Traffic Busters!

The first leg of Oakland's Cypress freeway opens
Local 3 and UPS labor disputes bear ‘striking’ similarities

Several hundred Local 3 members working in the rock, sand and gravel industry throughout Northern California have just concluded a week-long strike and have ratified a new three-year contract.

It is coincidental that the timing of our strike occurred simultaneously with the national UPS strike. However, it will come as no surprise that their dispute and ours bear some “striking” similarities on the issues.

The UPS strike came at a time when the nation’s largest parcel-shipping company is enjoying strong profits, yet the company demanded major takeaways from its employees. Our strike came at a time when the construction industry is booming and suppliers of aggregate are making money hand over fist in an effort to keep up with the demand. Yet, these employers were also demanding major concessions from the workers.

UPS wanted to increase the number of part-time jobs and pull out of the Teamster pension plan, into which the company contributes $1 billion a year. To accomplish this, management used a “divide-and-conquer” strategy against its Teamster employees, telling its full-timers not to be concerned about the part-timers’ plight. Why, asks UPS, should a $50,000-a-year driver with seniority lose money in a strike over the job opportunities or pay of “kids” earning $8 an hour?

In our case, there were four unions – Operating Engineers, Teamsters, Laborers and Machinists – negotiating jointly with the employers. Management wanted to reduce the contribution into the unions’ pension funds. They wanted to do away with daily overtime, gut the seniority clause and eliminate the hiring halls. They even wanted to freeze payments on one of the union’s health and welfare funds. Some of their proposals would ultimately have pitted one union worker against another.

After a week-long strike, the employers realized our members were not going to accept such uncalled for take-aways. We were getting strong support on the picket lines. Feelings of outrage and frustration were deep because we had shared in the employers’ pain during the past two contracts when times were lean by accepting freezes and in some cases cuts. Now when we ought to be sharing in the company’s gain, there were only more cuts on the table.

After a week-long shutdown, the employers finally offered to resume negotiations. We agreed only on condition that these take-aways be taken off the table. Once that was agreed to, both sides were able to hammer out a new agreement fairly quickly containing good wage increases.

With the UPS strike, the Teamsters were also able to shut down the company’s operations to a trickle. UPS finally agreed to back off its most unreasonable demands. Teamsters were successful in bargaining for 10,000 new full-time jobs, wage increases for both full and part-time workers and preservation of the Teamster pension plan.

These strikes illustrate where many employers are going in the 90’s. They are singing pretty much the same song to the workers – “Give us your skill, your toil and good health. We’ll give to the bosses and stockholders the wealth.”

Fortunately, it’s such a lousy tune, it’s not selling very well to the public.
Rock, Sand & Gravel ratifies new agreement after week-long lockout

By James Earp & Steve Moler

Operating Engineers, Laborers, Teamsters and Machinists have ratified a new three-year contract with the Northern California Rock, Sand and Gravel Producers Association after a week-long lockout that shut down much of the aggregate industry in the Valley and Bay areas.

The new three-year agreement provides for an across-the-board wage increase of $.75/hour each year for all crafts, except RMC Lonestar's plants in Fresno, which took a freeze the first year and $.25/hour increase in the second and third years.

"We feel the new contract is a major improvement over where we were when negotiations finally broke down before the strike," said Local 3 Vice President Pat O'Connell, who chaired the negotiations for the unions. "Our members sacrificed out of their own pockets during the last two contracts when times were lean. Now with construction booming, the employers came back with even more take-aways. We couldn't accept that."

When contract negotiations began in May, the employers wanted to turn Saturday into a straight-time work day, eliminate overtime after eight hours, gut the contract's subcontracting clause, eliminate employee protections in the event of mergers, leases or sales of existing plants and eliminate pension contributions after 2,000 hours in a year.

Negotiations continued in June with little movement by the employers on the take-aways. During this time, the crafts filed several unfair labor practice charges against the employers, including alleged surface bargaining and failure to provide information about the employers' plans for acquisitions of existing and future rock, sand and gravel facilities.

When negotiations failed to progress, the four crafts initiated a two-day unfair labor practice strike July 22-23 at two facilities: RMC Lonestar's plants in Pleasanton and Rancho Cordova. The employers responded by locking out their own pockets at the remaining 13 sites operated by the employers of the association. One employer, Teichert Aggregates in Sacramento, refused to lock out their union employees and subsequently withdrew from the association.

After the two-day protest strike, both sides returned to the bargaining table. Although some of the employers' take-aways were removed, several remained, including the subcontracting language, elimination of merger-lease protection, pension cuts and weakening of the seniority clause.

What baffled the unions was that Kaiser Sand & Gravel and Local 3 had just completed negotiations for a separate agreement at Kaiser's Sonata Plant. The new agreement provided a 70-cent hourly wage and fringe benefits increase each year of the three years of the new agreement. This was accomplished in just two negotiating sessions. Why, the unions wondered, were the association employers making such outrageous demands?

Negotiations continued on and off until the morning of August 7. Finally the four crafts, frustrated with the employers' refusal to bargain seriously, initiated a second unfair labor practice strike this time at Granite Rock's Wilson Quarry in Aromas near Watsonville. Granite Rock immediately locked out union members at its other facility in Hollister. By the shift change that afternoon, the employers locked out union members at all the other sites throughout Northern California. The unions responded by setting up 24-hour pickets at all locations. No new negotiations were scheduled until August 20.

During the one week dispute, spirits remained high on the picket lines. Members at the El Charro Road picket in Livermore told Engineers News that they didn't want to return to work until an acceptable agreement was reached.

Within a few days, it was clear the strike had reduced output at the facilities to a trickle. Employers asked to resume negotiations before the scheduled Aug. 20 date. The unions agreed on condition that both sides take everything off the table and focus on the economic package.

Within a day, a tentative agreement was hammered out. Union members returned to work on Aug. 14 while ratification meetings were scheduled. Local 3 members approved the new contract by a vote of 173 to 31.

What the new contract provides

- **Economic Package.** All crafts receive $.75 an hour wage increase each year of the three-year agreement. Employees at RMC Lonestar's plants in Fresno receive no increase the first year and $.25 an hour in the second and third years.

- **Starting Time.** Starting times on two- and three-shift operations have been extended by one hour. The starting time window is now 4 a.m. to 8 a.m.

