Parent: James Neil Earp

SECOND PLACE \$2,000.00



John Carter

Hometown: Antioch, Calif.

School: Pleasant Hill Christian, Hilltop Christian

Educational/career goals: To be a journalist for an automobile magazine

Colleges/universities applied to: Azusa Pacific University, Pacific Union College

Activities: Yearbook staff, Associated Student Body representative, repairing cars, writing, attending Christian teen summer educational programs.

Achievements: Senior class president, Who's Who Among High School Students, honor roll.

Parent: William R. Carter



Karole Hansen

Hometown: Mt. Pleasant, Utah

School: North Sanpete High School

Educational/career goals: Lawyer

Colleges/universities applied to: University of Utah, Dixie College, Snow College, Utah Valley State College

Activities: Member of the school mentor program, basketball, volleyball, softball, track, taking college courses, boating, traveling, attending plays, summer employment.

Achievements: Who's Who in American High Schools, All American Scholar, National Honor Society, graduate of LDS Seminary, captain of the basketball team.

Parent: Kenneth Morris Hansen

Diversity: Exploring your cultural warehouse

If you've been through our diversity awareness training, you've learned definitions and terminology, examined personal stereotypes and assumptions, and learned how to see people a little differently. Or maybe you haven't done any diversity awareness training. Either way, continually examining personal beliefs can shed some light on why we believe what we believe.

Try to think of your assumptions and stereotypes as living entities, not as objects that are easily tossed away once they've been coined politically incorrect. Personal assumptions and stereotypes are true reflections of how we think, feel and live. They are part of an ongoing, often unconscious process that involves using your cultural warehouse.

Cultural warehouse is a term I use to describe the file cabinets in your mind that are filled with all of your individual cultural experiences. Your education, your history, your family, your generation, your ethnicity, your childhood and all other dimensions of life make up your cultural warehouse.

Cultures provide a general design for living and patterns for interpreting reality. For example, there are neighborhood cultures and there are ethnic cultures. Our lives are made up of many cultures, and they all make us who we are. Our minds are filled with file cabinets that contain all the actions, languages, beliefs and customs, and so on that we've learned from our cultures. We continuously pull from this warehouse as we experience our lives, and our warehousing evolves as we have experiences and gain new knowledge. For some of us, racial or ethnic identities dominate our cultural warehouse, while for others, profession, age or gender are more of a focus.

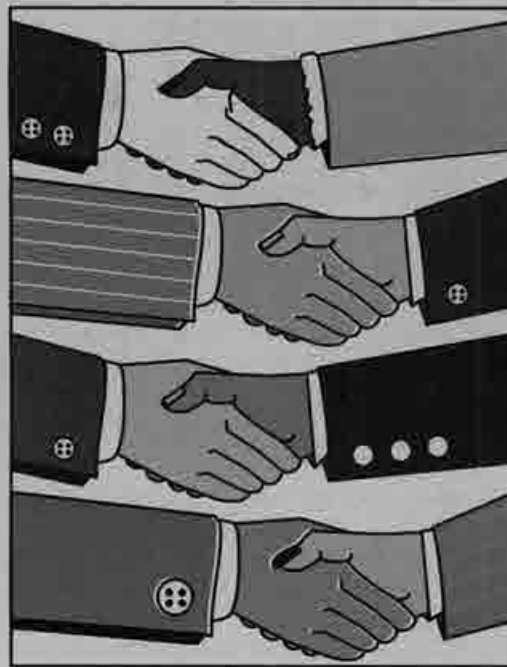
To instantly understand this concept, I encourage you to use your cultural warehouse. Take a moment to think about the words, "Operating Engineer." What do you see? What does the person look like? How do they talk? What do they say? How do you feel when you hear that term?

When you hear the term, it's as if you go to the file cabinet, pull out the files associated with operating engineer, and those files tell you what to think, see and feel in reaction to these words. What did you use to reference these words? What files? Was it daily experiences, a past experience, a cultural meaning or maybe geography? All of these ways of thinking of the term Operating Engineer are accurate and appropriate to you and your cultural references. And this will be different for each of us, no matter how similar we are.

Try these words: white male, supervisor, non-English speaker, mugger, strong woman. Think about what you see, how you feel and what you reference with these terms. Be honest with yourself.

Cultural warehouses are road maps that guide our behavior and thoughts. Since we each have many different cultures, our warehousing is a complex mix of who we are and how we see the world. We use our warehouse every minute of every day. So, when we must communicate to an Operating Engineer, how do we do it? What do we pull from the warehouse?

