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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

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BUSIN

After a 3-year water dispute, Independent Construction begins first phase of the mammoth Country Club at Gale Ranch in Dougherty Valley

Why we must vote

Key races for Nov. election

Anti- "salting" legislation

Westridge Center in Salinas

Photo by Steve Moler



by Don Doser, Business Manager

don't know of anyone who has begun a career as an Operating Engineer with the idea that he would one day become Business Manager of the largest and greatest local union in the construction industry. I know I didn't.

All of us who worked with him realized the day would eventually come when Tom Stapleton would decide to step down as Business Manager, but it was not a day we looked forward to. It is a humbling experience and also an honor to receive the support of the officers for this position.

History will show that Tom Stapleton established himself as the greatest Business Manager in the history of this local union. I don't make that statement lightly. Local 3 has been blessed with some very capable leaders throughout its 57-year history. But Tom has been truly a man for his times. I don't believe any Business Manager has been faced with taking this union through times as tough as we have experienced.

When he was first elected in 1982, we were in the middle of a recession and the union was broke. He came in and made hard and even unpopular decisions. He laid people off, cut salaries and slashed expenses everywhere until the union got back on its feet financially.

He revamped our apprenticeship training and spearheaded an aggressive job monitoring program to birddog companies who were cheating on wages and apprenticeship manning. We sent a lot of scum-bag contractors packing out of this state.

When medical costs went through the roof in the late 1980s, Stapleton did what had to be done to save our health and welfare plan - amid a lot of criticism from those who didn't have the backbone to make unpopular decisions for the sake of the members.

When a former officer in Hawaii tried to secede from the union, he fought hard to protect the livelihood of our 3,500 members in Hawaii and won against incredible odds. When the political wolves came out after the 1994 elections to dismantle our prevailing wage laws and destroy the labor movement, Tom brandished his well-worn sword and gave the battle cry once again.

Tom never pickec a fight when he didn't need to, but he never backed away from one, either. He represents the very best in a union leader, and we can all be thankful we had him at the helm these past 14 years.

But now it's time to move on. We can't afford to sit around and think about days gone by. Our enemies are still gathered against us and there is no time for rest. We must take the best of what we have achieved and carry those programs forward, and we must continually question ourselves to determine what we can do to improve.

We need to invest in organizing. We cannot let our enemies whittle away our livelihoods bit by bit until there is nothing left. We've got to dig in our heels and go out and organize the non-union sector - do a more effective job of showing workers and employers alike that this union has a lot to offer them.

We've already set a goal to improve our apprenticeship training program. With the increases we negotiated for apprenticeship training in the last contract, we'll have a little more money to get the job done.

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THIS MONTH in the **ENGINEERS NEWS**



Why we must vote

Anti-union factions in Congress seized the political agenda in '94 now it's time for union members to take it back come November



A shopping center that will make you drop

Work on Monterey County's largest shopping center begins



Dougherty Valley springs to life

After a 3-month dispute, construction begins on 1st phase of mammoth country club development

Key Election Races	6-8
COMET News	
Addiction Recovery Program	
Fringe Benefits	14
Credit Union	15
Teaching Techs	16
Tech Engineers	16
District News	

Meetings & Announcements	22
SwapShop	
Retiree Assocation Meetings	

On the cover:

Independent Construction's heavy iron at work on the first phase of the Country Club at Gale Ranch in Dougherty Valley.



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ENGINEERSNEWS







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Doser takes the help

Officers unanimously elect Don Doser as new Business Manager after resignation of T.J. Stapleton

he 14-year term of one of the most experienced and respected union leaders in the construction industry ended this month as Tom Stapleton, Business Manager of the Operating Engineers Local 3, submitted his resignation.

Don Doser was sworn into office as Local 3's new Business Manager on July 29 by Stapleton, while he and the Local 3 officers were

By James Earp Managing Editor

attending the California Labor Federation

Convention in Los Angeles. As called for in the Bylaws, a mid-term vacancy in any of the six Constitutional offices is filled by a vote of the remain-

ing officers within Outgoing 30 days of the Business vacancy. Doser, who Manager Tom had served as the Stapleton union's President

since 1988, received a unanimous vote of support for Business Manager from officers Jerry

Bennett, Rob Wise, Max Spurgeon and Pat O'Connell.

The officers also elected Vice President Jerry Bennett to serve as Local 3's new President. Pat O'Connell was elected Vice President and Max Spurgeon elected as Treasurer. Recording-Corresponding Secretary Rob Wise retains his current office.

Marysville District Representative Darell Steele was elected to serve as the new Financial Secretary.

A 38-year veteran of the construction industry, Doser brings a wide range of experience to his new job. Born in Missouri in 1940, Doser came to California as an infant with his family. He was raised in the Bakersfield area and upon graduation from high school, served two years in the U.S. Army's Sixth Armored Division at Fort

After an honorable release from the military, Doser began working in the construction industry in 1958. He was brought into the Operating Engineers Local 3 in 1966, working for Asbury Construction initially as a grade checker, and later a foreman on a joint venture to build levees on the Great Salt Lake.

After completing that project, Doser returned to California where he operated heavy equipment on dirt spreads and underground jobs throughout the San Joaquin Valley. He became a general superintendent for Griffeth Company and eventually got into asphalt paving for Cal-Ore Construction in Redding, where he worked until he was hired in by Stapleton 1982 as Redding District Representative.

Doser was installed as Local 3 President in June 1988 to fill the vacancy left by the retirement of President Harold Huston. He was reelected in August of that year, and reelected to subsequent terms in 1991 and

As Local 3 Business Manager, Doser serves as a trustee on all the Operating Engineers Trust Funds. He also serves as an Executive Board Member of the State Building & Construction Trades Council and Trustee of the Western Conference of Operating Engineers.

He previously served as Secty.-Treas. of the

Northeast California Building & Construction Trades Council, Secty-Treas. of the Redding Heavy & Highway Committee and vice-chair of the 1st Assembly District Democratic Committee.

Doser is a graduate of the Harvard Trade Union School and has completed additional courses in grievance arbitration, negotiating and parliamentary procedure from UC Berkeley and the American

Arbitration Association. Doser is married to Joanne and they have six children and nine grandchildren. Newly elected Financial Secretary Darell Steele was born in 1943 in Santa Rosa, Calif. He graduated from Santa Rosa High School in 1961 and attended col-

lege at Utah State College at Logan on a full football scholarship, where he majored in secondary education and industrial education.

Following college, Steele played for a short time with the Oakland Raiders until a hip and knee injury forced an end to a professional football career.

Financial Secretary Darell Steele Steele went to work in the construction industry in 1965, working for Guy F. Atkinson. He was initiated into the Operating Engineers Local

428, working on construction projects in Arizona. In 1973, Steele transferred to Local 3, where he worked as a heavy-duty mechanic and operated heavy equipment on a variety

President Jerry Bennett

of projects in Northern California, including the Warm Springs Dam project in Sonoma County and the Sea Ranch project near

Mendocino, Calif.

Steele was hired by Stapleton in 1983 as a business agent in the Santa Rosa District. He

President

later worked as an organizer and was eventually promoted to Asst. Director of Pat O'Connell Organizing, before becoming District Representative in

Marysville in 1988.

Steele has served as Financial Secretary for the Marysville Central Labor Council,

Rec-Corres. Secretary Rob Wise

President of the Heavy & Highway Committee in Marysville and as a member of the Yuba College Vocational Advisory Committee. He is a

graduate of the Harvard Trade Union pro-

Jerry Bennett, a 35-year veteran of the construction industry, served two years as Vice

Treasurer Max Spurgeon President prior to being installed this month as Local 3's new President. Bennett operated scrapers. loaders, dozers and other

heavy equipment on construction projects throughout central California for contractors such as Peter Kiewit, Guy F. Atkinson and and Morrison-Knudson.

He was hired by Business Manager Al Clem in 1969 as a business agent in the Fresno District. During his 27 years working for the union, Bennett has also worked as an assistant district representative, district representative, organizer and director of

Vice President Pat O'Connell joined Local 3 in 1965 after serving four years in the U.S. Air Force.

He has worked 27 years for Local 3 as a dispatcher, business agent, JAC coordinator and district representative

O'Connell was an elected Trustee of Local 3 for 20 years before being installed as Financial Secretary in 1993. In 1994, he was elected

Now Business Manager Don Doser Treasurer, where he served until receiving the office of Vice President this month. Recording-

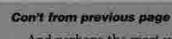
Corresponding Secretary Rob Wise has been a member of Local 3 since 1968. He is a graduate of Chico State University and worked

as a heavy equipment operator in the construction industry for 10 years before being hired as a dispatcher in the Santa Rosa District.

He subsequently became a business agent and district representative in the Santa Rosa District before becoming Financial Secretary in 1992. A year later, Wise became Recording-Corresponding Secretary and was reelected to that office in 1994. He is a graduate of the Harvard Trade Union program and has had additional course work in employee benefit plans, negotiating and arbitration.

Treasurer Max Spurgeon has been a member of Local 3 since 1966. He worked for Kaiser Permanente, West Valley Construction, Hood Pipeline, J. C. Bateman and Gordon H. Ball on numerous projects throughout the South Bay.

Since 1972, Spurgeon has worked for Local 3 as a dispatcher, JAC coordinator, business agent, assistant district representative and district representative in the San Jose district. He served as a Local 3 Auditor from 1991-1994 prior to becoming Financial Secretary in July 1994. He was reelected to that office in August 1994 prior to being installed this month as



And perhaps the most urgent goal of all during the next two months is to increase the political awareness and involvement of our members. Every Local 3 member and his or her family must understand that their job, like it or not, exists because of politics. That's a fact of life in the construction industry. If we don't invest in our own political action. we'll have no one to blame but ourselves when the paychecks quit coming in.

All I ask of our members is to give this new administration a chance to prove itself worthy of the task at hand. I never asked for - and I never got – a free ride in my life. I don't want one now.

In my younger days, I used to box. I learned that you can never let your opponent see fear. I've been through my share of tough times. I'm not perfect, but one thing I can say is that I never back away from a tough situation. With your support, I think we can win the fights ahead.







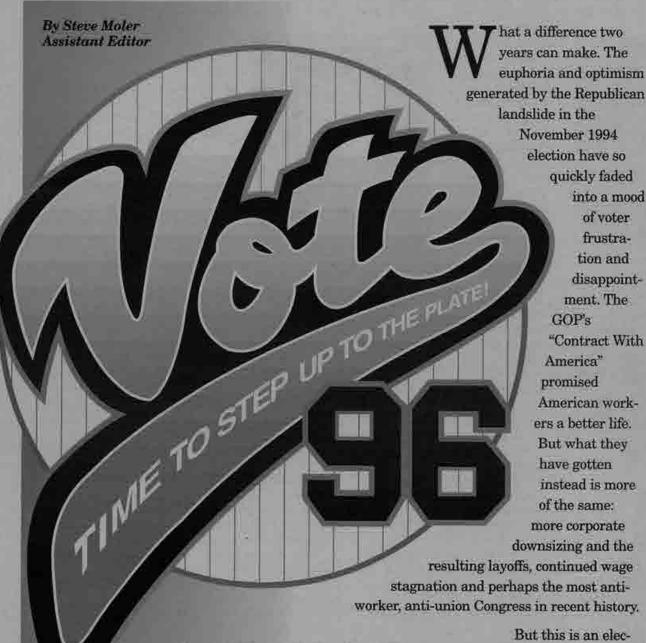






Why we must vote!

Anti-worker, anti-union factions in Congress seized the political agenda in '94; now it's up to union members themselves to take it back in November



If the Robert Dole-Jack Kemp ticket wins the presidency and Republicans maintain control of the Congress, there won't be unyone left to protect working families . . . tion year, and union members will soon have the opportunity to make the necessary changes. Many of America's 13 million union members, measured in national polls and focus group studies, now realize the "Contract With

America" has been a huge failure. Only three items in the contract have become law. The contract's principal architect, House Speaker Newt Gingrich, is now one of the most unpopular politicians in the country. A Times-Mirror poll taken in

late 1995 showed that most Americans pin much of the blame for their worries on the Republican-controlled Congress. The words "Contract With America" were completely absent from speeches and the GOP platform at this month's Republican convention. Why?