- **Hiring.** Hiring during the peak production period between June 1 and November 15, the employer may request any employee from the A, B or C list by name if there is less than 15% on the out-of-work list. This is the same provision that exists in the Master Construction Agreement.

- **Retiree Work Provision.** New language which parallels that which already exists in the Master Construction Agreement specifies conditions under which a retiree at least 62 years old may return to work on a temporary basis.

- **InterCraft Transfer.** New language more clearly defines circumstances in which an employee may work in another craft's classification.

- **Work Week.** The employer may establish a 4/10 workweek - Monday through Thursday or Tuesday through Friday - if the union and employer agree to it.

- **Seniority.** The waiting period for bumping rights in the event of a layoff has been extended to two days.

- **Saturday Make-up Day.** The employer may schedule a Saturday make-up day at straight time if employees are unable to work an entire shift because of inclement weather or major mechanical breakdowns. Saturday make-up days are not mandatory and no employee may be disciplined for refusing to work a make-up shift. This language is consistent with that which has been in the Master Construction Agreement since 1981.
Gearing up for Election '98

Union members learn the art of phone banking, put knowledge to work in new political action program

By Jennifer Gallagher

Technological progress invariably brings with it new and better ways of communicating with large numbers of people. Radio, television, fax machines, the internet and e-mail are all effective methods of reaching people. But, despite the improvements that technology brings, the best way for labor unions to communicate with their members remains the telephone.

Good old-fashioned phone banking has long been the key to educating members on issues and events that will affect their livelihood. Campaign reform laws such as Proposition 208 have vastly reduced the ability of labor and other organizations to contribute money to pro-union political candidates. Effective grassroots phone bank operations will take on even greater importance than ever before in future elections. Unions will need to take a more hands-on approach to supporting labor-friendly candidates, and phone banks will provide labor with a proven method of member communication.

The California Labor Federation is sponsoring a new phone bank project that coincides with a massive mail program designed to educate and inform union members of important issues affecting their lives and pocketbooks. Business Manager Don Dones, in keeping with his TOPS (Training, Organizing, Politics, and Service) program, directed Local 3 Staff Attorney Mark Kyle to conduct extensive phone bank training sessions prior to the program's launch so staff and activist members, not only from Local 3 but several other trades as well, could learn how to effectively run a phone bank and train to be phone bank supervisors.

Beginning the second week of July, Kyle conducted training sessions in several districts, educating more than 150 people in the art of phone banking. Staff members, Executive Board members, Grievance Committee members and other politically active rank-and-file members were taught how to take on a leadership role. When the need for a collaborative phone banking effort arises, Local 3 can not only send people to staff the phones, but can actually run phone banks throughout the union's jurisdiction. In fact, shortly after the earliest training sessions, some of the participants went right to work in phone banks in their areas to support the labor federation's new phone banking project.

New program addresses daily overtime

The issue being addressed during this first run of the new program is the eight-hour day. When the Industrial Welfare Commission, under Gov. Pete Wilson's directive, recently repealed overtime pay after eight hours worked in a day, two bills that would restore the eight-hour day to California law were introduced into the Legislature.

The bills, AB 15 by Wally Knox (D-Los Angeles) and SB 680 by Hilda Solis (D-Los Angeles), were passed by the Legislature last month, but were facing an expected veto by Gov. Pete Wilson (see inset for more information on the veto). The authors of the bills did not have enough votes to override the anticipated vetoes. So organized labor stepped in to try to generate the support needed to ensure that the bills would become law by targeting legislators who had voted against the bills.

Mailings were sent to union members in targeted districts urging them to express their support of the bills by contacting their legislators. The members were also asked to send postcards addressed to their legislators back to the labor federation. These cards would then be forwarded to the appropriate assembly member or senator. The phone banks were established to act as a follow-up to the mailings.

Widespread effort

Phone banks were held in several targeted areas, including Napa-Solano, Redding, Marysville, Sacramento, San Jose, Modesto, and Contra Costa and Alameda Counties, with some of them even being held in Local 3 halls. In addition to the Operating Engineers, several other unions participated in the phone banks.

The Napa-Solano phone bank, which was held in the Fairfield District office, saw 69 people come in to staff the phones over 10 shifts. In the Marysville District, the phone banks were open for four nights with 23 volunteers participating. In Contra Costa County, Oakland Business Reps Joe Tarin and Walt Powers and Local 3 Organizer Jay Bosley ran the phone bank over nine nights. A total of 114 people volunteered their time to call their fellow union members. The training sessions really paid off, as they exceeded their completed call goal.

Looking toward the future

The labor federation is just starting to get the first set of postcards back from the mailing, and the numbers look good so far. Although it's still too early to tell how successful the overall program will be, the positive early returns ensure that this system of sending out a mass mailing and following up with phone calls will be put into practice extensively during the 1998 elections.

If you are interested in participating in future phone banks, please call your district office to put your name on a list. As the election season approaches, your help will be needed more than ever to protect the rights of California's working men and women.
Local 3 awards 4 scholarships to high school seniors

Four high school seniors have won academic scholarships from the 1997 Local 3 College Scholarship Awards. The winners are sons and daughters of Local 3 members. Two $3,000 scholarships were awarded to the top female and male applicants, and two $2,000 scholarships were awarded to each female and male runner-up.

The Operating Engineers Local 3 Federal Credit Union contributed half of the dollar amount of each award. A scholarship selection committee comprised of faculty from UC Berkeley's Center for Labor Research and Education chose the four finalists.