Our challenge is to spend time in the instant, as best we can, peeling away the assumptions and stereotypes and taking a look at what's underneath driving our individual cultural warehouse. Where, on your life's journey, did you create the files in your warehouse? How do you use



these files? Take the answers and revise and re-file this knowledge.

By transforming these files, you are essentially creating a new you and a new organization. If we are to positively impact our relationships at work and work towards organizational change, we have to examine, share and revise what's in our individual cultural warehouse. Conflicting cultural thoughts left unexamined are often the source of unproductive conflict and provide no solutions that work. Most employees are not fully utilized when they have negative work relationships or they do not feel valued.

Examining our cultural warehouse can remedy these situations by encouraging us to look beyond the four walls of our existence. It can help us understand and appreciate others' differences and similar-

ties, and it can also allow us to appreciate their cultural warehouse and thoughts.

I encourage you to be bold and try new strategies. Adapt them to your individual experiences in your unique company or organization.

The following companies are familiar with the value of a diverse work force. Many individuals within these companies have attended diversity awareness training.

- Don Doser, business manager, and the Local 3 officers
- Associate General Contractors of California, Steve Clark and Rich Hutchinson
- Association of Engineering Construction Employers, Tim Conway, Don Cecchetti
- Berkeley Readymix, Bob Bradstad
- Crane Owners Association, Micheal J. Vlaming
- DeSilva Gates, James Scott Archibald
- Engineering and Utility Contractors Association, Mark Breslin, Leslie Lord
- Ferma Construction, Roy Ferrari
- Gallagher & Burk Inc.,
- Ghilotti Brothers, Mario Ghilotti and Mike Ghilotti
- Granite Construction, Howard J. Phelan
- H.F. Ehler Company, Fred Ehler
- Huber, Hunt & Nichols/Kajima, Corinne B. White
- Independent Construction Company, Dave McCosker
- Kiewit Pacific Company, Sue Wiler-Doke
- McGuire & Hester, Kevin Hester
- O. C. Jones & Sons, Bob Pelagcini, Larry G. Bauer
- Pavex, Mike Lax
- Race Grade Way Construction, Dan Lowery
- Ransome Company, Mark Smith
- Shasta Construction
- Stimpel-Wiebelhaus Associates, Cathryn Grimm
- Strove & Graff
- Syblon Reid Construction, Jim Hunt
- Tiechert Construction Company, Gill Grosthwaite, Bill Quiroz
- Top Grade Construction, Grace Carr
- Tutor-Saliba/Slattery JV, John Overton

Some of the material in this column is based on a presentation by Julie Pierce Williams, BNA Communications Inc.

NEWS
FROM THE
OFFICE OF
compliance
&
civil rights



by
CURTIS BROOKS
director

NEWS FROM THE districts

Local 3 sponsors co-ed basketball team

ROHNERT PARK — Local 3 is sponsoring a Petaluma Boys & Girls Club co-ed basketball team called the Operating Engineers. Former Business Manager Tom Stapleton (back row left) is shown with team members as his grandson, T. J., short for Thomas James (front row, center), holds up his yellow, number 9, team shirt.

Head Coach John Solari (right side, front row) is Tom's son-in-law, and behind him stands Tim West, the assistant coach.

Needless to say, Stapleton and wife, Mary (not shown), T.J.'s grandmother, never miss a game.



FROM REDDING EBOW BEDDING

Three big new jobs and lot's of work keep operators busy

REDDING — The work picture for District 70 is looking very good for this year. JF Shea has picked up three big jobs in the last two weeks. The work will be in Lassen, Shasta and Siskiyou counties. With \$15 million worth of work on the books and some of the work still continuing from last year, the company is talking about putting on three paving crews. We have heard from Bob Jones, JF Shea's plant superintendent, that the company might be looking for another portable plant.

- Essayon's Inc. has a good size job on Ager Road in Siskiyou County. According to Terry Smith, owner of Essayon's, JF Shea will do the bridges and pave four lanes.

- On the Hayfork Sewer Project, Ramos has two crews putting in pipe. John Peterson Construction has the ponds, and the company has already finished one of them.

- Tullis and Heller decided that it wants to run two plants to make asphalt for the I-5 project in Redding. They have ordered a second portable plant and are awaiting its delivery. They also have a subdivision to

work on while the subcontractors finish their part of I-5.

- Roy Ladd & Associates is going very well on Hwy. 299 at Ingot with Benco paving the bridge abutment right now.

- Clemens Construction has picked up a good job in Tehama County. It is also a subcontractor for Kiewit in Douglas City. If you want to personally talk to John Clemens, you might want to call the Palo Cedro Golf Course. (Good for John.)

- We signed Manning Construction to a full AGC agreement after a couple of project agreements. The company has a job in the Marysville District now. Steve Manning keeps good operators working for him because, he says, they make money for him and need little supervision.