The 'Contract On American Workers'

The contract has produced, as Vice President Al Gore said at a March AFL-CIO legislative conference, "the most anti-working family Congress in 220 years." Instead of improving the livelihoods of average Americans, the contract has proven to be a powerful political weapon to further weaken the U.S. labor movement. Here's what the contract has inflicted on union members and their families:

- A bill to repeal the Davis-Bacon Act, which would eliminate prevailing wages on federally financed construction projects.
- Opposition to raising the minimum wage from \$4.25 to \$5.15.
- A national right-to-work bill that would prohibit unions and employers in the private sector from negotiating "union shop" or "union security" agreements.
- Attempts to gut Medicare and other social programs that help low-income and middleclass Americans.
- The TEAM Act, which would allow employers to form company unions.
- Huge tax breaks for corporations and the wealthy.
- Anti-"salting" legislation that would allow non-union employers to legally deny employment to union organizers (see details page 9).
- · Cuts in worker safety.

Trouble spreads to the states

The November '94 landslide also spread to the states, where the GOP grabbed 10 new governorships and extended their control of 18 state legis-

▼ Demonstrators rallied on Capitol Hill July 9 in support of an increase in the minimum wage and against the Team Act and national right-to-work bill

latures.In California, where Republicans took control of the Assembly for the first time in 20 years, all hell broke loose

Assembly Republicans immediately pursued a harshly anti-worker, anti-union agenda, introducing right-to-work legislation, bills to abolish the eight-hour work day and, of course, orchestrating the all-out assault on prevailing wages, which has became a political migraine headache for the construction trades, Much of this harmful legislation, however, was killed in the state Senate thanks to the Democrats' razor-thin majority.

If the Robert Dole-Jack Kemp ticket wins the presidency and Republicans maintain control of Congress, and if the GOP gains control of both the Senate and Assembly in California, there won't be anyone left to protect working families. Right-to-work and repeal of prevailing wages would likely become a reality at the state and federal levels, as would many other anti-worker laws. The goal of organized labor in November is to prevent this kind of disaster from raising havoc on American workers and their families.

There's hope

Public opinion polls and focus group studies suggest that labor not only can attain these goals but can exceed them. In fact, the political currents could reverse themselves much like they did for the Republicans two years ago. The Democrats have a decent shot at recapturing one of the houses of Congress, most likely the House, and retaining the White House. In California, the Democrats have a reasonably good chance of retaking the Assembly and strengthening its hold on the Senate.

But this level of success hinges on union members voting in large numbers. That's why the AFL-CIO on the national level and Local 3 here in California have launched their most ambitious political action programs ever. The AFL-CIO is training some 10,000 activists to work in every congressional district. The federation is also educating union members and their

families and establishing large voter registration and get-out-the-vote drives.

Taking it to the streets

Local 3, in cooperation with other unions in California, will focus most of its attention on protecting the Democratic lead in the state Senate and winning back the Assembly. Local 3 is recruiting rank-and-file members in every key electoral district to serve as "precinct captains" who will work on phone banks, deliver campaign materials, assist in absentee ballot application drives and get-outthe-vote campaigns.

An important component of the AFL-CIO and Local 3 political action programs is identifying candidates who support labor unions and the plight of their members. Local 3's Executive Board and district Political Action Committees (PACs) are currently interviewing and evaluating candi-

Our kind of candidates

criteria.

dates who meet these

On the following pages -- and in subsequent issues of Engineers News leading up to the election - are analyses of key races for national, state and local offices within Local 3's jurisdiction. The union has identified candidates in each race who have demonstrated strong support for issues and policies vital to Local 3 members and their

These candi-

families.

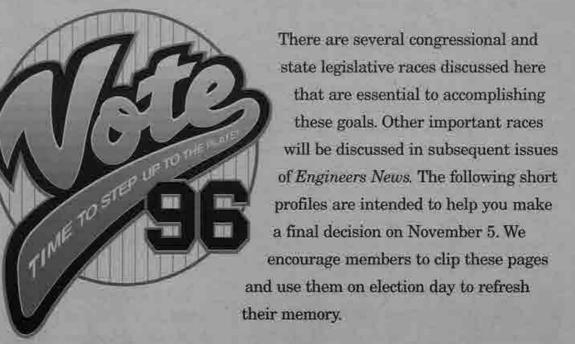
dates, if victorious, are the ones that can turn back the Republican revolution. These are the candidates who support prevailing wages and other important worker issues. These are the candidates who need your support on November 5.



Turning the tide

Key races labor must win to blunt the assault on prevailing wages and other anti-worker campaigns

I f Local 3 is to be a major player in the campaign to halt the Republican assault on prevailing wages, it must help accomplish two major goals on election day. First, the political party most supportive of unions and working people, the Democrats, must regain a majority in both the U.S. House of Representatives and the Senate and maintain control of the White House. Second, Democrats must keep control of their slim majority in the California Senate and take back the Assembly.





1st Congressional District

All of Del Norte, Humboldt, Mendocino, Lake and Napa counties, parts of Sonoma and Solano counties

MICHELA ALIOTO (D) vs. FRANK RIGGS (Incumbent R)



Michela Alioto

- Opposes Davis-Bacon Act repeal
- Opposes cuts in Medicare, Social Security, student loans
- > Favors raising minimum wage
- ➤ Opposes TEAM Act

his is one of the most important congressional races for Local 3 because it pits a pro-labor Democrat. Michela Alioto, against the staunchly anti-worker, ultra-right wing Republican incumbent Frank Riggs, who owns one of the worst labor voting records of anyone in Congress. In fact, House Minority Leader Richard Gephardt, at an August 9 campaign rally for Alioto, referred to Riggs as "part of the Newt Gingrich robot operation."

Riggs has opposed just about everything dear to working people. He favors repeal of the Davis Bacon Act, which would abolish requirements that contractors pay prevailing wages on federally funded construction projects. He voted in favor of the TEAM Act, which would legalize company unions. He voted in favor of legislation weakening the Occupational Safety and Health Administration, and he voted for tax cuts for the wealthy.

Alioto is Riggs' political opposite. She supports prevailing wages on all levels, supports an increase in the minimum wage, would oppose virtually all of the anti-worker, anti-union legislation that the Dole-Gingrich Congress introduced during the current session of Congress, including the Team Act, Davis-Bacon Act repeal, and cuts in Medicare and student loans.

Alioto is a bright, energetic rising star in the Democratic Party. She spent the past two and a half years working in the White House for Vice President Al Gore as a domestic policy advisor. Before that, she worked as a White House transition liaison for the Department of Health and Human Services. Alioto, who became paralyzed from the waist down at age 13 after being thrown from a ski lift at Heavenly Valley, also served as Disability Constituency Coordinator on the Clinton-Gore campaign in Little Rock, Ark., where she briefed then-Governor Clinton on disability issues. Alioto also worked on the Dianne Feinstein for Governor campaign.

Alioto, who pulled off a stunning March primary victory against four tough Democratic opponents, is now in a strong position to defeat Riggs and become Congress' youngest woman. According to a March poll by Fairbanks, Maslin, Maullin & Associates, 47 percent of those surveyed said they would vote for Alioto on election day, while 36 percent said they would support Riggs, with 17 percent undecided. Alioto's strong support of unions and workers' issues make her an ideal candidate to vote for on November 5.



3rd Congressional District

All of Tehama, Glenn, Colusa, Yolo and Sutter counties, portions of Butte, Sacramento and Solano counties

VIC FAZIO (Incumbent D) vs. TIM LEFEVER (R)



Vic Fazio

- Supports prevaling wages
- Voted to raise federal minimum wage
- Voted against
 TEAM Act
- Voted against corporate welfare

or the past three elections, the Republican
Party has been desperately trying to take this seat out of the Democratic ranks. In both the 1992 and 1994 elections, incumbent Democratic Vic Fazio ran up against tough races against Republican Tim Lefever. Fazio will face Lefever for the third straight time this November. Labor needs to get out the vote because in both '92 and '94 races Fazio won by margins of around four percent. This year's race could be even closer.

Fazio has been such a strong labor supporter over the years, it's hard to determine where to begin discussing his accomplishments. To give you are idea of just how important Fazio is to Local 3, you might recall in last month's *Engineers News*, in an article on pages 4-5 titled "Building Bridges," Fazio was instrumental in obtaining \$9 million in federal funds for building West Sacramento's Daniel C. Palamidessi Bridge, which when completed will open up a 10-square-mile area of the city to massive commercial, industrial and residential development that will keep dozens - if not hundreds -- of Operating Engineers working for the next 20-30 years.

On the national level, Fazio has been one of the strongest advocates of union members in Congress. Time and again he has voted in favor of pro-labor bills such as the Family and Medical Leave Act, motor-voter, ERISA preemption, OSHA reform, extended unemployment benefits and the Workplace Fairness Act, which would have prohibited employers from permanently replacing strikers.

During the current 104th Congress, Fazio worked to prevent Davis-Bacon Act repeal and voted in favor of the minimum wage increase. He also voted against a bill, HR 2491, that would have allowed private sector employers to pay workers compensatory time off instead of cash overtime wages. He also voted against the TEAM Act, which would have allowed employers to form company unions, and he voted against the 1996 budget reconciliation bill, which would have permitted corporations to withdraw "excess" money from pension funds to be used for health care and other employee benefits.



1st Assembly District



All of Del Norte, Humboldt, Mendocino, Sonoma and Lake counties

VIRGINIA STROM-MARTIN (D) vs. MARGIE HANDLEY (R)



Virginia Strom-Martin

- > Strong union activist
- Supports prevailing wages
- Favors raising state's minimum wage
- Favors strong workplace health & safety protection

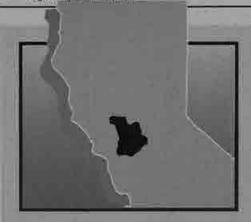
abor's goal of helping the Democrats retake
the Assembly starts here in the 1st
Assembly District, where longtime Local 3
supporter Dan Hauser cannot run because of
term limits. Labor needs to elect Hauser's
Democratic replacement, Virginia Strom-Martin.

Strom-Martin is a very good candidate for union members to support because of her positive positions on labor issues. She wants to help the Assembly turn the tide of dangerous, anti-worker extremism that has prevailed since the Republicans gained a small majority in the 1994 election.

She would oppose any attempt to weaken or repeal prevailing wages and overtime rules. She's in favor of raising the minimum wage so that low- and middle-class families can make ends meet. And she's a strong proponent of workplace health and safety.

Strom-Martin has a solid background in union activism. During her 23 years as an elementary school teacher, Strom-Martin was her California Teachers' Association chapter president, a negotiator for 14 years and a grievance representative from 1989-91. At the state level, she recently served as the chair of the CTA's Women's Caucus, and she represents 400 west Sonoma County teachers on the CTA's policy making body, the State Council of Education.

Strom-Martin's opponent, Margie Handley, is a longtime Republican activist with close ties to the Reagan and Deukmejian governships. She's the daughter of millionaire industrialist Robert Harrah and is president of Harrah Industries, a real estate development and non-union equipment sales company in Willits. She used to own the non-union asphalt and aggregate company Hot Rocks Inc. until she sold the plant several years ago.



8th Assembly District

Most of Yolo and Solano counties and a small part of Sacramento county

HELEN THOMPSON (D) vs. ED SCHLENKER (R)



Helen Thompson

- Raised in a union family
- > Supports prevailing wages
- Favors raising state's minimum wage
- Strong transportation proponent

Assemblyman Tom Hannigan unable to run because of term firm is, labor desperately needs to hang on to this seat if it wants to retake the Assembly. The Democratic candidate in this race, Yolo County Supervisor Helen Thompson, would make an excellent replacement. Thompson has been endorsed by Hannigan and just about every labor organization in the area, including Local 3.