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

OANH DANG
FIRST PLACE, Female ($3,000)
Hometown: West Valley, Utah
School: Hunter High School
Educational/career goals: Medicine
Colleges/universities applied: Univ. of Utah, UCLA, UC Berkeley, UC State Utah
Activities: National Honor Society, senior class president, junior class vice president, Key Club member and officer, Renaissance Club, MESA Club member and officer, State Math Contests, Multicultural Assembly, School Pride Activities, Reflections Contest, hospital volunteer, Toys for Tots, varsity tennis, piano, bike riding, writing poetry.
Achievements: High Honor Roll all three years of high school, National Leadership and Service Award, All American Scholar Awards, United States Achievement Academy Award, Presidential Academic Fitness Award, prom queen.
Parent: Thomas Dang

MICHAEL WOOD
FIRST PLACE, Male ($3,000)
Hometown: Sonora, Calif.
School: Sonora High School
Educational/career goals: Computer science
Colleges/universities applied: Univ. of Washington, UC Berkeley, UC Davis, Cal Poly San Luis Obispo
Activities: Cal Club, Scholarship Federation, American Field Service, Science Club, French Club, music: marching band, jazz band, symphony of the Sierra, second oboe, saxophone.
Achievements: High Honors, Golden State Exam (algebra and U.S. history), honorees in Golden Gate Exam (geometry and chemistry), Principal's and Honor Roll.
Parent: Robin Wood

STACEY KRIEG
SECOND PLACE, Female ($2,000)
Hometown: Waboonville, Calif.
School: Monte Vista Christian High School
Educational/career goals: Medicine
Colleges/universities applied: USC, St. Mary's, Cal Poly, UC Davis, UC San Diego.
Activities: Internet Club for 3 years, Math Club, Club Medicine, Calif. Scholarship Federation, Sophomore Class Secretary, JV basketball and cross country, cross country, writing poetry.
Parent: Martin Krieg

LANCE BUSCH
SECOND PLACE, Male ($2,000)
Hometown: Reno, Nev.
School: Earl Wooster High School
Educational/career goals: Art
Colleges/universities applied: Univ. of Nevada, Reno
Activities: Debate team, artwork for school dance, literary magazine, year book and editor, volunteer for National Automobile Museum, leadership conference, volunteer for public broadcasting auction.
Achievements: Red Card for 3.5+ GPA, Best Interior Art for Wooster High Literary magazine, People's Choice Award for sculpture.
Parent: Phillip Busch

Winners of Special $500 Scholarships

Below is a list of the sons and daughters of Local 3 members who won the 20 $500 “Special Scholarship” awards. These 20 scholarships were given in addition to the four regular Local 3 College Scholarship Awards. The names of the Special Scholarship applicants were entered into a drawing and the 20 names selected at the July 19 semi-annual meeting in San Francisco. Congratulations to all scholarship winners.

Bret Bosma
Keswickville, NY
Father: Edward Pollock

Meredith R. Pollock
Incline Village, NV
Father: Ruben Ramos

Marcella Ramos
Modesto, CA
Father: Ruben Ramos

Renee Rivers
Salt Lake City, UT
Father: Ronald Rivers

Jennifer A. Swanner
Eureka, CA
Father: Michael Swanner

Carey Tatman
Robins Park, CA
Father: Dennis Tatman

Alissa J. Williams
Sacramento, CA
Father: Paul Williams

Jeffrey S. Willson
Brentwood, CA
Father: Wayne Surkewitz

Justin L. Wood
West Sacramento, CA
Father: James Wood

Angel Workman
Palo Cedro, CA
Father: Edward Workman
Traffic busters!

Operating Engineers complete first leg of Oakland's Cypress freeway

The forest of crane booms that once filled the skyline along the new Cypress freeway in West Oakland is now thinning as the four-year project winds down. The Cypress reached yet another milestone last month when the first leg of the $1.2 billion, 5.2-mile Cypress replacement was opened to traffic July 23.

Unlike the fanfare that surrounded the opening of the original Cypress in the late 1950s, there were no ribbon-cutting ceremonies, no speeches or other festivities on the morning of July 23, just a line of cars following a police cruiser with red lights flashing in the predawn darkness just after 5 a.m.

The section of the Cypress that opened July 23 — a 5-mile stretch extending from the I-880/I-980 split to the Bay Bridge — was built by six prime contractors: MCM Construction of North Highlands, Kaster Corp. of San Bernardino, Dillingham Construction Co. of Pleasanton, RGW Construction of Fremont, Kiewit-Marmolejo JV and Kiewit-Kasler JV. RGW and Dillingham began their contracts in early 1994, and MCM, Kaster and Kiewit-Marmolejo finished their section in time for the July 23 opening.

But the Cypress is not yet complete. MCM Construction is about half-finished with the final contract, a $99 million 1-mile four-lane elevated section connecting the new Cypress freeway with eastbound I-80. This link is scheduled to open next spring.

The partial completion of the Cypress comes as a huge relief to commuters, who since the 1989 Loma Prieta earthquake have had to detour through downtown Oakland via I-880 and the heavily congested MacArthur Maze. Caltrans expects traffic on I-580 between I-980 and I-80 to drop by 43,000 vehicles a day now that the new Cypress is open. Once MCM completes the final section this spring, traffic is expected to drop by another 75,000 autos per day.

Congratulations to the many Operating Engineers who worked on this historic and vital transportation project.
New mailing labels to contain member registration number

The Local 3 Election Committee voted to add members' registration numbers to the cheshire address labels. The register number will now be a permanent part of the label.

**CALENDAR**

**August**

3 In 1981, the Professional Air Traffic Controllers (PATCO) strike against the Federal Aviation Administration began. President Reagan fired the workers three days later.

7 In 1890, Elizabeth Gurley Flynn, a founding member of the Industrial Workers of the World, was born.

16 George Meany, the American Federation of Labor president who helped facilitate the partnership with the Congress of Industrial Organizations to form the AFL-CIO, was born in 1894. A plumber by trade, he became the first AFL-CIO president.

22 Barbers of Battle Creek, Mich. organized a union, elected officers, and appointed trustees in 1890.

23 Massachusetts labor activists and anarchists Nicola Sacco and Bartolomeo Vanzetti were executed in 1927. They were arrested in 1920 on charges of murdering a shoe factory paymaster and convicted on circumstantial evidence. Sacco wrote, "It is true, indeed, that they can execute the body, but they cannot execute the idea which is bound to live."

24 In 1827, the Mechanics Gazette, the first U.S. labor paper, was published in Philadelphia.

25 A small group of black employees of the Pullman Co. established the Brotherhood of Sleeping Car Porters in New York City in 1925. A. Philip Randolph was invited to address the group, and became its first organizer.

26 Women's Equality Day. Anniversary of certification as part of U.S. Constitution, in 1920, of the 19th Amendment, prohibiting discrimination on the basis of sex with regard to voting.

28 In 1963, Martin Luther King, Jr. made his famous "I have a dream..." speech at the March on Washington for Jobs and Freedom.