- Kiewit Pacific has two jobs in Trinity County with its hot plant sitting at the bottom of Oregon Mountain. According to Kiewit Superintendent Dan Payne, the company is getting ready to come to Northern California to start the Level III plowing at Anderson. This line, which will go all the

way to Sacramento, is coming from Washington and Oregon.

Job prospects

Job prospects coming up are county overlays, Pine Grove road extension, road extension to Knauf plant in the city of Shasta Lake, Hwy. 3 projects, storm damage and shoulder widening projects, Lower Gas Point Bridge, city overlays and the Hwy. 44 project, which will be 26 miles of widening and overlays.

Redding District BBQ

Be sure to mark your calendars for the Redding District 70 picnic. It will be held June 12, at the Anderson River Park. Barbecue beef, beans, salad, fruit, ice cream, drinks, music and great raffle prizes are in store for all to enjoy. We are looking forward to seeing all of our members and their families at the BBQ.

Construction giant remembered as mentor who coached workers

REDDING — He was affectionately known to his employees as "Big Dad," but Roy Elmer Ladd, a prominent north state builder, could have easily been known as "Coach."

Ladd, who died Tuesday, June 1, at Shasta Healthcare in Redding at the age of 75, was remembered at his memorial service as a man of strong convictions and relentless drive who also had a gentle and compassionate side.

He definitely left his construction mark throughout the western United States. An Idaho native and U.S. Navy veteran, Ladd moved to Shasta County

in 1963 from Dunsmuir and founded the contracting firm Hughes & Ladd Inc. with his longtime friend and co-worker, Wallace Hughes.

The company, which was renamed Roy E. Ladd Inc. in 1975, grew from a tiny firm to a 120-employee business tackling multi-million dollar projects all over the country, including dams, bridges, pipelines, freeways, highways, railroads, viaducts and flood control levees.

In the north state, Ladd and his crews had a big hand in building Whiskeytown and Lewiston dams, the Clear Creek and Spring Creek tunnels, and large sections of I-5 in the Sacramento River Canyon near Lakehead and Castella.

With Ladd at the helm, his company completed more than 300 major projects at a total cost of more than \$1.5 billion. In fact, in a 1996 interview, Ladd said he couldn't go anywhere in the western United States without driving on one of his projects.

Ladd also supported city recreation programs in Redding and Anderson and funded music scholarships and programs at Shasta High School in Redding.

Roy Ladd has been a good union contractor since the 1960s and the name "Roy Ladd" is still going strong within Local 3.



District Picnic Schedule

SATURDAY, JULY 10 - RENO DISTRICT PICNIC

Where: Deer Park in Sparks

When: Retirees will be served immediately following their 11 a.m. meeting. Regular festivities will begin at 1 p.m.

What: Picnic honors retirees. BBQ brisket, chicken, hot dogs for the kids, beans, salad, garlic bread, drinks and ice cream. Piñata for the kids, DJ, dancing and raffles.

How much: \$7.50 for single adult, \$15 for family (includes two adults plus children under 18), free for children 12 and under. No charge for retirees and spouses.

For more information call (702) 857-4440.

SUNDAY, AUGUST 8 - FRESNO DISTRICT

Where: Lost Lake in Friant

When: Noon until ended.

What: Tri-tip, chicken, hot dogs, beans, salad, ice cream, drinks and raffle prizes. Bounce houses for the kids.

How much: \$8 per person. Free for kids under 10.

For more information call (559) 252-8903.

SATURDAY, AUGUST 14 - SALT LAKE CITY DISTRICT PICNIC

Where: Murray Park (Pavilion 5), 330 East Vine Street in Murray

When: Retirees will be served at noon. Regular festivities will begin at 1 p.m.

What: Menu, raffles and such to be announced in the next issue.

How much: No charge for retirees, active members pay \$5 for singles, \$10 for families.

For more information call (801) 596-2677.

SUNDAY, SEPTEMBER 12 - OAKLAND DISTRICT PICNIC

Where: Marina Park (Seagull Area), San Leandro

When: 10 a.m. to 4 p.m. Food served at noon.

What: Tri-tip with BBQ beans, salad, rolls, hot dogs, drinks. Horseshoes, volleyball and softball. Playground for kids.

How much: \$10 for adults, \$7.50 for retirees, \$5 for hot dogs.

For more information call (510) 748-7446.

SUNDAY, SEPTEMBER 26 - FAIRFIELD DISTRICT PICNIC

Where: Peña Adobe Park, Vacaville

When: 11 a.m. till done

What: Marinated tri-tip, hot dogs, drinks. Lots of raffle prizes.