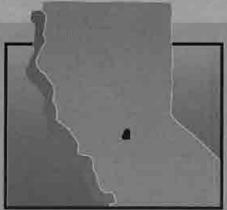
Thompson, who was raised in a unior family, has demonstrated strong support for labor over her 22 years of elected public service. She is running against Republican Solano County.

Supervisor Ed Schienker, who is no friend of labor.

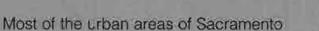
Thompson, who reared three children, strongly supports public policies that favor working families. She favors prevailing wages and raising the minimum wage, as well as policies that will improve public education. With 12 years on the Davis school board and 10 years as a supervisor, Thompson has expertise in the areas of land use planning criminal justice, solid waste management, economic development and transportation.

She chaired the 1987 I-80 Strategic
Transportation Study, which led to changes in the way federal highway funds are allocated to local governments so that these local jurisdictions can be more flexible in solving local transportation problems. She also chaired the Capitol Corridor Policy Committee, which deals with commuter train service between Sacramento and San Jose.

In a district that's 51 percent Democrat and 35 percent Republican, Thompson has a good chance of winning. But the district cannot be taken for granted because Schlenker, a moderate Republican, has the ability to pick up substantial swing votes.



9th Assembly District



DEBORAH ORTIZ (D) vs. RICHARD DAVIS (R)



Deborah Ortiz

- Supports prevailing wages
- Favors raising state's minimum wage
- Opposes rightto-work
- Strong record of supporting families and communities

ike the 8th Assembly District race, term limits is forcing out another long-term pro-labor.

Democrat, Phi Isenberg. This district has been in the hands of Democrats for decades, and labor cannot afford to lose this seat.

The race for Isenberg's replacement is between Democratic Sacramento City Councilwoman Deborah Ortiz and a relatively unknown Republican named Richard Davis. Ortiz has the backing of just about every labor union in Sacramento, including Local 3, because of her longstanding support of workers' Issues.

If elected, she would vigorously prose right-towork and any attempt to repeal prevailing wages. As a city councilwoman, she introduced resolutions, both of which passed, in support of prevailing wages on city public works projects and a November ballot initiative that would raise the minimum wage from \$4.25 to \$5.75 per hour.

Ortiz exemplifies the American Dream. Her mother raised Ortiz and her four brothers on Aid with Families of Dependent Children. But despite those economic disadvantages, Ortiz rose above to earn a bachelor's degree at the University of California at Davis, then went on to earn a law degree at the

University of the Pacific in 1987.

These common roots make it easy for Ortiz to relate positively to the concerns of working people. As a city councilwoman, she has had the courage to challenge some of Sacramento's most powerful and notocious slum landlords, writing an ordinance to make absentee landlords more accountable for their property. Since then, more than 500 homes and commercial buildings have been improved and numerous crack houses closed.

Oriz has also been strong in other areas of community development. She went after problem alleys, closing some and turning others over to adjacent homeowners, with the result that prostitution and burglaries have decreased. Ortiz also has worked to bring back the city's graffiti abatement coordinator and has involved hundreds of volunteers in cleaning up graffiti

Ortiz's compassion for average people and interest in strong communities will undoubtedly spread to her work as an assemblywoman, where she expects to make significant contributions in the areas of education crime, housing, budget and finance, and workers' rights.

Not again!

Congressional Republicans seek to weaken workers' rights, this time by introducing bills that would allow employers to fire 'salts'

t's amazing how the moment American workers get the slightest break from federal labor law, Republicans in . Congress immediately step in to snatch it away.

A recent U.S. Supreme Court decision demonstrates how the process works. Last December, the high court ruled, in NLRB v. Town & Country Electric, that paid union organizers, or "salts," are considered "employees" under the NLRA and, therefore, are subject to the same legal protections as any other employee.

The decision means that when Local 3, or any other union, uses salts in organizing campaigns, employers can't legally discriminate against the organizers because of their union membership or union activities. If the employer does retaliate against a salt for these reasons, they will be committing an unfair labor practice (ULP) and subject to legal action.

Shortly after the Supreme Court decision, however, the Republicans in Congress launched a vigorous legislative campaign to reverse the high court's decision. Rep. Harris Fawell (R-III), introduced on March 29, the "Truth in Employment Act," HR 3211, which would amend Section 8(a) of the National Labor Relations Act by allowing an employer to deny a job to "any

> person who seeks or has sought employment with the employer in furtherance of other employment or agency status.

Three months later, Sen. Slade Gorton (R-Wash.), introduced on June 28 a companion bill, S 1925, that would amend the NLRA so that employers would not be obligated to hire "any individual whose primary purpose is to represent a union in an organizational struggle." Several other Senate Republicans also support S 1925, including Senate Majority Leader Trent Lott (R-Miss.),

Majority Whip Don Nickles (R-Okla.) and Nancy Kassebaum (R-Kan.), chair of the Senate Labor and Human Resources Committee.

The non-union employer group Associated Builders and Contractors (ABC) sought the legislation in an attempt to blunt the AFL-CIO's highly successful Construction Organizing Membership Education Training (COMET) program, which the federation's Building and Construction Trades Department launched several years ago to regain membership and market share lost over the past 20 years. COMET, which Local 3 began earlier this year, educates members about why trade unions need to organize, then trains both staff and rank-and-file union members how to organize

non-union companies using salts and other organizing techniques.

In introducing the bill, Gorton said in a statement: "This legislation will not jeopardize a union's legitimate rights. Unions clearly have a right to organize workers and a right to seek a job wherever they choose, but they do not have a right to harass small business owners and jeopardize the jobs of their employees."

> "COMET is not about harassment," said Local 3's COMET Special Rep. Bob Miller. "It's about breaking the law. Union employers don't discriminate against employees because of union affiliation, but many non-union employers do. They don't want union activism on their jobs because they fear the activists will tell the truth about the advantages of unionism. So they refuse to hire union

supporters, and in so doing, break the law. They should pay."

Trade unions have been highly successful at winning cases involving retaliation against salts. Two recent decisions stand out. In the first case, the NLRB ruled in late 1995 that H. B. Zachry Company committed a ULP when it failed to consider for employment 18 applicants, all members of the Brotherhood of Boilermakers, who had written "voluntary union organizer" on their job applications. The board ordered back pay for those who would have been hired if not for the company's "unlawful conduct."

The board also found that H. B. Zachry illegally terminated a union supporter and unlawfully issued two disciplinary reprimands to another worker, threatened other employees with reprisals for union activities, and offered overtime to non-union employees to dissuade them from supporting the

In the second case, the U.S. Court of Appeals for the Ninth Circuit ruled in May that Tualatin Electric, a non-union electrical contractor working on a project in Wilsonville, Ore., illegally discharged an employee, Edward Campbell, a member of IBEW Local 48, when the company discovered he was a salt,

Tualatin had appealed to the Ninth Circuit after losing a 1992 NLRB decision, which found that the company had illegally discharged Campbell because of his union activities. The board had also ordered Tualatin to stop harassing employees about their union activities and ordered Campbell reinstated at the Wilsonville project. The Ninth Circuit, in upholding the earlier NLRB decision, said remedies for victims of anti-union discrimination do not contain any exceptions for the construction industry.

In case after case, the NLRB and the federal courts have upheld the rights and protections of workers to seek union representation free of fear and intimidation. But if Republicans get there way, all that will change - most likely for the worse.

If you haven't taken a COMET class, now is the time to sign up at your district office for a Saturday or winter class. Let's build a Local 3 COMET army and start increasing our market share by organizing.



"A union in this company? Over my dead body!"

A shopping center that will make you drop

Granite and subcontractor Stevens Creek Quarry are doing the site work on the Westridge Center, soon to be Monterey County's largest shopping center



riving north out of Salinas you can't help but notice the cluster of construction activity on the south side of U.S. 101 just passed Laurel Drive. Scattered amongs the 20 or so pieces of heavy iron are the familiar dark green pickup trucks of Granite Construction.

The project, one of the largest currently underway in Monterey County, is the Westridge Center, which when completed next spring will be the largest shopping center in the county -- 650,000 square feet of retail space on 85 acres.

The center will feature large discount and outlet stores, including Office Max, Bigelow Carpet Outlet, Lucky Combo and a Wal-Mart, which is almost finished. The center will also have 25 smaller parcels for other business to purchase and build stores on.

Granite's Monterey Bay Branch started the site preparation in March. When the dirt work is completed in mid-September, Operating Engineers will have completed the underground for 5,500 feet of 24-72-inch cast-in-place concrete pipe, 14,750 feet of RCP pipe, 10,500 feet of sanitary sewer, and 15,000 feet of water line. In preparing for parking lot and roadway paving, Granite will also lay down 95,000 tons of sub-base, 61,000 tons of Class 2 base, 25,000 tons of sand, and 35,000 tons of AC.

Project Superintendent Brent Edelman says the project is on a fast track, with the Wal-Mart scheduled to open by Thanksgiving and the Office Max by Christmas. Construction on the Lucky Combo is scheduled to begin this fall and be completed by May of next year. Another major component of the project is the one-mile extension of North Davis Road from Laurel Drive to Boronda Road. An interchange at U.S. 101 and Boronda will be built later.

Westridge has provided up to 20 Operating Engineers with good work all season, a real bright spot in an area that hasn't seen many large dirt jobs in recent months.

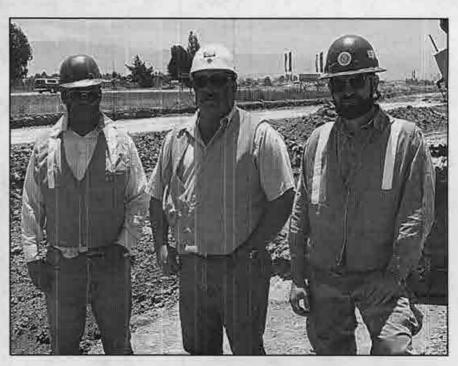
By the time
this photo
was taken of
the Westridge
Center site
works,
Granite and
subcontractor
Stevens
Creek Quarry
had already
moved most
of the project's dirt.

> Chuck Schlong on a 710 excavator





A portion of Granite's crew is from left: Arnold Jaquez (backhoe), Tim Carilli (loader), Mike DeArmond (field superintendent), Andy Wootton (foreman), Ed Briggs (710), Chuck Schlong (710) and Rick Salsedo (330) and Business Rep. Frank Rodriguez



Local 3 members Robert Moore Jr. (backhoe), Troy Blair and Timothy Watlington (apprentice)



A On the one-mile extension of North Davis Road are, from left, John Molchan (gradesetter), Bill Dayton (blade), Charlie Merrill (623 scraper) and Brent Edelman (project superintendent)



A Survey crew from Sandis Humber Jones is from left: Bill Mullings (party chief), Glen Burnside (rod-chain) and Pall Rice (party chief)



Steven Creek Quarry's crew is from left: Milt Petersen (foreman), Len Williams (blade), Roy Rocha (compactor), Local 3 Business Rep. Frank Rodriguez, Dan Austin (compactor), Joe York (scraper), Dennis Garringon (scraper), Scott Buttler (gradesetter), Jim Vosburgh (mechanic), Jeff King (blade) and Larry Montero (water truck)

Dougherty Valley springs to life

After a 3-year water dispute, Independent Construction begins 1st phase of the mammoth Country Club at Gale Ranch development



n the October 1994 Engineers News, in the special election pull-out section, appeared two obscure, seemingly insignificant Local 3 endorsements for the East Bay Municipal Utilities District board: Kathy Foulkes for Ward 3 and Frank Mellon for Ward 7.

Today, these two individuals -- who, by the way, won their races -are key reasons why 40-50 Operating Engineers are moving dirt on the first phase of the mammoth 11,000-home Country Club at Gale Ranch in Dougherty Valley near San Ramon, Calif. The Foulkes and Mellon endorsements are yet another example of how Local 3's political action creates jobs for Operating Engineers.