**From the Alameda Office:**

Congratulations to Local 3 software trainer Patricia Givens and her husband Jim on the birth of their daughter Katherine Marie (Katie), born May 10, 1997 at Summit Medical Center, Oakland. She weighed 8 lbs., 8 oz. and was 21 inches long.

**From the Rohnert Park Office:**

The Rohnert Park/Santa Rosa office wishes to extend its sincere condolences to the following families and friends of the recently departed brothers: Allan L. Carr (6/7); Stanley Darnell (6/24); Oscar W. Koskinen (6/27); Leroy E. Dunigan (6/27); Myron Sundstrom (7/08); Don Laughlin (7/13); and Claude Brown (7/2). Also the staff is pleased to announce the following: Brother Rafael Estrella (who recently graduated from the Operating Engineers J.A.C.) and wife Irma on the birth of their baby boy, Andres, born on July 12. He weighed in at 8 lbs, 4 oz. Brother Royce Harris (currently working for Parnum Paving Inc.) and wife Dori welcomed their new son, Dehja Rae, on July 1. Dehja weighed 7 lbs, 8 oz.
Two apprentices receive top honors at semi-annual

This year’s Apprentice of the Year award recipients, José Torres of Vacaville and Scott Greiman of Manteca, accepted their prizes at the July 12 semi-annual meeting in San Francisco. Both graduating apprentices are indicative of the quality hands the apprenticeship program is turning out.

Greiman, who won the award in the heavy-duty repair category, completed his apprenticeship with Mountain Cascade Inc., a company based in Livermore, Calif., that specializes in underground construction. Mountain Cascade Equipment Supervisor Rodney Michaelson, in a letter of recommendation, wrote: "If the apprenticeship program were perfect, then more mechanics would turn out like Scott. Over the last four years, Scott has progressed into a quality journeyman mechanic that any contractor would want as their employee. Scott’s work ethics and enthusiasm that he brings to his craft are a benefit to everyone working with or around him."

José, who won his award in the equipment operator classification, worked for several employers before finding a home with W.R. Forde Associates of Greenbrae. He worked on various types of projects and became proficient on several pieces of equipment. He did his initial training at the Sacramento Job Corps before entering the Local 3 apprenticeship program. José averaged over 1,500 hours during the last three years of his apprenticeship.

Congratulations to both members for a job well done.

New crane equipment keeps operators on cutting edge

The crane industry has experienced dramatic changes in the past several years. Not only has design and configuration of cranes changed, but technology and microcomputers have been integrated into the operator’s cab.

To keep up with these changes, the Rancho Murieta Training Center has been modifying its crane training and upgrading equipment. One recent addition to the crane training program has been a multi-purpose load indicator that’s now available for journeymen and apprentices for upgrade training.

The W1250 Series load moment indicator, courtesy of Anthony Crane Rental and Wylie Systems, uses a microprocessor and has a digital display. The main function of this system is to provide visual indications of angle, load, radius, capacity, and so on, and allows the operator to set limits on these indications. The display panel is comprised of a digital display screen, a bar graph, eight indicator lights, a sound alarm and a key pad.

With its computerized system, a crane operator can input information simulating a pick of a certain load size, crane configuration and radius. The indicator will then display information that allows the operator to monitor the load and warns if the load limits will be exceeded.

David H. Smith, western sales manager for Wylie Systems, and Greg Mears from Anthony Crane Rental delivered the unit to the training center and gave a one-day seminar and demonstration on the use of the system. This load moment indicator will give our members invaluable training experience and keep our crane operators for Local 3 the best in the industry.
Federal court upholds confidentiality of EAP records

A recent ruling out of a federal district court in Pennsylvania endorsed last year's holding by the U.S. Supreme Court that employee assistance records should be treated as confidential material, says Sheila Macdonald, director of legislation and public policy at the Employee Assistance Professionals Association in Virginia.

In Greet v. Zagrocki, the district court refused to allow the EAP records from a police officer's alcohol dependency treatment as evidence in a civil rights suit filed against the officer. The court based the Greet decision on a 1996 U.S. Supreme Court ruling, Jaffee v. Redmond (No. 96-2200, E.D. Pa., 12/16/96) in which the high court ultimately determined that records kept by EAPs who are licensed mental health professionals are protected from use in federal court by psychotherapist-patient privileges.

The Greet decision does afford employers some protection when they discipline an employee who is undergoing counseling for performance-based issues, says Macdonald.

"Employers that hire or contract with EAPs...often [have to defend] the argument that they know what employees discuss with the EAP in counseling sessions," she explains. By establishing that the conversations between the EAP and employee [and notes and records from the sessions] must be kept confidential by law, [the Greet decision] makes it clear that the employer has no access to this kind of information.

In Greet, two men alleged that a Philadelphia police officer forced his way into their apartment and held them at gunpoint for about an hour. As part of a lawsuit filed against the city, the men claimed that city officials knew the officer was an alcoholic who had abused his authority as a police officer in the past.

They requested that the city provide the employee's EAP files including "documents maintained by any in-house alcohol dependency programs operated for the benefit of police personnel." The city refused, arguing that the EAP is required to maintain the confidentiality of its clients and is not even allowed to share information with the police department.

In Jaffee, the administrator of the estate of a man who had been shot and killed by a police officer tried to obtain notes of counseling sessions the officer had attended with a licensed social worker in the aftermath of the shooting.

The high court ultimately held that those notes were protected by psychotherapist-patient privilege. "Jaffee compels the conclusion that the EAP files that [the victims] have sought are [also] protected from disclosure," the district court held.

Ain't nothin' sissy about anti-vibration gloves

Anti-vibration gloves? What sort of an equipment operator would wear such a sissy thing? It wasn't many years ago that hard hats, roll-over-protective structures and seat belts were considered sissy stuff. But if you have been around a little while you probably know someone that would not be here today if not for these safety items.

Hey, I don't run a jack hammer, why would I need these fancy gloves? How about on crushers, impact wrenches, vibratory other work In many cases both hands are effected.

The palm of the hand, which contains a network of nerves and blood vessels, should never be used as a hammer nor subjected to continued firm pressure. Repetitive or prolonged pressure on the nerves and blood vessels in this area can result in pain either in the palm itself or at any point along the nerve pathways up through the arm and shoulder. Other parts of the body, elbow joints, shoulders, etc., can become painful for similar reasons.