How much: \$8 for adults, \$5 for retirees, free for kids who eat hot dogs.

For more information call (707) 429-5008.

SUNDAY, SEPTEMBER 26 - STOCKTON DISTRICT PICNIC

Where: Mickle Grove Park (Delta Area), off Eight Mile Road, between Stockton and Lodi

When: 11 a.m. to 4 p.m.

What: Steak BBQ, hot dogs for children, drinks, raffles and more.

How much: \$10 for adults, \$8 for retirees, children under 15 free.

For more information call (209) 943-2332.

Good deeds, organizing campaigns and a big paving job

RENO — The Reno office, in conjunction with the apprenticeship program and the local Associated General Contractors (AGC) chapter recently coordinated paving of the parking lot for the Committee to Aid Abused Women (CAAW). Valued at \$40,000, the project helped CAAW and was a valuable training opportunity for three apprentices. District Representative Pete Cox operated the paver with Apprenticeship Administrator Greg Smith and apprentices Leah Henry, Daniel Davis and Randy Anderson, while journeymen Earl Kight and John Brasel assisted. Our thanks to the whole crew. Thanks, also, to Granite and T.W. Construction for donating equipment. This sure makes the local look good.

We're still working hard on the organizing campaign with employees at Washoe Medical Center and St. Mary's Regional Medical Center. Tell your friends, tell your family and tell any hospital employees you know what a good idea it is for them to become part of this great union. Washoe nurses vote July 14-16. Let's give them all the support we can.

Work is looking good with paving jobs going on in all counties in our jurisdiction. Frehner Construction has picked up the biggest job in our district, over \$15 million at Wendover. We hope everyone has a productive and safe season and thank our union contractors for their support.



Apprentice Leah Henry rolls the finish grade under the supervision of Apprentice Administrator Greg Smith at the CAAW parking lot.

Picnic reminder!

Don't forget the picnic, it's coming July 10 at Deer Park. Tickets are already on sale in the district office or with any business rep. Tickets are \$7.50 for individuals and \$15 for a family (two adults and children in the immediate family). Cheapest price around for a day of fun and great food.



NEWS
FROM THE
districts

meetings AND announcements

DISTRICT MEETINGS

All meetings convene at 7 p.m.

JULY 1999

- 1st District 30: Stockton, CA**
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
- 15th District 80: Sacramento, CA**
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834
- 20th District 40: Eureka, CA**
Engineers Building
2806 Broadway
Eureka, CA 95501
- 21st District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 22nd District 60: Oroville, CA**
Cannery Workers
3557 Oro Dam Blvd.
- 29th District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533

AUGUST 1999

- 5th District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
- 11th District 15: Casper, WY**
Radisson Hotel
800 North Poplar
- 12th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd.
Reno, NV 89502
- 13th District 12: Salt Lake City, UT**
Engineers Building
1958 W.N. Temple
Salt Lake City, UT 84116
- 19th District 01: Burlingame, CA**
Machinists Hall
1511 Rollins Road

SEPTEMBER 1999

- 2nd District 10: Rohnert Park, CA**
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928
- 9th District 90: San Jose, CA**
Italian Gardens
1500 Almaden Road
- 14th District 17: Honolulu, HI**
Washington Intermediate School Cafeteria
1633 So. King Street
- 15th District 17: Maui, HI**
ILWU Hall
896 Lower Main Street
Wailuku
- 16th District 17: Kona, HI**
Holualoa Imin Comm. Center
76-5877 Mamalahoa
Holualoa, HI
- 23rd District 20: San Leandro, CA**
Sheet Metal Training Center
1720 Marina Blvd.

SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise, has announced that the next semi-annual meeting of the membership, will be held on **Sunday, September 19, 1999 at 1 p.m., at the following address:**

**Radisson Hotel
500 Leisure Lane
Sacramento, CA**

Personals.....

Oakland District Office

The Oakland District office extends its condolences to Local 3 member John Green on the death of his wife, Reisha Green.