Before 1994, Gale Ranch, a \$4 billion, 30-year housing project that will eventually be home to 30,000 people, was dead on the drawing board. After the Contra Costa County Board of Supervisors approved

Gale Ranch in December 1992, the EBMUD board rejected the project. The four environmentalists who had taken control of the sevenmember board in the 1990 election said there wasn't enough water to supply the project. The supervisors and other critics accused the EBMUD board of using water to pursue a no-growth political agenda.

After EBMUD sued the county board of supervisors, and the supervisors countersued, Local 3, in cooperation with the developers Shapell Industries and Windemere Ranch Partners -- began working behind the scenes to get the environmentalists replaced by more reasonable board members.

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



With the homes of Canyon Lakes in the background, an operator prepares Gale Ranch for an additional 1,200 homes.



Independent Construction's crew at Gale Ranch



Local 3 member Bob Brown took this photo through the windshield of this scraper

Gradesetter Roxanne Eaton

Water Project. If the developers are unsuccessful after seven years, EBMUD will annex and serve Dougherty Valley.

Independent Construction started moving dirt on phase 1 last fall and has been going full-bore all summer. Phase 1 involves moving about 11 million yards, including roughly 4 million yards of subexcavation, for 1,200 house pads and an 18-hole championship golf course. Operating Engineers are moving about 45,000 yards on a good day.

With Gale Ranch in full-production, now that an agreement has been reached, Operating Engineers will be working in Dougherty Valley for years to come, thanks in part to Local's support of those two obscure and seemingly insignificant EBMUD board candidates.

meetings between the current EBMUD board and the county supervisors, an agreement was reached last summer that allowed the project to proceed. The developers agreed to look for a new water source, most likely through the State by Bud Ketchum

Addiction

Recovery

Program

(800) 562-3277

(808) 842-4624

Hawaii Members Call:

by Charlie Warren

Fringe Benefits

Director

ADDICTIONRECOVERY PROGRAM

ARP bids farewell to T.J. Stapleton

om Stapleton, Local 3 business manager and chairman of the board of ARP, Inc., announced last month that he's stepping down from his duties as business manager. It is with great appreciation and respect that the ARP staff and I wish Tom and his wife Mary a very enjoyable and fulfilling retirement.

Over the years Tom has been a forceful advocate for Local 3 members and their families. Those members and spouses who have used ARP's services especially owe much to the direct efforts of Tom. It was through his advocacy that the ARP survived the early years through good times and bad.

All the ARP grassroots coordinators, members and spouses, and treatment providers join the ARP staff in wishing Tom a very well-deserved happy retirement.

ARP gains more support

Our thanks to Tom, the officers, the Local 3 and employer negotiating committees for the recent successful negotiations of the Northern California Master Agreement. Advocacy on the part of the negotiating committees made it possible for the ARP to continue expanding services to the employers and the union members. The bottom line is that this is further recognition that when the ARP assists an Operating Engineers or spouse, the

benefits are not limited to just the member's family. The union and the employer mutually benefit by the member's increased productivity, decreased absentism, reduced use of health and welfare benefits and decreased on-site accidents.

The ARP will be placing in the near future an emphasis on training in the workplace. This is so Local 3 employers may satisfy mandated training requirements for drug and alcohol awareness under U.S. Department of Transportation regulations and other applicable mandates.

Thanks to each one of you for your successful efforts on behalf of the ARP.

Annual ARP picnic

Come and join the ARP staff at Azure Acres for our annual picnic to be held Saturday, September 14, 11 a.m. to 5 p.m. This year we have a Hawaiian theme, so dress in your grass skirts and leis. Guest speaker will be Everett W. from Long Beach, Calif., who has been clean and sober 41 years.

There will be live music by the Buddy Kind Band (rockin' blues) and clowns and face painting for the kids. Bring your families, friends and your appetite for a wonderful day of fun and fel-

FRINGEBENEFITS

Trust Fund begins new Prudent Buyer network

embers covered by the Operating Engineers Health & Welfare Trust Fund and the Pensioned Operating Engineers Health & Welfare Trust Fund recently received a mailing describing important changes to their plan. Please be sure you read the material. If you have any questions, contact the Trust Fund Service Center at (510) 433-4422 or (510) 676-3890 or the Fringe Benefit Service Center at (510) 748-7450.

Prudent Buyer network

As of July 1996 the Prudent Buyer is the new network and utilization review provider for the Operating Engineers Health & Welfare Trust Fund and the Pensioned Health & Welfare Trust Fund. This new network is much larger than the old one and includes hospitals, physicians and other health care providers throughout Northern California and parts of Northern Nevada and Oregon.

A new network directory and Prudent Buyer/Diversified Pharmacy identification cards were included in the recent mailings. If you did not receive yours, be sure to contact either the trust fund or fringe benefit service centers

New home pharmacy program

In addition to the new Prudent Buyer network, a new prescription drug benefit has been added. By presenting your Prudent Buyer/Diversified Pharmacy card at participating pharmacies, you will pay only \$5 per prescription or refill for generic drug or \$10 when a generic drug is not available or when your physician requests no substitution. You will no longer have to pay the full cost of your drug and then wait for reimbursement from the trust fund when you go to a participating Diversified

Pharmacy. Refer to your recent mailing for a list of participating pharmacies and detailed information on this new benefit. This new program includes a mail-order option out of Pennsylvania.

The Medco National Rx Services mail-order prescription drug program is no longer available as of July 1,1996.

American Diversified's mail order program

American Diversified Pharmacies Inc. is still available for your use. They have been providing personalized prescription service to Operating Engineers and their families for over four years. American Diversified Pharmacies is located in the Operating Engineers building in Sacramento.

American Diversified Pharmacies is convenient, easy to use and offers several advantages:

- No out-of-pocket expense to you
- No claim forms to file
- No waiting for reimbursement
- · Your physician may call or fax your prescription directly to the pharmacy
- American Diversified will obtain refill authorization for you
- · Prescription's shipped directly to your home
- Walk-in services available
- Toll-free customer service line at 800-568-2177
- Toll-free fax line 800-568-2174
- New orders shipped the next business day
- Pharmacists available for drug information 24 hours a day
- Friendly personalized service

Important Note: Retirees or spouses who are enrolled in one of

con't on page 17

VISA, ATM services also available for 'nest-leaving' family members

aying college tuition can be tough, but Stacy McCarthy found it impossible. The daughter of Local 3 member Roger McCarthy of Acampo, Calif., Stacy won a Rotary Club Scholarship for study at the University of San Jose in Costa Rica. But the university didn't accept travelers checks for tuition payment and any check written on U.S. funds would take six weeks

Fortunately, they took VISA. The only problem was that Stacy's credit limit was too small. So Stacy sent a fax to Roger, and he in turn got in touch with the credit union, which raised Stacy's credit limit by securing the VISA with some of Roger's savings. "The card worked out extremely well." Stacy said, "I'm not sure what I would have done."

If your family includes members in the "nest-leaving" age, you should know that your credit union has a variety of helpful options for assuring access to funds, establishing credit and keeping track of finances.

Affordable VISA flexibility

The credit union offers several choices to members and the young adults in their families who need a VISA card. Local 3 member Chris Carmine of Dublin and his wife Karen made their daughter Cara a cardholder on their credit union VISA account when Cara left home last fall to study at the University of California at Davis.

Being able to use her VISA card in a college town, where outof-area checks are usually questioned, proved very convenient. Instead of writing several checks each month, Cara simply charges most of her purchases, then writes one check per month to pay the VISA bill.

Adding a cardholder to your credit union VISA account costs \$5, and the fee can be deducted from your savings or checking account or charged to your VISA. The transaction can take place in any branch or by mail. You will need to make the request in writing to add a cardholder to your VISA account and supply that person's name and social security number.

As a cardholder on your account, your son or daughter will not be establishing credit under his or her own name. As account owner, you will be responsible for payment. If your child is 18 or older and a credit union member, he or she can apply for a credit union VISA and upon approval begin establishing a credit history. Some young people can qualify for a \$500 credit limit on their own. Some families opt to co-sign their child's credit application. In that case, the son or daughter, as primary applicant, will be establishing a credit history. Parents or other co-signers should also know that after a history of on-time payments is established the son or daughter may apply for a VISA under his or her own name with no co-signers.

The advantages of a credit union VISA are worth discussing with the young students in your family before they leave for school. That's because students arriving on or returning to campus will be met with aggressive campaigns by commercial banks to make them VISA holders.

"They line the halls of Memorial Union at Davis," Cara says. "The banks are always in front of the bookstore offering VISA cards, not just in the first weeks of school but year-round.

Many of the VISAs offered on campus tease applicants with low interest rates that can climb after a few months to as high as 19 percent. That is not the case with VISA cards offered through your credit union. Our low rates are fixed, protecting you even if other interest rates rise. In addition, our Gold; Classic and Savings Secured VISAs have no annual fee, give you a 25-day grace period and have no cash advance transaction fee.

New check card coming

Beginning at the end of September, the credit union will offer a check card with a VISA logo that can be used to make purchases in any of the millions of places worldwide where the VISA logo is displayed. It's called a check card because it works just like a check - the money is withdrawn from your checking account, not charged to any credit card. The check card can also be used to withdraw funds at ATMs or point-of-sale terminals like those at the supermarket check-out.

These check cards will be every bit as convenient as cards from any other financial institution, but you won't be paying the high checking account fees commercial banks must charge to assure a profit for their stockholders. You will save yourself the time and effort of stopping to get cash at a branch or ATM before you shop. You won't have to carry a cumbersome checkbook or worry about the security problems that go along with carrying a significant amount of cash.

Smooth sailing for one Local 3 family

Credit union member James Hollingsworth lives in Hood River, Ore. He uses the free Touch Tone Teller service and the mail to conduct business with the credit union, usually through the Stockton or West Stockton branches. As a joint owner on the account, James is able to help his sons Joseph and Jeremy, both of whom are in the Navy. He is able to resolve any account problems - a real help when you consider calls aboard ship cost \$6 a minute. He can also make funds available to them by transferring funds from his credit union account into their credit union accounts. Joseph and Jeremy can use their ATM cards to access the funds, "That way there are no Western Union or transaction fees," says James. "I can make the transfer with a phone call to the credit union."

Any parent or other individual can deposit money into a member's account if they have the member's name and account number, I spoke to several members who take advantage of this feature; they say it's faster and more convenient than having to respond to a request for funds by mailing a check. Of course it's only possible to do this if you and your son or daughter are credit union members. You can join the credit union for life with a minimum \$5 deposit into a regular savings account. And once you join members of your immediate family are also eligible to join.



by Rob Wise

Credit Union

Treasurer

Enter our free drawing for a \$200 gift certificate!



Our friendly staff will be using the Credit Union Direct Lending system to speed the processing of your loan.

BuyingPower Car Sale

Saturday, October 5, 1996 Dublin Branch Office, 6300 Village Parkway 9 am to 4 pm



Operating Engineers Local Union No. 3 Federal Credit Union 1-800-877-4444



& DRINKS!

Trade-ins accepted. Bring your pink slip. Bring proof of insuran to drive your car away

TEACHINGTECHS



by Art McArdle

Administrator

How to enhance your employability

It's mid-summer and work has yet to hit its peak. So far, this year is not as good as last year was at this time.

I would like to remind all apprentices and journey upgrades about the need to become more employable. One way to accomplish this is getting extra training such as BATC and Hazmat. The *Engineers News* carries dates and times of these classes, or you can call the dispatch office to get information.

BATC, which stands for Bay Area Training Corp., provides safety training for refinery work, which has slowed down a little but could pick up again. As a result, you need to keep this certificate active.

Hazmat is a 40-hour course the first time, then an eight hour refresher course each year thereafter. You need to keep your certification active, so check the Engineers News for class schedules or call your dispatch center.

Along with these two employment aids is of course our upcoming hands-on training sessions. There may be some repeats of what has been offered before, but each year technology advances, so we have a tough time keeping up with all of the new equipment.

Hans Haselbach of Haselbach Instruments Co. will again give classes on the latest surveying developments over this past year. This is an excellent chance to get hands-on experience with new equipment and a great working knowledge from Hans. Our other classes will assist you on keeping up with new ideas and short cuts to a more productive job performance.