Mechanical vibration. A condition known to stone cutters as 'dead-fingers' or 'white fingers' (Raymond's phenomenon) occurs mainly in the fingers of the hand used to guide the cutting tool. The circulation in this hand becomes impaired, and when exposed to the cold the fingers become white and without sensation, as though mildly frostbitten. The white appearance usually disappears when the fingers are warmed up for some time, but a few cases are sufficiently disabling that the victims are forced to seek other work. In many cases both hands are effected.

The condition has been observed in a number of other occupations involving the use of vibrating tools, such as air hammers used for scarfing metal surfaces, the air chisels for chipping castings in the metal trades, and in chain saws used in forestry. The injury is caused by vibrating the fingers as they grip the tools to guide them in performing their tasks. The relating damage to blood vessels can progress to nearly complete obstruction of the vessels' capacity for blood flow."

You don't have to be much of a rocket scientist to figure operating engineers use vibrating tools that would subject them to the same stresses.

See 'Safety' pg. 28
Hands-on classes start this fall, culminate with May 9 competition

It's that time of year again to start our hands-on classes. September 13 will be our first class, and we will have a class the second Saturday of each month until the hands-on competition on May 9.

We will be covering many of the day-to-day procedures as well as GPS. Hans Haselbach has again agreed to bring in the newest GPS equipment so our apprentices and journey upgrades can keep up with technology.

During the summer months many surveyors are working overtime and occasionally miss a class. The winter is a good time to make up topics you might have missed due to the heavy work load. If you work until 6 p.m., you can still make a 6:30 p.m. or 7 p.m. class. Please don't get behind in your classes and topics. The classes are very helpful in making you more employable. That's not a bad tradeoff for going to class just one night a week.

The NCSJAC graduation is set for August 17. This year we are looking forward to honoring at the function nine chain-level graduates and 10 party chief graduates. This is a chance to get recognized for your hours of dedication and achievement in the program, which is jointly sponsored by Local 3 and Bay Counties Civil Engineers and Land Surveyors Association.

Hans Haselbach will once again teach apprentice and journey-level surveyors how to use the latest GPS equipment.

Prepare for the competition killer!

Coming to a ballot box near you is an initiative that could put much of California's private surveying industry out of business.

California voters will be treated to yet another disastrous ballot initiative, perhaps as early as the June primary. The Professional Engineers in California Government (PECG) has gathered enough signatures to place this competition-killing initiative on the June ballot.

The initiative, deceptively titled the “Government Cost Savings and Taxpayer Protection Amendment,” would all but eliminate private-sector competition for state funded or administered design contracts for projects over $50,000. It would mandate the state controller to evaluate the cost of all public works design, engineering, survey and geotechnical projects. If the controller determines that the state can do the work at less cost than a private firm, state engineers would do the work.

Here's why this initiative would establish a rigged bidding system and devastate the private construction industry. In comparing bids, the state, under this initiative, would not have to include essential job expenses such as wages, rent, utilities, phones, office expenses, insurance, health and safety experts, legal and capital costs. But bids from the private-sector would have to include all costs.

This, of course, would make it difficult, if not impossible, for a private firm to ever beat the state's bid. Private design firms would be virtually shut out of all design projects for schools, public colleges, hospitals, correctional facilities, courthouses, transportation and infrastructure projects, and other projects receiving any state funding or requiring state approval. Only state engineers would get these jobs, and taxpayers would pay the price. The state would have to hire up to 12,000 new state employees at a cost of $1.5 billion.

In the past few years, many engineering firms have increased public agency work. When the private market was in the dumps during the recession of the early 1990s, public agency work was a major factor in providing jobs for many of us. Most of the jobs were funded in part by state money. Even projects where developers pay for roadway or other improvements may require state approval. All of these types of projects would come under provisions of the PECG initiative. As much as 80 percent of our work could be affected.

Another problem with the PECG initiative is it would create a virtual public works czar giving one politician, the state controller,
How new pension improvements will affect you

Business Manager Don Doser announced in May that the Board of Trustees of the Pension Trust Fund has established a new Service Pension and a Rule of 85 Pension effective Jan. 1, 1997.

Under the new provision, a participant who is at least 55 years of age and whose age and pension credits in Local 3 equal 85 can retire on a full pension. All participants will be receiving a notice from the Trust Fund Service Center about this new Service Pension and about the new five-year vesting provision, which goes into effect Jan. 1, 1998.

Here is a summary of the Rule of 85 Pension provision:

The effective date for the Rule of 85 Pension is January 1, 1997. The Rule of 85 Pension provides for a full pension with no reduction for your age. You are eligible to receive a Rule of 85 Pension, if you meet all the following requirements:

- You are at least age 55
- Your age plus your years of credited service (pension credits) equals at least 85
- You have at least 2,000 hours paid into Local 3's pension fund in the 72-month period immediately preceding your pension effective date
- You have at least 350 hours paid into Local 3's pension fund in one of the two plan years immediately preceding the pension effective date or during the year of the effective date. This requirement may also be satisfied if:
  1. You have worked at least 350 hours for which contributions are required to be made to a pro-rata plan, or
  2. If you are unemployed, you were registered under the job placement regulations and were available for covered employment in Local 3's jurisdiction during such period, and
  3. You have not previously received an Early Retirement Pension, and
  4. You have timely filed a pension application.

A maximum of five credits may be related credits earned under a pro-rata plan (Local 12, Local 302, and so on). Related credits earned in a reciprocal local will be calculated under Local 3's pension rules. Also, years of credited service earned as a result of continuous non-covered employment will be excluded.

Quick phone references

We will be periodically printing quick phone reference guides in this column. We put the name of the four states within Local 3's jurisdiction in a hat and Nevada was drawn for the first print. Reference guides for Utah, Hawaii and California will be printed in subsequent issues of Engineers News.
Credit union now has 19 branches to serve the membership

I learned earlier this year that even many longtime credit union members did not know how many branches the credit union has to serve its members. To increase awareness of the branch network, a list of branch locations was published in this column in March. In case you missed it, the list is back this month for clipping and saving.

Since we last published the list, the Stockton branch at 1916 North Broadway has been remodeled. It now boasts 80 percent more room. The renovations have created a more spacious interior where members taking care of their personal financial matters can have more privacy. Members are encouraged to come by and check out the branch's fresh look. As a credit union member you may use any of the credit union's 19 branches.