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members: (Compiled from the May 1999 database)

| | | |
|----------------------------|---------------------|----------|
| Bruce Ackerman | Reno, NV | 04-26-99 |
| Jim Bartlett | Red Bluff, CA | 05-09-99 |
| Thomas Burns | Concord, CA | 04-25-99 |
| John Cates | Crescent City, CA | 05-13-99 |
| William Dunn | Rio Linda, CA | 04-12-99 |
| Larry French | San Francisco, CA | 04-21-99 |
| Gilbert Gaeta | Santa Clara, CA | 05-07-99 |
| Veryl Haverly | S San Francisco, CA | 05-12-99 |
| Francis Huchings | Petaluma, CA | 05-02-99 |
| Kenneth Ito | Honolulu, HI | 04-29-99 |
| John Jiron | Elko, NV | 04-27-99 |
| Bobby Jordan | Livermore, CA | 05-21-99 |
| Philip Kavanagh | Apache Jct., AZ | 05-08-99 |
| Don Kole | Sonora, CA | 05-13-99 |
| Charles La Franconi | Napa, CA | 05-08-99 |
| Tim Lovgren | Redding, CA | 05-01-99 |
| L Neil Marlin | Las Vegas, NV | 05-13-99 |
| Philip Mersfelder | Safford, AZ | 04-22-99 |
| Norman Morell | Rio Vista, CA | 05-07-99 |
| Angelo Ortega | Sebastopol, CA | 05-11-99 |
| Richard Oshiro | Waipahu, HI | 05-10-99 |
| Louis Pippi | Bakersfield, CA | 05-07-99 |
| Joe Rohrer | Orland, CA | 05-06-99 |
| Freddie Sacatropez | Kaneohe, HI | 05-07-99 |
| Raymond Simkins | Parowan, UT | 05-26-99 |
| Glen Smith | Hampden, ME | 05-15-99 |
| Williard Smith | Ogden, UT | 04-24-99 |
| Judy Strobel | Hagerman, ID | 05-23-99 |
| Charles Szenasi | Clayton, CA | 05-16-99 |
| Kenneth Turley | Watsonville, CA | 04-28-99 |
| Richard Wagner Sr. | Livermore, CA | 05-12-99 |
| Woodrow Winters | Springville, UT | 05-06-99 |

DECEASED DEPENDENTS

| | |
|---|----------|
| Delores Bontadelli, wife of William Bontadelli | 05-17-99 |
| Chong Garrett, wife of Steven Garrett | 04-25-99 |
| Reisha Green, wife of John Green | 04-25-99 |
| Estelle Hazlewood, wife of Clarence Hazlewood | 05-17-99 |
| Velta Hughes, wife of William Hughes | 05-28-99 |
| Amy Klamm, wife of D. W. Klamm (dec.) | 05-18-99 |
| Carol McMullen, wife of Francis McMullen | 05-08-99 |
| Jean Norman, wife of Albert Norman (dec.) | 05-19-99 |
| Marina Robinson, wife of Kenneth Robinson (dec.) | 05-16-99 |
| Edna West, wife of John West (dec.) | 05-04-99 |
| Lois Wilson, wife of Arvid W. Wilson (dec.) | 05-02-99 |
| Meriam G. Wright, wife of Edward G. Wright (dec.) | 04-15-99 |

FREE WANT ADS FOR MEMBERS

FOR SALE: H.D.'s parts, 1948 Panhead, 1975 Shovel head and to many parts to list, (530) 589-3291, #0899497.

FOR SALE: 1992 Ford F350 XLT, 7.3 turbo diesel engine, west hauler, bed automatic, 60" sleeper, black, mint condition, \$20,000.00/offer, (801) 250-8029, #02195221.

FOR SALE: 2 portable sewing machines, 1 Signature and 1 Sewmore, both in good cond., Camcorder with case, used only 2-3 times, after 6:00 (510) 351-3977, #0577370.

FOR SALE: 1994 Emmick fast cart, KT100 motor with extras, \$2,000.00, (707) 644-1533, #2019803.

FOR SALE: 3 bdrm, 2 bth, 1200 sq. ft., detached garage/shop bldg., 2 story - 1,024 sq. ft., deep well, new pump, lots of fruit, nut and shade trees, 2 covered porches 1-20x16 deck, zoned Ag., on 3.3 acres, flat, all useable, great view, mountains on both sides of valley, river, lakes and more, Redding/Red Bluff area, \$125,000.00/offer, (530) 529-5807, #1144736.

FOR SALE: Bass Boat, 1992 Stratos w/ 93 Johnson 225 Hp OB motor, trailer brakes, motor guide trolling motor, power steering, on board charger, lowrance X85, 2 Zecom flashers, exc. condition, \$13,999.00/offer, financing available 1-888-469-7003, Ben Williams, (831) 685-3642, #1972266.

FOR SALE: 5,000 sq. ft. lot at El Dorado Ranch in Baja, Mexico with 100 Acre beach and tennis club on the sea of Cortez, ideal for retirement, semi-retirement or vacationing, due to age and ill health we must sell, very reasonable, after 6:00 (510) 351-3977, #0577370.

FOR SALE: Ultralight aircraft, 1 or 2 place, bent, broken or uncompleted kits, call Charlie at (707) 938-3158, #1166637.