We have many events -- now and in the future -- coming up for the Northern California Surveyors Joint Apprenticeship Committee. A full schedule of CPR/first aid classes for the East Bay, South Bay and Sacramento areas is available all the way through December. You need only check with our office at (510) 748-7413 to schedule this important class.

On September 14, we begin our hands-on classes in which we will also be offering our Topographic Recertification class for all certified chiefs of party who are currently certified in the topographic and hydrographic areas. As you know, the JAC has stipulated that in order to maintain the chief of party certifications, an individual must pass the specialty area exams that were developed for recertification. Certifications are now issued for three years. At the end of the three years you must test in order to continue that certification for another three years. Further information will be sent to all certified party chiefs. Plan to attend this important class so your certification will remain valid.

On September 14 we will also hold a five-year graduation dinner and ceremony at the Sheraton Palace Hotel in San Francisco. The dinner is being held through the generosity of the Culinary Workers' JAC and is served courtesy of the NCSJAC. If you graduated at the chain or party chief level between the years of 1991 and 1996, watch for your invitation to this very special event. We want to honor your success.

Hands-On Competition photography

We would like to thank Local 3 member Dave Silva for doing the photography for the May 11 Hands-On Competition, images that were published in the June Engineers News. We unintentionally left out the photo credit for Dave.



Dave has been a Local 3 surveyor since 1964. He has worked as a land surveyor and AGL on such projects as BART and the refineries. He has worked for BKF for the past three years. Dave is nearing retirement and wants to become a professional photographer when his surveying days are over.



TECHENGINEERS



by Paul Schissler

Director of Tech

Engineeers Division

Hazmat, BATC certification make you a more versatile employee

uring the past few months we have had several requests for party chiefs and rod-chain people who have Hazmat and BATC certifications. In some instances we were unable to fill the orders. This forced the employer to jockey existing employees around to satisfy the contractor's request.

If you are not currently Hazmat certified or have not attended a BATC class, check out Safety Director Brian Bishop's column or contact his office for dates and locations of Hazmat and BATC classes. Remember, the more qualified you are the more employable you become.

District meetings

Your district office holds quarterly meetings that are listed each month in the *Engineers News*. These meetings provide important information about upcoming construction projects. They also help feel the pulse of local and national politics, lets you know which politicians are working for you and the ones who don't care.

These meetings take up to about two hours of your time once every three months. Don't you agree this is a small investment in your future? A strong way to show you support organized labor is by becoming involved with your local union. Make no mistake about it, the non-union movement is working day and night to take away everything they can.

Remember, unionism isn't just signing your name on a membership form. It's a way of life. Keep focused on the fact that it took thousands of people working together many years to achieve the wages and working conditions you currently enjoy. If you disagree, I invite you to attend any of our retirees meetings. Ask them about tough times. Ask them about poverty wages, the absence of work rules, unsafe working conditions, no health and welfare or pension plans.

Those of you who came into the union through the surveyors apprenticeship program are benefiting from the journeyupgrades who had the wisdom to establish an apprentice and

DAKLAND DISTRICTNEWS



Political action at work

OAKLAND -- As we gear up for the November election, I want to give special recognition to several Local 3 members who were politically active during the California primary.

The Alameda County Building Trades organized a precinct walk last March in support of Byron Sher, who was running for the 11th Senate District covering a portion of San Mateo and Santa Clara counties. Several COMET graduates, shown in the photo at top right, volunteered to help out. They were from left: District Rep. Myron Pederson, Mike McPolland, Griff Bowles, Business Rep. Joe Tarin, Al La Grange, Charles Husband, Roger Fagan and Jerry Vale. Sher won the special election against Republican Patrick Shannon and now faces Shannon this November.

When we needed members to speak before the Pinole City Council in favor of a union contract on the city hall complex, several COMET graduates came forward to help out. They are shown in the photo at right and are from left: Robert Harcourt, Cras Parker, Kelly Prado and her husband Gene Prado and John Wallace, Not shown was Kart Pless.

These members' participation in our political action program is an example of how we need to get the members involved in the upcoming November election. If you want to join the fight, call your district office and find out what you can do. We need all the help we can get.

> Joe Tarin, Business Rep.

COMET graduates who helped organize precinct march in support of Byron Sher



These COMET graduates spoke before the Pinole City Council in favor of a union contract on city hall complex



Fringe Benefits (con't from page 14)

the trust fund's Medicare Advantage programs through Kaiser, Health Net or Pacific Care are not eligible for these prescription drug benefits. They must use the prescription drug benefit provided by their Medicare Advantage plan.

Eligibility rule

In order to allow sufficient time for the employer contribution reports to be received and processed, and for the eligibility to be transmitted to the Prudent Buyer and prescription drug programs, the Operating Engineers Health & Welfare Trust Fund has adopted the "skip month" eligibility rule. This means that there will be a month between when month-hours are worked and the month of eligibility provided by these hours. For example, sufficient hours worked in July will provide September eligibility, sufficient hours worked in August will provide October eligibility, and so on.

College students covered by the California Health & Welfare Plan

The Operating Engineers Health and Welfare Plan covers unmarried dependent children until age 19. Coverage is extended to age 24 for full-time students, enrolled for nine or more units, at an accredited school or college. This extension of eligibility applies to participants in Kaiser and the regular plans.

Students maintain their student status during the summer months if they are enrolled for the terms preceding and following the summer break.

Students 19 and over are required to submit proof of enrollment from the school's registrar's office each semester or quarter. Failure to submit this documentation will result in claim payment delays.

To avoid unnecessary delays, the trust fund office suggests the following: At the beginning of each semester or quarter, submit a completed Student Dependent Certification form to the Trust Fund Service Center. These forms are available from your district office, the Fringe Benefit Service Center or the Trust Fund Service Center. Upon receipt, the trust fund will note the information, and any claims submitted can be processed normally. Have the student make a copy of the certification for his or her records.

Students covered under the Kaiser Plan should, in addition to providing the required documentation to the trust fund office, submit proof of enrollment to Kaiser when requested

Trust fund records for all dependents are filed under the member's name and Social Security number. The trust fund office reports that students and schools often send the certifications without identifying information, such as the member's name and Social Security number. In many cases, the trust fund cannot match these forms to the proper member. It is important to remember the trust fund handles the accounts for thousands of members. Always be sure all correspondence is properly identified.

Retiree meeting

Be sure to check the schedule for the date of the upcoming Retiree Association meeting in your area.

Fresno retirees: Your meeting will be held in conjunction with a pot-luck picnic on Thursday, October 10. Make plans to bring your favorite dish and join us at Woodward Park, Valley View Area, from 11 a.m. to 3 p.m.



Picnics in paradise

Hawaii District wraps up round of island get-togethers

HONOLULU - Our district just concluded a very successful round of picnics on each of the islands. The picnics started April 13 on the Big Island, then went to Maui, Molokai, Oahu and finished on Kauai July 21.

All of those who attended had a great time and ate all of the food they could consume. A lot of nice raffle prizes were given away at each picnic. This year's picnics were the best yet, and next year they'll be even better. Come again next year and meet many of your old friends for a good time.

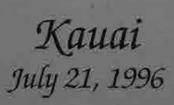
> Willy Crozier, Hawaii Stabilization Fund





Photos by Willy Crozier















UTAHDISTRICTNEWS

Local 3 draws line in sand with PCL

SALT LAKE CITY -- About 65 miles southeast of Salt Lake City a battle line has been drawn, a line in the sand, you might say. It is the good against the bad and the ugly, the guiding light of labor versus the darkness of the non-union.

About a \$30 million job was awarded to PCL Civil Constructors out of Tempe, Ariz. The job consists of 7 miles of 96inch pipe and 7 miles of road work that started in April. Several contacts by District Rep. Kay Leishman and





Business Rep. Verlyn Shumway were at first productive. The project manager made encouraging comments of how close Local 3 and the company were to signing an agreement, asking for a few changes here and there in the contract.

But the company was playing a stall game. Local 3 member Denny Hintze was going to operate the 4000 Manitowoc crane to set the 96-inch pipe. Denny was looking forward to the job because it would be close to home.

Talks dragged on and the company asked Denny to come to work. Denny said if there was no contract with Local 3, he would not run the crane. The company scrambled to find another crane operator. PCL also said they were going to pay the fringe money on the pay checks.

We asked several of our members to man the job so that we could start an organizing drive on PCL. An organizing committee was formed led by Paul Johnson, with help from Karl Carter, Jim Carter and Pat Brown. Each committee member was instrumental in spreading the ideals and goals of Local 3 to the other operators.

They spread the word concerning how Congress was trying to repeal the Davis-Bacon Act or water it down. A big point was made to the non-members about taking the fringe money on the pay checks and how this undermines Davis-

Bacon wages. The committee felt that momentum was picking up. Talk was centered around Local 3 and its organizing drive. The hot

Organizing Committee

member Paul Johnson issue was fringe money.

But slowly the harassment started. Paul Johnson

seemed to be singled out. First came threats about being fired if he could not complete work assignments. Then they wouldn't tell him about shift changes or working overtime.

Organizing
Committee
member Pat
Brown of PCL

Then on a
Thursday afternoon, the company
threw a low blow.
During the lunch
hour the business

agent stopped to talk to Paul and several non-union operators. After lunch the men returned to work. Twenty minutes later Paul

Johnson was told he was going to be let go Friday. No reason was given at that time. His foreman made the comment, "You can work for me on another job, but you can't work for me on this job."

On Friday, Paul's termination slip stated unsatisfactory work. District Rep. Kay Leishman, of course, took immediate action. He contacted Local 3 attorney Larry Miller, who filed unfair labor practice charges. At this point, the election has been set aside until these violations are investigated.

Organizing is never easy and most of the time thankless. We want to express our appreciation to all those at PCL who support Local 3's efforts. May we all stand together in this great cause of organized labor.

> H. K. Pang, Business Rep/Dispatcher



Mike Archuleta

Quality operator puts contractor on firm foundation

SALT LAKE CITY — If you are considering building a very expensive high-rise, you would want to employ a company that has the expertise and technology and skilled craftspeople to start your expensive project.

Schnabel Foundation's Denver Division was awarded a subcontract to do some foundation and shoring work on the new Gateway Towers building that is being constructed on the corner of South Temple and Main Street in Salt Lake City.

Local 3 member Mike Archuleta is the only operator employed by Schnabel Foundation on this project. "We have to be done in about threat weeks, so Mike's going to be very busy," says Joel, Schnabel's project superintendent.

We want to thank Schnattel for recognizing that along with technology there is still a need for quality craftsmen like Mike Archuleta.

H. K. Pang Business Rep./Dispatcher

con't from page 16

journey-level training program. They allocated money from their negotiated wage package to fund this program for you. Each hour they work they contribute to apprentice training. Remember your wages, fringe benefits, working conditions aren't yours by birth right.

Y Ty Hawkings of Mountain Pacific Surveys



STOCKTONDISTRICTNEWS



Ford and Ladd to begin \$70 million levee project

STOCKTON - Work activity in District 30 and Modesto District 31 has finally reached its peak, with Teichert, Granite, George Reed, A. M. Stephens, Burns Paving, Don Lawley, Larry Askland among the successful bidders on millions of dollars worth of work. Ford and Ladd were two successful bidders on the first two contracts for the massive \$70 million Levee Improvement Project.

In other construction news, Bart Mays, executive director of the San Joaquin County Council of Governments, unveiled a \$4 billion transportation improvement program for the next 25 years with funds from Measure K and other local, state and federal sources. Projects include:

- Altamont Pass Fast Tract Commuter Train
- Widening U.S. 99 between Hammer Lane and the Stanislaus County Line
- Widening I-205 to six lanes with two additional lanes for trucks
- Widening I-5 to eight lanes between Eight Mile Road and Hwy. 4, the Stockton Crosstown
- Development of 160 miles of bicycle paths
- Widening Hwy. 120 and McHenry Avenue intersection, construction of Park-and-Ride lots
- Construction of a freeway overpass at Jack Tone Road

Lodi Mayor Pro Tem Phil Pennino said \$2.7 billion of the \$4 billion is available.