Whichever branch you use, you will find friendly, knowledgeable and experienced member service representatives to help you get the most out of the credit union's full line of affordable financial services. Members have indicated to branch personnel that they appreciate the "above and beyond" service they receive at their credit union. The Rohnert Park branch, for example, stayed open later on the day before the three-day Fourth of July weekend to accommodate members getting ready for the holiday. One member, says Rohnert Park branch supervisor Ron Poff, came back the next week to thank him and the other branch personnel.

**CU Service Centers**

Your choice of places to take care of credit union business, including making deposits to your account, goes beyond the credit union branch network. There are more than 250 credit unions throughout the United States that are CU Service Centers, including 66 in Northern California. A credit union that is a CU Service Center can accept deposits to your credit union accounts. At CU Service Centers you can also make withdrawals, order ATM cards and get travelers' checks, along with a variety of other services. Most CU Service Centers have no-surcharge ATMs.

The location of the CU Service Center nearest you is available by checking the credit union Web site at www.oefcu.org, or calling 1-888-CU-SWIRL (1-888-287-9475), or asking at your branch.

**Convenience no matter where you live**

For your convenience, you do not have to come into a branch to take care of credit union business. Using our free 24-hour Touch Tone Teller you may make balance inquiries, request a check be mailed to your home, transfer funds from savings to checking and vice-versa, learn which checks have cleared, find out savings rates—the list goes on. The best way to find out how versatile this service is and how easy it is to use is to try it for yourself. If you are not a current Touch Tone Teller user, call our 1-800-877-4444 information number to learn how to access the system.

Another convenience for members is direct deposit. If you work for a larger employer, it is likely that your employer gives you the option of having your paycheck deposited directly into your credit union account. It's a great way to save yourself the time of stopping by a branch to make deposits every pay period.

To learn more about all the ways your credit union has to help you quickly and easily access financial services for yourself and your family, please check with any of the branches listed here, check our Web site, or call the toll-free information number.

**Credit union branches**

**CALIFORNIA**

Alameda - 1620 S. Loop Rd. (510) 748-7440
Auburn - 2850 Richardson Dr. (916) 899-2969
Dublin (headquarters) 6300 Village Pkwy. (510) 829-4400
Fairfield - 2540 N. Watney Way (707) 425-4489
Fresno - 1959 N. Gateway, Ste. 1 (209) 251-2262
Marysville - 1010 "I" Street (916) 742-5285
Modesto - 538 McHenry Ave. (209) 525-8460
Redding - 2028 Engineers Lane (916) 222-5184
Rohnert Park - 6225 State Farm Dr., #102 (707) 585-1552
Sacramento - 9812 Old Winery Pl. #5 (916) 369-6750
San Bruno - 711 Kains St. (650) 875-1182
Santa Clara - 60 N. Winchester, Ste. 1 (408) 247-5635
Stockton - 1916 N. Broadway (209) 943-2455
Stockton West - 1916 N. Broadway, Ste. A (209) 943-2455

**NEVADA**

Reno - 1250 Corporate Blvd. (702) 856-2727
Elko - 1720 Mountain City Hwy. (702) 753-8385

**HAWAII**

Honolulu - 1111 Dillingham Blvd., #817 (808) 841-6396

**UTAH**

West Valley City - 2196 West 3500 South, Ste. C-8 (801) 954-8001

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**Help for striking Local 3 members**

Your credit union now has two programs designed to help members who are on strike. One is a loan extension policy and the other is a strike loan.

**Loan extension**

Members who have been on strike for 30 days may apply for a 90-day extension of their loan payments.

**Strike loan**

Qualified members may apply for a strike loan after being on strike for at least 30 days. A minimum of $500, and a maximum of $2,000, at 60 percent of the current signature loan rate, may be borrowed with up to 24 months to repay.

For more information, please contact any of the credit union branches.

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**To help with Back to School Daze...**

Back to school preparations can be financially overwhelming. Let C&G Credit Union come to your rescue with our special Back to School Loan.

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

*Don't miss this opportunity—Call today!*

**Operating Engineers Local Union No. 3**

Federal Credit Union

(510) 829-4400
(800) 877-4444

Ends September 30, 1997
Quarry Lakes

Ford Construction is helping turn California's first gravel quarry into a first-class recreation area

Operating Engineers who have lived and worked in southern Alameda County over the years may remember Rhodes & Jamieson's gravel mining operation at the Alameda Creek Quarries in Fremont. California's first gravel quarry dates back to 1867, when construction on the transcontinental railroad began. Mining at the quarry continued for more than 100 years until the supply of material ran out in the mid-1970s. Since then, the site has remained a cluster of abandoned pits filled with water.

But all that is changing in a big way. Two government agencies, the Alameda County Water District and the East Bay Regional Park District, have joined forces to revitalize the pits to enhance groundwater recharge and turn the lakes and ponds into a major recreation area.

Since the 1940s, the water district, which supplies drinking water to the nearly 300,000 residents of Fremont, Newark and Union City, has used the quarry pits for groundwater recharge. This has been accomplished by regularly impounding locally captured runoff and State Water Project water in the Alameda Creek Flood Control Channel with earthen dikes and inflatable rubber dams and diverting the water into the pits. This diversion forms an integral part of the water district's groundwater replenishment program. About 20 percent of the drinking

continued next page
The western two-thirds of the park will be developed for intensive recreational use. Three of the four lakes within the recreation area—Horseshoe, Isla Tres Ranchos and Rainbow—will be managed for fishing. Other planned recreational activities in this section of the park include picnicking, swimming, day camp use, children’s playgrounds, group overnight camping, small boat access and rental, and shoreline fishing.

The eastern third of the park, including Lagos los Osos and several bird islands, will be dedicated to the preservation and enhancement of wildlife habitat in partnership with the water district and other interested organizations.

As you can imagine, a project of this size in an urban area like Union City and Fremont isn’t going to sail through to completion without at least some controversy. In early July, a nearby homeowners association appealed an Alameda County judge’s May 1 ruling that the park district adequately considered the environmental impact of increased traffic on adjacent neighborhoods when it approved the park last year.