FOR SALE: DH4 Case Ditchwitch, \$9,500.00, runs good, e-mail: bevbo@cell2000.net, (209) 826-9465, #1043556.

FOR SALE: Dumping Forlift 1 & 1/2 cu. yard, \$175.00, Air compressor tank, 60 ga. comp needs work, \$50.00, large meat smoking case, \$125.00, Hydraulic press, no ram, frame only, \$50.00, (925) 674-1948 days, #1514853.

FOR SALE: 530 Backhoe/Loader \$4,500.00, runs good, e-mail: bevbo@cell2000.net, (209) 826-9465, #1043556.

WANTED: Clean reasonable cab- over camper with shower/toilet, (925) 674-1948, #1514853.

FOR SALE: Full size 8' gem camper shell, white with boat rack, like new, (650) 692-8138, #1123432.

FOR SALE: 55 gal. drum diesel land pump, \$40.00/offer, 3/4 inch Craftsman ratchet - socket set, 15/16 thru 2 inch breaker bar and 9 inch extension, all in good cond., \$50.00/offer, call Bill (408) 729-4421, #1842537.

FOR SALE: 4 cyl. GM type 2.5 liter ohv motor and T-90 3 spd. trans. like new to fit 1942 to 1953 Military Jeep with motor mounts and extra parts, \$650.00 or trade, (650) 692-1932 or (530) 283-5141, #0865499.

FOR SALE: Well cared for 8 year old country home near Brownsville, CA. 3bdrm, 2 bth, 2 car garage on 1/4 acre,

satellite dish and RV hook up, extra shed, a must see, \$93,000/offer, (530) 679-2391, #0826930.

FOR SALE: 2.24 acres, Sierra Springs near Pollock Pines and Jenkinson Lake Sly Park, south of Highway 50, El Dorado County, \$35,000.00, (530) 644-1264, #1148462.

FOR SALE: Fleetwood 12' X 35' Mobil Home, it is enclosed under a snow shed with large deck, exc. winter and summer access, located in great space at Bear River Lake Resort, Pioneer, CA, \$28,000/offer, (209) 295-7993, #2017029.

FOR SALE: 1973 Ford 250 Diesel, 170 hp, 5 speed, service truck, Redding service body with flip up lids, new rubber, fast, really good truck, 1 owner, \$2,500.00, (925) 963-2558, #1582562.

FOR SALE: Roll-over protective structure designed to fit John Deere Crawlers, JD850, includes add on roll-over protection for motor, \$400.00, (707) 528-0585, #1615535.

FOR SALE: 20, 1/4 - 1/3 acre lots, Cherokee Village, Ark., located at the foot of the Ozarks, \$15,000 takes all or \$995.00 each, paved road, water, power in, taxes 100.00/yr., amenity fees \$80.00/yr., includes club house, gym, lake, river fishing, boating, golf, etc., police and fire protection, Bob Slater (209) 984-5338, #0870906.

FOR SALE: Heavy duty mechanics Tools, a. o. t. c. electric driven hydraulic pump, puts out 10,000 p.s.i., (530) 477-1782, #1446503.

FOR SALE: Metabolife, \$40.00, (209) 823-0610, #1087721.

FOR SALE: Single axle car trailer with tire rack, \$600.00, (209) 369-3936, #1291266.

FOR SALE: One black Ranch Mink coat, x-tra large with matching cap, paid \$8,000.00 three years ago, worn one time, will accept \$4,500.00, black leather coat, 3/4 length, x-tra large, \$200.00, call Harold White (775) 577-3843, #1159518.

FOR SALE: 1980 580C Etendahoe, 3 buckets, wet kit, hy ram, \$10,000.00, (775) 329-3659, #23220439.

FOR SALE: 1991 Ford Tempo-Rare, like new, four wheel drive, 1 adult owner, 55k miles, \$5,000.00, (530) 241-2388, #1020162.

FOR SALE: 1968 Stylecraft Ski Boat, good entry level boat, good 100 hp Evinrude motor, boat, motor, trailer, \$3,000.00, (209) 369-3936, #1291266.

FOR SALE: 1987 Wright trailer, 22' with dual tires, \$3,500.00, 1974 INTERNATIONAL Dump Truck with 6 yard dump, \$4,000.00, (209) 481-6547 or (209) 478-7186, #1446474.

FOR SALE: Winchester 30-30 model 55 take-down rifle with scope, \$500.00/offer, also Frontier Scout - 62 - 22LR pistol \$175.00, leave message (707) 725-5334, #0939694.

FOR SALE: 1974 Diamond Rio Water Truck, 4000 gallon, low hours on engine & trans., CDF & TAHO Nat. Equipped, \$15,000.00 firm, (530) 477-2267, #2077422.