District 30's COMET members held their first monthly meeting July 17 and discussed union pride, Adopt-A-Highway, member awareness program, and political candidates that promote and support labor issues. Those attending were William Fletcher, chairman, William Jones, Michael Halloran, Doug Corson, Lorrie Cottingham, Charles Hunt, Ruben Gayfan, Hank Gutierrez, Louis Luna and Tom Aja.

Don't forget to attend our 14th annual picnic on Sunday, September 22 from 11 a.m. to 4 p.m. at Mickie Grove Park in Lodi. Contact the union hall or your union representative for tickets.

Dave Young, District Rep.

REDDINGDISTRICTNEWS



Delayed projects slow Redding work picture

REDDING - Work around the district is still slow because several jobs are being pushed back or have been delayed.

Jobs currently underway include MCM Construction on the Diestelhorst Bridge at the Lake Redding Park. C.C. Myers is working on I-5 at the Cottonwood Bridge. The subcontractor, AGRA Foundations Inc. has five operators doing the drilling and boring.

J.F. Shea has the approaches, concrete and paving at the Cottonwood bridge and is finishing up with the Madeline job. The Mcloud job is in the

final stages. Tullis Inc. is moving along on an I-5 median barrier and various other jobs.

F&H Construction is about halfway done with a pipe job in Weaverville. Essayon's Hard Rock picked up two jobs in Adin and Fallriver. It also has the dirt at Rudolph and Sletten's project in Yreka on the Fairchild Medical Center.

Baldwin Construction of Chico just picked up an overlay on Hwy. 139 from Susanville to Heiding Mountain. Fletcher General Construction at Shasta Dam is in the last stages of putting down the cooling curtain. With the divers down at this

time, everyone is working long hours and days.

Ron Hale has been keeping busy with his grinder on a lot of jobs plus his own. He is doing some paving for himself and is doing the pipe and some of the dirt work for Essayon's Hardrock.

Kiewit Pacific is paving county roads all over Shasta County, with about 80,000 tons worth of asphalt at 45 different locations. It is also going to pave for Essayons Hardrock on the Hwy. 299 project.

Wilbur Chase, Business Rep.

FRESNODISTRICTNEWS



Freeway work brightens work outlook in Fresno

FRESNO -- Work is looking brighter for the Fresno District. Two long-awaited projects have finally begun in earnest with the award of the Hwy. 198 and Hwy. 168 freeway projects, with Kassler as the apparent contractor at press time.

Benco and American Paving are currently working on the Hwy. 41 Jensen overcrossing. Another crew from American Paving is working on Hwy. 43. Other projects include Hwy. 41 in the Lemoore/Hwy. 198 junction and the second phase of the Fresno-Clovis sewer treatment plant. We hope various other projects, both private and public, will keep our members working closer to home for some time.

Also, we hope to get our COMET program up and running in earnest soon and organize more companies for our membership. This year is especially crucial for the entire membership to get out and vote. We need support for the Fresno City Council members who support the working men and women in our area. Through our COMET program we will be asking for volunteers to help in whatever way possible In ensure victories this November.



A Pictured above at the June 29 Redding District Picnic are from left: Recording-Corres. Secretary Rob Wise, President Jerry Bennett, 50-year member Virgil Worley, District Rep. Monty Montgomery, 50-year retiree Herman Parker and Treasurer Max Spurgeon.

MEETINGS&ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of July, 1996, and have been determined to be eligible for Honorary Membership effective October 1, 1996. They were presented at the July 13, 1996 Executive Board Meeting.

Donald K. Bryant	# 1022285
Jess M. Cruz	# 1006598
George Featheran	# 1035380
Charles E. Ferrier	Wanner
Hugh Fish	
James E. Gray	# 0804008
Ferris E. Holmes	# 1075428
Shigeru Isa	# 1063808
Mateo Pacheco	
Jim Parrish	# 0336937
William Pew	# 0788057
Jessie Phillips	# 0683290
Thomas Spiller	# 40F4040
Marvin Stone	
Shoichi Tamashiro	# 0999177
Forrest Wyman	# 4000404

Election of Grievance Committee Member for District 30 (Stockton)

Recording-Corresponding Secretary Robert L. Wise announces that on Oct. 24, 1996, at 7:00 p.m., at the regular quarterly District 30 (Stockton) Membership Meeting, there will be an election for one (1) Grievance Committee member to fill the unexpired term left vacant by resignation. The meeting will be held as follows:

Oct. 24, 1996 7:00 p.m.

Engineers Building 1916 N. Broadway Stockton, CA 95205

Election of Grievance Committee Member for District 60 (Marysville)

Recording-Corresponding Secretary Robert L. Wise announces that on Oct. 17, 1996, at 7:00 p.m., at the regular quarterly District 60 (Marysville) Membership Meeting, there will be an election for one (1) Grievance Committee member to fill the unexpired term left vacant by resignation. The meeting will be held as follows:

Oct. 17, 1996 7:00 p.m.

Veterans Memorial Cntr. 1703 Elm St. Marysville, CA

Election of Executive Board Member for District 60 (Marysville)

Recording-Corresponding Secretary Robert L. Wise announces that on Oct. 17, 1996, at 7:00 p.m., at the regular quarterly District 60 (Marysville) Membership Meeting, there will be an election for one (1) Executive Board member to fill the unexpired term left vacant. The meeting will be held as

Oct. 17, 1996 7:00 p.m.

Veterans Memorial Cntr. 1703 Elm St. Marysville, CA

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

SEPTEMBER 1996

5thDistrict 20: Alameda, CA Local 3 Headquarters 1620 S. Loop Rd., Alameda, CA 94502

10th District 17: Hilo, HI Hilo ILWU Hall

100 W Lanikaula St., Hilo, HI 11thDistrict 17: Maui, HI Waikapu Community Center 22 Walko Place, Wailuku, HI

12th District 17: Honolulu, HI Washington Intermediate School Cafeteria 1633 S. King St., Honolulu, HI

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

19th District 10: Santa Rosa, CA St Eugene's Church 2323 Montgomery Dr., Santa Rosa, CA

19th.....District 17: Kauai, HI Kauai High School Caleteria Lihue, Hi

24th.....District 90: San Jose, CA San Jose Dispatch Hall 760 Emory St., San Jose, CA 95126

OCTOBER 1996

1st District 80: Sacramento, CA Engineers Bullding 4044 N. Freeway Blvd., Sacramento, CA 95834

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

15th District 40: Eureka, CA Engineers Building

2806 Broadway, Eureka, CA 95501 16th District 70: Redding, CA Engineers Building

20308 Engineers Lane, Redding, CA 96002 17th District 60: Marysville, CA Veterans Memorial Center 1703 Elm Street

24th.....District 30: Stockton, CA Engineers Building 1916 N. Broadway, Stockton, CA 95205 29th..... District 04: Fairfield, CA

Engineers Building 2540 N. Watney Wy., Fairfield, CA 94533

NOVEMBER 1996

7th District 01: Novato, CA Alvarado Inn 250 Entrada, Novato, CA

20th.....District 12: Ogden, UT Ogden Park Holel 247 - 24th Street

21st District 11: Reno, NV Engineers Building 1290 Corporate Blvd., Reno, NV 89502

DEPARTED MEMBERS

Dur condolences to the family and Iriends of the following departed members (compiled from the July 1950 database).

Robert Barber	Marysville, CA	07/15/96
John Battenfeld	Bodeo, CA	07/11/96
J. Capps	Santa Rosa, CA	07/04/96
Glenn Carstan	Dakland, CA	06/24/96
Oran Center	Brookings, OR	07708/96
John Carbett	Donlin GA	06/18/96
Kenneth Corbett		
Kenneth Crow	Hanolulu, Ht	06/27/96
Vern Delack		
Anthony Gamboa	Piedmont, CA	07/02/96
Charles Henningsen		
Henry Hooke	Hanolulis, HI	06/19/96
Wilburn Hunt	Hatf Moon Bay, CA	06/09/96
Clarence Hurst		
Lefand Jackson	N. Salt Lake, UT	06/27/96
Harold John	Shingle Springs, CA	06/29/96
Harold Johnson	Spanish Fork, UT	07/16/96
Arthur Johnson	San Leandro, CA	07/14/98
Alvin Kahler		
Robert Kearns	Santa Rosa, CA	07/18/96
Dewey Liles	Reno, NV	07/18/96
Glenn Lloyd	Sandy, UT	07/17/96
Philip Long	Fresno, CA	07/15/98
John Mayjoffe	Antioch, CA	
Ire Miller	Ülivenurst CA	07/09/96
H. Mobley	San Jose, CA	.07/05/96
Wallace Okumura	Honoluto, HI	06/26/96
Thomas Osborn		
Eugene Pair	Orland, GA	07/18/96
Pete Paolercio	Clovis: CA	07/94/96
Patrici Quartararo	Sonora, CA	04/04/96
Hilario Ranis	Aiea_Hi	06/16/96
Clyde Raul	Folsom, CA	07/25/96
Jack Reed		
Sidney Rowland	Powell, MO	06/29/95
Joseph Ryan	Paradise CA	07/23/96
William Salyer	Alo, AZ	07/08/96
Leonard Taylor		
Clarence Tessler		
George Warren		
Louis Webster		
Coundis Williams	El Dorado, CA	05/02/96

Deceased Dependents

Alice Grace (Wile of Edward Grace)	97/13/96
Margaret Avertif (Wife of Theodore Avertit)	12/26/95
Barbara Foster (Wife of Alvin Foster)	07/16/96
Lydia Hunt (Wife of Ronald Hunt)	
Nona Koser (Wife of Earle Keser)	
Kathryn Lambert (Wife of Frank Lambert [dec])	06/28/96
Phyllis Lynn London (Wife of E.Z. London)	
Kathyleen Mannix (Wife of Michael Mannix [dec])	
Kethryn Ng (Daughter of Lesner Ng)	06/17/96
Evelyn Peterson (Wife of Harold Peterson (dec))	07/10/96
Christopher Plowman (Son of Chris Plowman)	05/30/98
Virgle Seegraves (Wife of Drville Seegraves)	02/04/95
LuAm Steele (Wife of Richard Steele)	06/05/96
Wylene Tinsley (Wife of John Tinsley)	
Daniel Waddell (Hasband of Connie Waddell)	
Belly Wagner (Wife of Eugen Wagner)	

Free Want-Ads for Members

FOR SALE: 2 homes for price of one! 1) 3-bd/1 Jacuzzi bath home. 2) I bd-granny unit. Lg lot on 1 piece of prop. Many extras. Gingerbread style, bay windows etc. Custom details, perfect location for home business. 1 blk fr shopping, buses, new schools. Story Pt Rd in Santa Rosa area. Asking 137,500. (707) 743-1636. ask for Janine or Richard. #2249567

FOR SALE: Two 5-acre lots. In foot-hills: one lot w/2-bd, 2-ba home w/loft, one lot undeveloped. Will sell separately or as one unit — both w/view, pine and oak trees, security gated, mutually owned private lake (209) 754-1954. #2012351

FOR SALE: Home & business double-wide mobilehome. Car port, storage bldg, 3/4 acres w/mobilepark, 7 spaces, zoned for more, wash room, storage barn, shop, 2 3/4 acres. Trade for Oregon property or carry paper, price \$120,000. Call James Fryar In Stonyford, CA (916) 963-3261, #888800

FOR SALE: Smith Corona word processor w/screen and printer. Works well \$150 OBO. Also. Tandem axie trailer - 5,000 lb w/fenders. 6' x 10' deck, Cal wheels, elec brakes, built strong, \$800. (209) 237-6267. #1115323

FOR SALE: 1 1/s acres. Asphalt drive, 118' well, pump/pump house, new 1,500-gal septic, 218' of leach lines for 4 bdrm dwelling, excel bidg site. One mile from Grass Valley, CA, Hwy 174. \$150,000 By app't only except Sundays. (916) 675-2028.