The homeowners, who live in a 283-unit complex off Sherwood Way don’t oppose the park but fear the planned recreational use will bring traffic congestion and crime to the area. They want to relocate the park entrance, which, according to the park district, would cost an extra $439,000. Parking capacity is planned to reach 1,500 vehicles by full build-out. Park district and local politicians are working with the homeowners to work out the problems so the park can be built to full capacity as planned.
1: Terry Faria on a single-drum roller.
2: An aerial photo of Quarry Lakes looking south towards San José.
3: Gradesetter Carolyn Woodfield.
4: Blade operator Thomas Mullavey.
6: Lube engineer Shane Felts
7: Mike Super on a double-drum roller
8: Dozer operator Ken Fainook, left, and excavator operator Lance Cardinali.
Peterson Tractor members recognized for safety record

OAKLAND – At its annual Best of the Best dinner, Peterson Tractor thanked the employees of the Peterson Power Division for its achievements in the area of safety.

The award is given to the division of Peterson Tractor that has demonstrated the best commitment to complying with the company's injury and illness prevention program, and showing the ability to perform dangerous duties safely and without having accidents. The 22 operators of the Power Division have worked 47,000 hours without a lost-time accident. About 30,000 of these hours were in the field.

The dinner was held at the Cattlemens restaurant in Livermore. All but one of the 22 employees were in attendance. One employee was called out on an emergency job. Also in attendance were company President Duane Doyle, Store Manager Jeff Goggins, Human Resources Director Rich Hasper, Safety Coordinator Mike Gillen.

Prior to the dinner the employees were presented with Peterson Tractor Stanley thermoses. At the dinner they were presented with Levis jackets embossed with their names.

"The fact that the company also invited our spouses made me think it was the company's way of thanking the spouses for supporting us in working such long hours," said 16-year member and job steward Cert Zimmerman. "Another thing that was nice about the dinner was that we were able to spend a few relaxing hours with people that we work with but never get to associate with due to the long hours of work. After dinner we retired to the Cadillac Ranch for dancing and fun."

Congratulations to the employees of the Peterson Power Division.

Safety Director Brian Bishop

Hwy. 70 storm repairs dominate Marysville work picture

MARYSVILLE – Work is going very well in District 60. Ladd Construction, for example, has 30-40 operators working two shifts doing storm repairs on Hwy. 70. Kiewit Pacific is going well at Butte Lake with about 25 Operating Engineers.

Baldwin Contracting is finishing the Chester Airport job and preparing for the paving. Baldwin's Chester plant is still working on and off processing material for various overlays. Baldwin's Hallwood plant is working six 10-hour days, and Baldwin's Aztec portable plant is working six and seven days a week.

We have signed a new material producers agreement with Round Mountain Rock. F&H Construction and Shaw/F&M are finishing their jobs in Quincy.

Granite Construction on Hwy. 89 in Reno is doing digouts and paving. Apex Fence is doing guardrail work on Hwy. 70 and Hwy. 89. Ford Construction is just getting underway in Portola and keeping a few hands busy.

We signed a project agreement with Foster-Wheeler Environmental at Beale Air Force Base, where eight hands are working 6-10s. Also, we have started a campaign to organize Nortech Waste & Recycling.

I wish to thank all who have supported the Yuba-Sutter Flood Relief Johnny Paycheck Concert. All proceeds went to the flood victims. Another big thanks to everyone who participated in the Marysville District Phone Banks on the eight-hour day (for details see article page 4).

Business Rep. Scooter Gentry
No clowning around, the Redding picnic was a blast

REDDING – As promised in last month's Engineers News, we've got photographs of our June 21 picnic at Anderson River Park. Picnickers enjoyed a menu of pit-roasted beef and Bob Currie's famous beans, as well as the usual salad, fruit and rolls.

Clowns from the Moose Lodge No. 1006 in Redding strolled through the crowd and delighted the children with balloons and face painting. The youngsters also enjoyed sack races and a water balloon toss.

The raffle, as usual, was a big success, with quite a few people winning prizes, and those who didn't still enjoying fond memories of fun and entertainment. Four members received 50-year watches: Trice A. Geer, W.B. “Bill” Jones, Walt Proebstel and C.H. Van Sickel. Trice and Walt were present at the picnic to receive their gold watches.

Again, we would like to thank the many members and their families who gave time to help Friday night and Saturday with the preparation and aftermath of the picnic. The barbecue was a great success.
Big Island picnic the 'best ever'

HILO - The Big Island picnic held at Kawaihae Boat Harbor on June 7 has got to go on record as being the best ever. When everything was said and done most everyone seemed to depart with feelings of camaraderie and kinship. The weather was beautiful with clear skies and bright sunshine. The trees provided lots of shade, and the light tropical breezes made it such a pleasant setting for our picnic.

The event brought together our active members, and the Picnic Committee's efforts to encourage our retirees to attend paid off. Invitations were extended to our elected officials, and in spite of school graduations, many did attend, including state Senator Wayne Metcalf.

If people came only to eat, that in itself was worth it because we had food fit for ali'i (kings). For starters, pupus (appetizers) consisting of smoked pork, boiled peanuts, hala/ba (codfish salad), kim-chi. As for lunch, we served kalua pig, smoked meat with cabbage, poke (raw fish with seaweed), beef stew, Korean style barbecued chicken and much, much more.

The games and prizes for both adults and keiki's (kids) were also worth coming out for. The mystery door prize, which is based upon confirmed attendance, was won by retiree Tom Blair. The lucky number drawing included items such as inter-island round-trip tickets for two, one-burner gas stoves, polo shirts, belt buckles, cooler, and so forth.

The highlight of the day was the recognition of our 1997 Outstanding Member of the Year Andrew Akau Sr. Andy has been a longtime member of Operating Engineers Local No. 3 and has also been very active on the Island of Hawaii.

Brother Andrew Akau has been on the Grievance Committee for many years and has also served as the chair of the PAC committee for the Island of Hawaii this past election. Andy has also proven to be a leader in community of Kamuela by spending so much of his free time coaching and assisting the youth teams and volunteering for their programs over the years. A few years ago Andy was honored by his community as the volunteer of the year.

In addition, council members John Ray, Bobby Jean Leith, Todd and Al Smith presented Andrew with a certificate from Hawaii County Council for the outstanding volunteer work that he does for the Wainio community.

Comments from members who attended for the first time said: "I'll never miss another Local 3 picnic, the games and prizes were awesome, the emcee kept us entertained from start to finish, the music was good, I never knew it was this much fun."