FOR SALE: 8 yard hydrolic scraper, Caterpillar type, single axle w/hand controls, fits crawler tractors or rubber tractors, \$2,600.00, (916) 991-1530, #0486196.

FOR SALE: 1985 Ford F-250, 6.9 DSL, std. cab, 4 speed, 4 w.d., chrome wheels, bed liner, needs paint, mechanically good, 250k miles, \$4,000.00, (209) 369-3936, #1291266.

FOR SALE: Lovely 2300 sq. ft. home, 3bd, 2 1/2 bth, central heating & air, hardwood floors, cedar floors in closets, ceramic window sills, family room w/wet bar, formal dining w/built in china closet, 2 hot water heaters, RV parking w/water, septic & elec. hook-ups, (209) 668-4689, #0418171.

FOR SALE: 1988 Marlin family Ski/Fishing Boat, open bow, 17 1/2', V6, 175 HP, Merc I/O, matching trailer, ski tow, AM/FM cassette, spare tire, spare prop, anchor, 2 teak swim platforms, '99 boat/trailer tags, freshwater only, garaged, great condition, \$6,700.00/offer, (510) 352-0726, #2018174.

FOR SALE: 1996 Chrysler Concorde LX1, 61k miles, original owner, spruce color, perfect, alloy wheels, \$13,500.00, (209) 369-3936, #1291266.

FOR SALE: 1984 Holiday Rambler Motorhome, 33', 50K miles, new fridge, new toilet, new water pump, Michelin tires, take over payments Operating Engineers, \$21,000.00, (916) 991-2086, #0993998.

FOR SALE: Diamond decking flat bed, 11ft. long, 7ft 9 in. wide, with built in water tank, also built in gas & diesel tanks with 5th wheel plate, ideal for well drilling & etc., \$850.00/offer, (916) 991-1530, #0486196.

FOR SALE: 1981 Fiberskif Boat 17ft, openbow, inboard, outboard, 165 Mercury outdrive, depth finder, fish locator, low hours, runs great, \$3,900.00/offer, (707) 693-0344 or leave message, #1235201.

FOR SALE: 1995 Ford Thunderbird LX-Coupe 2D, V-8, low mileage, \$13,000.00, (707) 678-1777, #1123477.

FOR SALE: Snap-on tool box series 3000, tool box value \$5,000.00, with complete set of snap on tools and Mac tools, with impact tools will sell for \$8,000.00/offer, (408) 847-1974 leave message, #2330120.

FOR SALE: 14X68 2 bdrm mobil home set up in nice park in Evanston, WY, (435) 652-3792, #1661067.

FOR SALE: Sierra wood burning stove, \$100.00, (408) 266-1058, #0835689.

FOR SALE: 1971 350 SL Merz, great for restoration, both tops, color of car white, \$3,000.00/offer, needs lots of work interior and rebuild engine, (510) 763-3932, #2163844.

FOR SALE: Shopsmith model 10 ER wood working machine, combination tablesaw, drillpress, shaper, lathe, sander, xtra cutters, blades, speed changer, \$400.00/offer, call Rich, (925) 228-7808, #2102580.

FOR SALE: 60 Gallon fish tank with pine stand and all accessories, i.e., pumps, filters, plants, fish food and more, \$300.00/offer, (209) 541-1553, #2193846.

FOR SALE: 1996 Dodge Dakota pick- up, club-cab, red, long bed, Calif. package, V6, 5 speed, 42,000 mi, great shape, pay off my lease, \$11,000, ask for Paul, (209) 541-1553, #2193846.

FOR SALE: Apache folding trailer, all fiber glass, sleeps 4, like new, refrig., stove, water tank, central power pack,

dual propane tanks, new spare tire and levelers, asking \$2,995.00/offer, (925) 757-9240, #0689209.

FOR SALE: Remington 12 Gauge shotgun, model 870 express, ventilated rib, xtra choke tubes, checkered stock, good condition, \$250.00/offer, call Rich, (925) 228-7808, #2102580.

FOR SALE: 1994 Ford F700 16 Ft. flat bed dump, standard 6 speed transmission, 6 cyl. Cummins diesel, 32,000 miles, heavy duty trailer hitch and tool box under flat bed, \$26,000.00/offer. Also a camper shell for a Toyota pickup, dark green, \$200.00/offer, (510) 351-1394 after 6 pm, #2000150.

FOR SALE: 1990 BMW 750 IL, 95k miles, mint condition, white with tan leather, loaded must see, \$15,500.00/offer, (559) 299-0309, #1262951.