FOR SALE: 1969 Int'l Crewcab 3/4 ton. One ton springs, 50K on eng, needs distributor/TLC. Registration current. Drove it in '94. \$1,000 OBO or trade for good clean older small airstream. Avoin, Boles Aero, or like hard shell small travel trailer (14'-16). (209) 533-0279 Columbia CA #2210010

FOR SALE: Make money w/ GMC 7000 Dump Truck for the price of a new diesel pickup. Nearly new, deluxe, ABPS, AC, radio, tinted glass, step tanks, 28K mi. Dan (209) 299-3817. #0998883 ®

FOR SALE: 1986 Ford Backhoe w/cab Extendahoe, Real sharp. AC, heat, new tires, big loader bucket, top cond. Must see to appreciate. (209) 299-3817. #0998883 ®

FOR SALE: 1993 Winnebago Brave motorhome. 27-II, 454 Chevy eng, dash/roof air, awning, qn bed, 2-way fridge, all amenities. Outside stereo family entertainement, ig tiath w/shower and outside shower, microwave, radio/tape, TV, sofabed. Must see to appreciate (209) 299-3817, #0998883

FOR SALE: Motorcycle. Rokon. Drives both front and rear wheels. Factory-installed alternator and light system, chain saw scabbard and tool box. Great for hunting or fishing in back country. \$1,000 (916) 268-2691 #449707

FOR SALE: Campground membership. Thousand Trails Unlimited. Good for all campgrounds all over U.S.A., safe, clean facilities and activities for all ages. \$500 plus transfer fees. (916)

FOR SALE: 1989 Aljo Alley Travel Trailer. 34-ft, fully selfcontained, on bed, kitchen area w/microwave, AC, awning, neutral decor, extra clean! \$10,800. Tom (510) 447-5099. #1963510 ®

FOR SALE: 1993 Isuzu Rodeo. 4-dr sport utility. 4-cyl, great gas mileage, stereo, luggage rack, 50K mi, extra clean, well maintained \$11,500 Tom (510) 447-5099 #1963510

FOR SALE: 1995 Winnebago Warrior motorhome. Health torces sale. Class A, 23 1/2-ft, 454, 4.0 gen, roof air, new inside/out. Used 325 miles since new Must sell. (209) 255-4372. #1595066@

FOR SALE: 1989 Ford Tempo GL. 4-dr, 4-cyl, AT, AC, CC, PS, PB, PDLs, TW. Many new parts! Good gas mileage! Very good commute car or 2nd family carl \$2999. (916) 372-6612. (West Sacramento) #0857999

FOR SALE: Home in Pollock Pines, CA. 1,600 sq ft, 3-br/3ba; lg master borm or combination pool room (table incl). Many pine trees, green belt front and back. Across from Gold Ridge Assoc park: pool, tennis. Close to ski, lake resorts, one hr to Tahoe, 2 mi to Hwy 50 and shops. \$149,000. (916) 647-0228. #732090

FOR SALE: Camping membership. Life membership w/Camperworld - Pleasant Creek Ranch, UT. Has sites coast to coast and RPI. Cost \$5,000-will sell for \$1,200. (702) 565-1678. #0064073

FOR SALE: 1989 Ford Mustang LX. Blue, 2.3 liter, tuel inj, fully loaded, A/C, almost 100K ml. Runs GREAT, good mileage \$2,000 080. (209) 368-5923. #1948582

FOR SALE: Parting out 120 HP Mercruiser. Lower unit, trim pump and rams, engine, manifold, gauges etc. Gall for prices or offer sell or trade, (916) 678-6626. #1187397

FOR SALE: Chevrolet 350 engine. Needs valve job. \$150 (408) 258-9924. #1124514

FOR SALE: Timeshare in Puerto Vallarta. 4 weeks in 5-star hotel on beach. 2 pools, dining rm, sleeps 4. All amenities, hi season March/April. All four weeks \$5,500, or \$1,500 ea. (510) 357-1638 #0899570

FOR SALE: Home in Lodi area, San Joaquin Valley, CA VA assumable, 3-bd/2-ba, 1,565 sq ft, built 1994 in new development. Lg kitchen, lots of cabinels, spaclous 14 and 10 ceilings, Backyard has stone patio and arbors. Asking \$173,000. (209) 333-2506. #17748220

FOR SALE: 1991 Honda Goldwing MC. 1500cc Anniversary Edition, 4-spr stereo/tape, intercorn, CB. Lots of chromel One ownerl 17K mi. \$9,500. (916) 742-1045. #1425012

FOR SALE: New 5-star resort. Westgate Lakes in Orlando area, 5 min to Disney, SeaWorld and other attractions. 2-br/2-ba, sleeps 8, full amenities, luxurious. Available 12/14/96 - 12/21/96. \$1,200 Call for details. (209) 744-0812. #2239096

FOR SALE: 1977 Hawk XP. 2610TT, 230 SMOH, 6/3/96 annu-10 hrs on prop. (510) 825-3710. #0251068

FOR SALE: Revolver. 38 Special: \$150. Also: 25 cal semi-auto pistol; two 7.62 x 39mm rifles, pre-ban, pre-registration style. Call Robert (510) 372-5893 after 6pm. #2084439

FOR SALE: Misc items. 1-Velcon Hyd oil refiner filter system, on dolly: 1-Hyd sliding table cut-off saw, 30" blade on trailer; 1-Hyd vertical splitter, 36" table, 26" stroke; 1-55gal Lincoln greasegun; 1 yd cement bucket; 500/300 gal fuel tanks w/stands, misc split cords; 40' alum ext ladder. Call for more items. (209) 984-

FOR SALE: '91 Goldwing 1500 cc. Anniversary Edition, 4-spkr stereo, intercom, CB, lots of chrome, one owner, 17K ml. \$10K. Marysville area. (916) 742-1045, lv msg. #1425012.

FOR SALE: 1990 Bonneville SSE. 4-door, 61K mi, exc cond. loaded, Incl CD player, new tires, sun root, leather int. Take over payments. Also: 2.5 acres on river w/mobile in Scottsburg, OR. For more into call (541) 587-4345 eves. #899465

FOR SALE: Campground membership. Klamath River, CA-Coast to Coast on south bank of Klamath River near ocean good lishing & hiking trails: \$700, incl transfer fees, (209) 634-8175 #0987265

FOR SALE: 1990 F350 7.3L Diesel Supercab Dually. Lariat 5-sp w/hideaway gooseneck back, frame welded. Hefty chrome drop bumper, AC, cruise, very clean. Fabric bench seat, sliding rear window, PDL, PW (tinted), outside visor, bug shield, new tires, shocks, brakes, cyl etc. \$14,500. (510) 582-4443. #0863943

FOR SALE: Mobilehome in Napa, CA. Very spacious, 24' x 60', 8' x 24' den w/stone t/p, 2-bd/2-ba, family rm, shed, carport on corner lot in family park. \$45,000 OBO. (707) 224-4630. #2035147 ⊘

FOR SALE: 4x4 wheels. Set of four Dodge live-lug wheels w/hub caps and 31 x 10.5 tires and snow chains: \$100. Rod (415) 731-2399. #2264355

FOR SALE: 1974 Monte Carlo SE. AC, swivel seats, orig 400 engine and paint, new stereo, tires, battery. 107K mi, excel cond. \$5,500 OBO. (707) 274-2517 before 8 am or after 6 pm. #2005036

FOR SALE: 1989 London-Aire 37'. 454, 20K mi, luxury std equip, 6.5 Onan, Auto-Hyd jacks, Dr/door, basement storage, 2/air, 2/htr, rear island queen, white Corian, upgrade stereo w/CD. Extwhite/bik, int-grey/mauve & mahogany. Must see, excel cond. \$65,500. (602) 491-9784. #0889194

FOR SALE: Newer home in Arkansas Ozarks. On Scenic Hwy 7; south of Jasper 1,950 sq ft, 2.5 acres, Ig vaulted oxilling, lvg rm, tam rm, 2-bd/2-ba, covered porches, patio. Self-contained guest cabin. Circular driveway, greenhouse, pond, orchard, gar-dens \$89,000 (501) 446-2933. #108781

FOR SALE: Ford Bronco II XLT. 4WD, V5, auto trans, PS, PB, AC, 37K mi on rebuill eng. \$6,000 OBO. Need to sell. (209) 531-2044. #1972252

FOR SALE: Forced to sell due to illness. Membership in "R" Ranch, Napa Co., CA. Paid \$12,000, sell for \$6,000 OBO. Also: 1 eek timeshare: Thunderbird Resort, Sparks, NV. Paid \$9,000, sell for \$5,000 OBO. (707) 539-1112. #982957

FOR SALE: 1990 Ford F250 Extra Cab XLT Lariat, 7.3 Diesel auto w/overdrive, fully loaded incl capt's chairs, tow pkg, gooseneck hitch for 5th wheel, PS, AC, PW, PL, more, Excel cond w/only 68K ml. \$15,900. (510) 449-5164 eves or ly msg. #1953042

FOR SALE: Misc items. '77 Dodge mobilehome Monaco 23' 54K mi, new tires (7) \$7,000 OBO, '66 Ford pickup camper spe-cial/work truck \$750 OBO, 350-ft new phone line-direct burial multiline \$100, 2-axle trailer 4 1/2 x 16' elec brakes, HD \$500 1-axle trailer 5'x8' \$100. Bediiner for full size Ford pu \$50. HD Const tool box for step side pu \$50. (408) 246-1669 after 5pm. #1586447 Ø

FOR SALE: 22 mag revolver S&W, new in box, Also, Fussian SKS Curio Relic long guns-not on ban list in CA. Scope, synthetic stock, semi-auto, sling, 10 round mag, reg is not required under current state law. Have no FFL and am not a gun dealer. Will sell or trade. (510) 372-5893. #2084439

FOR SALE: 3 city lots. In Klamath Falls, OR. Golling, store, bus on bik town 3/4 ml. All utilities at curb. \$3,000 dn-\$100/mo or \$14,000. (541) 798-1073. #0728471 Ø

FOR SALE: '83 Beachcraft. 18 1/2 ft Cuddy, 305 V8 OMC. fish/ski; depth finder, porta-potty, compass, cass stereo, dual axle trailer, new rubber, blue/white. \$6,000 DBO: (415) 726-4326

FOR SALE: Misc items. 3-sp boys bike \$40, 1970 Ford trk cab glass, tinted \$25. Elec hedge trimmer \$15. 2-coil springs (rear) for 64 Chev \$40. Elec soldering from w/var heat \$10. Excercise bike neter \$50. Garage vacuum 1:25hp 5 gal cap, needs work \$10 (415) 593-6385 #558767

FOR SALE: 1924 Cadillac. 4-door, very good cond \$16,000 Also: 1926 Dodge touring car, needs upholstery \$5,000. (408) 258-7935 or (209) 239-2264. #0931083

FOR SALE: Portable electric cement mixer. 1/4 yd, good cond \$375 OBO. Also: Homelite chain saw, 16" Super XL \$76. (916) 482-1969 (Sacramento, CA). #1058503

FOR SALE: Home in Brookings, OR. Fantastic view of ocean, harbor, city, Pelican Bay, light house, etc. 2,700 sq-ft, 3-bd/3-ba, RV parking, covered boat storage, 2 garages, in-law quarters w/kithcenette, garden, 2 shops. \$269,000. (541) 1130324

FOR SALE: Art piece. Beautiful Italian white marble statue of Eve. 4-ft tall and 32" marble base. \$3,000 OBO. Also: 1970 Cord. Replica by Samco. 440 V8, new tires, top, PS, PB, PW, real sharp. must sell \$14,000. (707) 823-4667. #924959

FOR SALE: Antique French armoire. Solid carved oak w/3 doors, beveled mirror in middle door, carved roses on side doors.

SWAPSHOP



Shelves inside. Measures 5' 3" wide, 7' 9" tall and 1' 6" deep. Minto cond \$6,000. (209) 333-2506. #1774822 FOR SALE: 1989 Ford F350. Red w/grey int. new tires, 4X4,

heavy duty tow pkg, big diesel eng, rear bumper, bed liner, 2 tanks, sliding back window, more. 31K mi. \$15,995. (415)692-3635 or (415) 515-2275. #1203443

FOR SALE: 76-acre ranch. Double utilities and city water, 1

well, excel white rock road onto and on property, creek, 75% wood-ed, excel bidg view sights or trailer locations. 4 mi north Marble City, OK, Low taxes, excel retirement, P.O. Box 9, Marble City, OK 74945 or call (918) 775-4647, #1651736

FOR SALE: 1987 Chevy S10 Blazer. 4X4, one owner, 2-tone. green/white Loaded PW, PL, PS, AC, auto, cruise, AM/FM cass, alloy wheels. All maintenance records and books avail Mechanically sound, 110K mi, excel cond in/out. Lo blue \$5,800-hi blue \$8,800, Sell \$6,800, (707) 632-5677. #2077224 @

FOR SALE: 1964 Classic T-Bird. Blue in/out, needs paint and top. No rust. Power windows & seat, new rebuilt 390 V8. \$6,000. Photo avail. if interested. In Shawnee, OK. (405) 273-6015.

FOR SALE: Duplex in Modesto, CA. 2-bd/1-ba units, one 1.200 sq ft w/double garage, other 1,000 sq ft w/single garage (all w/openers). Walk-in closets, new roof, carpel, paint in/out, distriwashers. Lg unit has new heat pump, small unit has new slove and hood. \$155,000 OBO. (209) 575-2456. #904634.

FOR SALE: '69 Nova. 6-cyl, column shift 3-sp, good work car \$850 OBO. Also: portable air compressor, 7-gal tank, 100 lbs pressure, auto on/off, 110 v elec: \$85 OBO. Prof model hair dryer on stand w/rollers, 3-settings, 110 v elec: \$75 080. (209) 823-1906

FOR SALE: Burial plots, 2 spaces, Green Lawn Memorial Park in Colma, Ca. Lot 79, Good Shepherd section, spaces 9 & 10. (415) 591-3716. #1382469

FOR SALE: Aux. 50-gal gas tank for p/u trucks - w/accessories. Like new. \$340 OBO. (707) 747-3171. #1759119 ⊕

FOR SALE: 2-bd house on 4 lots. Four out bldgs, 20+ fruit/nut rees, concrete drive & patio, new carpet, all fenced, city water, sewer & well: \$75,000. Also: adjoining 95' x 60' lot w/8' x 40' mobile w/lg porch, storage bldg, cement pkg, good rental: \$35,000. Self separately or both for \$105,000. (707) 995-7031. #1196400

FOR SALE: 1996 Bounder motorhome. Sudden death in family forces sale. 28-ft — a real steal! Assume loan, TOP. Used 1 time: Double bed, fully loaded, 2 TVs, VCR, window coverings & more. (707) 837-9372 #0994110

FOR SALE: 4,000-gal alum semi tank. Excel cond \$3,500 OBO. Also: 1970 Bobcat 610, good digger, Wisconsin attachm ready: \$2,500. '74-'79 GMC full time transfer case, turbo 400 & converter: \$400. 30-06 scope A1, made in Spain: \$200. 1980 YZ125 Yamaha, new lower/upper end: \$800. (510) 672-5117.

FOR SALE: '78 Corvelle \$6,000. Also: '85 Z28 hood, doors, ttops/radiator, brakes, master cylinder. (408) 757-5614. #1192168

FOR SALE: Homette motorhome. Excel cond, clean, 24' x 60', In park in Brownsville, CA. 3-bd/2-ba, lvg/lam rm, dining rm, carpet, Pettet heater & cent heat, water cooler, W/D, ref, 8' x 50' covered deck, 2 storage sheds. \$27,000. (916) 675-1433. #1178350@

FOR SALE: '93 Four Winds 5th wheel. Cent air/heat, micro. dbl refrig, slide-out L/D, awning, mini blinds, full bath. Also: '89 Dodge 350 LE, Cummins diesel w/Honda generator. All for \$29,000. (209) 852-2054. #589221

FOR SALE: Mobilehome. 55+ Senior Park in Concord, CA. 1bd, 16' x 44', double-wide w/screened in porch, covered patio, car-port, very spacious. Excel location. \$19,950. (415) 825-5496.

FOR SALE: 1987 Mazda RX7. Excel cond in/out. CC, AC, AM/FM cass, sun roof, tinted rear window. Red body color. Must see. \$5,000 OBO. (916) 273-6852 #1829436 ®

FOR SALE: 1975 Oldsmobile Calif Cutlass. 2-dr, hardtop, color butterscotch w/cream top, white int, one owner, rebuilt trans, new rotors and brake linings, deluxe steering wheel, AT, PS, good transportation. \$2,000 OBO. (510) 443-5927 #947100

FOR SALE: '84 Ford Backee 555. Cab w/heater, 4-n-1 loader, extendo, new tires \$14,500. Also: 1960 Adams grader, 12-ft blade, runs great \$4,500. Sport camper shell, full size, insulated, sliding glass cargo door \$375. Porta Fid (FID), new, gas leak detector, to detect hydrocarbons \$2,500. (408) 274-7595. #1137643

FOR SALE: 1930 Model A Ford Coupe. First class condition, rumble seat. \$10,000 OBO. (916) 284-6809. #0256621 @

FOR SALE: 1966 Jaguar. 3.4 liter, "S" type, 4-dr sedan, leather, walnut burl, rt hind drive, all orig, looks and runs great. \$8,500. Also: 1974 22-ft Catalina sailboat on trailer \$3,000. (510) 283-1329. #16593360

FOR SALE: 1992 Cord Custom Van conversion, Loaded. leather seats, etc. \$19,000. (916) 244-7388. #2016965

FOR SALE: Motorhome. 1984 Ford Establishment. 24-ft, 460 Ford eng. 51K ml, good cond. \$11,500. (916) 372-3376. #0714950

FOR SALE: Commercial bidg in south Oregon, Approx 11,000 sq fl. Ready to open as grocery/supermarket, "Already stocked" new 15-yr root, many 12-door refrigerated cases, refrig units in top cond. Money-maker. (916) 243-4302 for more info. #0865537 @

FOR SALE: Fergerson 38 tractor and two axle ramp. Zeman trailer, \$7,500, (408) 296-4686 eves, #0814769

FOR SALE: Burial plots. Roselawn Cemetery in Livermore, CA. 2 spaces: \$1,000 for both. (209) 523-6244. #1786470

FOR SALE: 1955 International 1/2-ton pickup. Runs good, body in good corid. \$950 OBO. (209) 931-3092. #0858085

FOR SALE: Class A motorhome. 23-ft Allegro. Low miles, 7 new tires, propane or elec, micro, AC, furnace, Onan gen. (916) 273-3666. #0290278

FOR SALE: 1966 Mustang. 289 V8, vinyl top, Pony int, all orig. 120K mi, new paint (orig color), new wiring and brakes. Min cond. \$10,000. (916) 622-6982, #2170805

FOR SALE: 1977 Road Ranger motorhome. 24-ft, Dodge 440 CiD, 44K mi, dual air, stereo, CC, excel cond in/out. Well maintained. (408) 336-8663. #1155490

FOR SALE: Easy Lift hitch. 1,000-lb heavy duty tow bar. (510) WANTED to borrow: \$20,000, to be secured by a new first mortgage against house and land on Oregon coast. Tax assessment is \$32,000; 9% Int, amortize over 30 yrs, \$160.92/mo pmt; if desired \$17,887 balloon payment in 10 yrs. Excel credit history. Alexis Soule (510) 654-4025. #1896082

WANTED: FMC motorhome. 29-fl, give condition, floor plan and price. (707) 442-0993. #354313

WANTED: Office trailer. Used; in any condtion. (707) 874-1839. #1312993

WANTED: Motorhome to rent. Just retired non-smoker wishes to rent 28' to 30' motorhome for 3 to 4 weeks. Will provide insurance and deposit. Sacramento or Placerville area. (916) 676-8656.

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 SwanShop. Engineers News reserves the right to edit ads. NO PHONE-IN ADS PLEASE, LIMIT 2 ADS PER ISSUE.

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

Operating Engineers Local Union #3 1620 S. Loop Rd., Alameda, CA, 94502 ATTN: SwapShop'

OR FAX ADS TO: SwapShop (510) 748-7471

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

NOTE: DUE TO RECENT HIGH VOLUME, SOME ADS MAY RUN FOR ONE MONTH ONLY. PLEASE RESUBMIT YOUR

PERSONAL NOTES



- > The Santa Rosa District wishes to extend its congratulations to brother Robert Crosby on his marriage to Laquita Crosby on June 29 in Reno. The couple will reside in Santa Rosa. Condolences to the families and friends of the following departed brothers: George Warren (6/28); J.C. Capps (7/4); Robert H. Kearns 7/18); and to Betty E. Wagner (7/16), wife of brother Eugene Wagnon.
- > From the Reno District: Congratulations to Winona and Al Hummel on the birth of their new baby boy, Clayton Adam Hummel, who was born on July 7.
- > The Sacramento District would like to congratulate Vernon and Brenda Poole on the birth of their daughter Brittney Amber on June 26, 1996. She weighed in at 8 lbs., 14 oz. Sincere condolences to Earle Koser on the recent death of his wife Nona on July 17.

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OPERATING ENGINEE



UCAL UNION NO. 3

RETIREE ASSOCIATION MEETINGS

SALT LAKE CITY - PI Chot Picroc & Meeting Sat. August 24, 1996 12:00PM Murray Park 495 E 5300 S Murray, UT

OAKLAND - Nu Chapter Wed Sept. 4,1996 10:00 AM Oakland Zoo, Snow Bldg. 9777 Golf Links Rd. Oakland, CA

CONCORD - Mu Chapter Thurs. Sept. 5,1996 10:00 AM Concord Elks Lodge #1994 3994 Willow Pass Rd. Concord, CA

Thurs. Sept. 19, 1996 10:00 AM. Lakeport Yacht Club 55 5th Street Lakeport, CA

SANTA ROSA - Chi Chapter Thurs. Sept. 19, 1996 2:00 PM. Luther Burbank Center 50 Mark West Springs Rd. Santa Rosa, CA

WATSONVILLE - lota Chapter Tues. Sept. 24, 1996 10:00 AM VFW Post 1716 1960 Freedom Blvd Freedom, CA

SAN JOSE - Kappa Chapter Tues. Sept. 24, 1996 2:00 PM Italian Gardens 1500 Almaden Rd. San Jose, CA

AUBURN - Epsilon Chapter Tues. Oct. 1, 1996 10:00 AM Auburn Recreation Center 123 Recreation Dr. Auburn, CA

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

FRESNO - Theta Chapter Potluck Picnic & Mtg. Thurs. Oct. 10, 1996 11:00 AM Woodward Park - Valley View Area 7775 Friant Fresno, CA

EUREKA -Alpha Chapter Tues: Oct. 15, 1996 2:00 PM Operating Engineers Bldg. 2806 Broadway Eureka, CA

REDDING - Beta Chapter Wed, Oct. 16, 1996 2:00 PM Moose Lodge 320 Lake Blvd. Redding, CA

MARYSVILLE - Gamma Chapterl Thurs Oct. 17, 1996 2:00 PM Veterans Memorial Center 1703 Elm Street MarysvIIIe, CA

Thurs. Oct. 24, 1996 10:00 AM Tuolumne River Lodge 2429 River Road Modesto, CA

STOCKTON - Eta Chapter Thurs, Oct. 24, 1996 2:00 PM Operating Engineers Bldg. 1916 N. Broadway Stockton, CA

FAIRFIELD - Chi-Gamma Chapter Tues Oct 29, 1996 2:00 PM Operating Engineers Bldg 2540 N. Watney Fairfield, CA

S. F.-SAN MATEO - Kappa Nu Chapter Thurs. Nov. 7, 1996 10:00 AM IAM Air Transport Employees 1511 Rollins Road Burlingame, CA

IGNACIO - Chi Beta Chapter Thurs. Nov 7, 1996 2:00 PM Alvarado Inn 250 Entrada Novato, CA