FOR SALE: 1996 New Home, Oak Shores on Lake Nacimiento near Paso Robles, CA, gated, launch ramps, boat docks, pool, club house, one bdrm, jetted hot tub, spectacular views from deck, 900 sq. ft., finished garage, laundry, 3/4 bth., satellite dish, AC, stove, dishwasher, washer/dryer, \$135,000.00/offer, (805) 472-2821 or (805) 461-3170, #2162652.

FOR SALE: 1993 VW Jetta, 4 door, 5 speed, AC, PL, sunroof teal with black interior, \$6,700.00/offer, (831) 429-8989, #2293066.

FOR SALE: 1985 Dodge 7 passenger window van prospector B-150 w/ 318, smokes-smoged 30 miles back, runs good, liscensed to 2/2000, clean, never wrecked, radio, air, power steering and brakes, trailer tow equipped, \$1,100.00, (916) 489-4187, #0418906.

FOR SALE: 1985 Bayliner, Outboard 16ft. with trailer, 85 H.P. with fish finder, and nice canopy, good cond., \$4,200.00/offer, (559) 299-0309, #1262951.

FOR SALE: Horse and Cattle Ranch located 20 miles from downtown Reno at the foot of the Sierra's, Approx. 95 acres with 6,000 sq. ft. house, 120' x 30' barn corrals, and stables, 10 acres in alfalfa, 5 acre lake, 4 ponds, will sell with or without farm equipment, (775) 677-1710, #0925055.

FOR SALE: 1991 Magalia Home, 3 bdrm, 2 bth, approx. 1465 sq. ft., large covered redwood deck, cathedral ceilings, oak cabinets, oak wainscot, ceiling fans, central heat and air, large finished 2 car garage, garage door opener, .42 acre lot, generous RV parking, front landscaping with drip system, \$112,000.00, (530) 877-4500, #2012260.

FOR SALE: Foretravel 1979 29' 440 motor, rear bed, side bat., large refrig., ice maker, central heat, 2 roof airs + dash, 20' awning, water purifier, gen, roof, ladder and rack, much more, \$10,000.00, (916) 489-4187, #0418906.

FOR SALE: 1996 Ski Centurion Ski Boat, Falcon Sport, closed bow, air boom, stereo, wakeboard rak, fat sak, always garaged, \$17,000.00, (831) 759-9956, #2145338.

FOR SALE: 1975 Jeep Renegade CJ5 4x4, with 304 V8, 3 speed, factory winch, new soft top, low miles, \$5,000.00, (408) 274-5591, #2105272.

swap shop

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

Or e-mail to:
www.oe3.org

*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.

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of May 1999, and have been determined to be eligible for Honorary Membership effective July 1, 1999.

| | |
|---------------------|---------|
| Richard Arthur | 1152599 |
| Wayne Brooks | 0899286 |
| Larry J. Bunning | 1161090 |
| Norman H. Carlsen | 1155557 |
| Ernest Coplin | 0685839 |
| Wallace F. Davidson | 0899545 |
| Gerald Elenberger | 1166785 |
| Theodore Foust | 0586469 |
| Hitoshi Iwanaga | 1163259 |
| Howard Kahue | 1161275 |
| Francis Kumura | 1161278 |
| Dennis Lee | 1161279 |
| Kay M. Leishman* | 1076496 |
| James J. Malmassari | 1159482 |
| Harold W. McAfee | 1113057 |
| Harry S. Migita | 1161281 |
| Larry Y. Miyazaki | 1166771 |
| Ronald Ouchi | 1166773 |
| Phillip H. Pruett | 1097196 |
| Rodgers M. Shibuya | 1161192 |
| Lorin Souza | 1161292 |
| L. C. Souza | 1161291 |
| Lee Strode* | 1054923 |
| Joseph W. Szczygiel | 1152783 |
| Lyle E. Taylor | 1154312 |
| Lester Wahlen | 0983242 |
| Harry Willey | 0745645 |
| James K. Yasuda | 1161298 |

* Effective April 1, 1999

First picnic of the season a big success!

MARYSVILLE – Our district picnic, which was held May 22 at the Butte County Fairgrounds in Gridley, drew a good crowd. We had tri-tip roast beef, chicken, hot dogs, games and raffles. Below are a few photographs of the event. We want to thank everyone who volunteered their time to help. We look forward to seeing you all next year.

1. From left are Sacramento District Rep. Frank Herrera, Marysville District Rep. Dan Mostats, Special Rep. John Bonilla and Dispatcher Bing Pennington.

2. Sacramento District Rep. Frank Herrera, left, with Bob Kent, candidate for the 3rd Congressional District, and his wife Carol.

3. Any Mannisto and son.

4. Tim Webb and family

5. Hula Hoop champ Brittany Zlatizh.



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