A big Mahalo to District Rep. Adrian Keohokalole and the officers for bringing one worry-free day of enjoyment to the membership.

Special kudos to the members, spouses and staff who served on the '97 Big Island Picnic Committee. It is because of your hard work and dedication that the picnic was a success.

Willie Crozier, Hawaii Operating Engineers Industry Stabilization Fund; Mary Alice Lee, Hilo office clerk and picnic coordinator.

Outstanding Member of the Year Andrew Akau Sr., second from left, with Business Rep. Hugh Hurley Sr., far left, District Rep. Adrian Keohokalole, third from left, and Business Manager Don Doser.

Local 3 member Joe Kaua and his family musical group Hilo Elima.

Business Manager Don Doser, center, with retired member Charles Chung, left, and brother David Camacho.

Gathering for a group photo are from left: Public Employees Division Assistant Director Garland Rosauro, Recording-Corresponding Secretary Rob Wise, Vice President Pat O'Connell, Business Manager Don Doser, Hawaii District Rep. Adrian Keohokalole and Sacramento District Rep. John Bonilla.
SAN FRANCISCO – This year’s San Francisco District picnic on June 28 at Huddart Park in Woodside was a big success thanks to all of the volunteers who helped out with preparations, cooking, activities and cleanup.

We served chicken and steak, beans and salad, dinner rolls, and hot dogs for the kids. Children also enjoyed faces painting and playing in the park playground. We want to thank all the members for attending and again thank those who helped out with the event.

Clockwise around the table are Vince Clark, Joshua Streeter (standing), Brian Thompson, operator Sabrina Rosenberg, Craig Hartman and Joe Winn.

John Polhonas, right, with Joshua Streeter.


Local 3 member Larry Golden, left, his granddaughter Ilyana Butrago, center, and Larry’s wife Mary.

Dick Sierra and wife Shirley.

Clockwise around this table are Jan Marigli, an unidentified woman, Paul Parres and Brad Parres.
Work picture brightens after dull start

RENO – Summer finally arrived in Reno. After a long winter and spring, the weather warmed up and gave us a beautiful day for our July 12 picnic. In addition to enjoying roast beef and chicken, we had live music and door prizes, and the kids had fun with hoola hoops, piñatas and face painting.

Work got off to a slow start, but has finally picked up. There are many paving projects underway throughout Northern Nevada. Granite Construction has projects on I-80 at Emigrant Pass and on U.S. 50 near Eureka. It also has just started construction on the long-awaited Pyramid Interchange in Sparks.

Frehner Construction is working in Paradise Valley north of Winnemucca while it wraps up its big paving job east of Elko. The company has recently picked up several jobs in the Reno area. Ford Construction and T.W. Construction have been very busy on the pipe jobs in Sparks, while Q&D Construction goes strong with construction on two elementary schools and on Vista Boulevard for the Regional Transportation Commission. Q&D also has several residential projects.

Bragg Crane has its operators busy throughout the area. The company has a crane working on the new Veterans Administration hospital in Reno, the prison in Lovelock, and the Oxbow Geothermal Plant out in Dixie Valley.

Thanks to the members who returned their ballots regarding the allocation of the contract increases effective July 1, 1997. The results were:

**Master Agreement**
- 40 cents per hour for wages
- 10 cents per hour for retiree health and welfare
- 25 cents for apprenticeship

**Private Work Agreement**
- 30 cents for retiree health and welfare
- 15 cents for vacation pay
- 5 cents for apprenticeship

Note: Effective Jan. 1, 1998, the Private Work Agreement will have another 5 cents-per-hour increase as follows: 35 cents for wages, 10 cents for retiree health and welfare, 5 cents for apprenticeship.

**Rock, Sand & Gravel**
- 45 cents for vacation pay
- 5 cents for apprenticeship

**Truck Crane Rental**
- 50 cents for wages
- 10 cents for apprenticeship

**Concrete Pump**
- 50 cents for wages
- 15 cents for vacation
- 10 cents for apprenticeship

**Landfill**
- 50 cents for vacation

**Mine Maintenance Crane**
- 50 cents for wages

The Mine Stripping Agreement also had a $5 per day increase in the subsistence.

We all want to wish our member, Karen Braese, a successful recovery after her accident while working for Frehner Construction near Elko. Karen was recently transferred from the University of Utah Medical Center in Salt Lake to a rehabilitation center in Reno. Our thoughts are with you Karen.

We hope all our members enjoy the rest of the summer. Please call the office at 857-4440 if we can help you with anything.

*Business Rep. Chuck Billings*
Another big crowd gathers at Windsor water slides for Santa Rosa picnic

ROHNERT PARK - Our June 29 picnic at the Windsor Water Works was great. An estimated 550 members, their families and guests, officers and politicians attended. Lots of members rekindled old friendships and made new ones, and harmony and fellowship prevailed.

Several politicians spoke, including state Senator Mike Thompson, Assemblywoman Virginia Strom-Martin, Sonoma County Supervisor Tim Smith and several other local politicians. Former Local 3 Business Manager Tom Stapleton also attended the picnic, as did numerous Local 3 staff from other districts and the Alameda headquarters.

Our district office staff wants to express its thank you to the Rohnert Park Political Action and Grievance Committee members Dave Spain, Dennis Becker, Scott Rymer and Gary Pina. Your support and assistance was, and always is, greatly appreciated.

The weather was even cooperative on this day. It was a warm summer day, with just enough coastal breeze for comfort. The entire Grievance Committee, Executive Board members and office staff pitched in to help set up, prepare, cook the food, serve and tear down. We would like to thank all who attended, and for those who were not able to come we hope to see you next year. We plan by next year to have purchased our own barbecue pit so we can do our own cooking.

Any suggestions are always welcome. Just call the district office and leave your suggestions with us. We’ll discuss at our staff meetings ways we can make the barbecue, the district office, and other events more successful.

The Rohnert Park District office has just finished negotiations with Kaiser Sand & Gravel Company, and we are again fortunate to have had good faith bargaining by both sides. Our increases were fair, above the national average, but not too extreme to make the employer non-competitive.

Work is looking good throughout the district, with every contractor busy and bid sheets continuously passing through the office.

We would like to thank the Foundation for Fair Contracting for helping us keep a level playing field for our good union contractors. The foundation has been monitoring work by non-signatory contractors and requesting certified payroll records on public works projects to determine if all employers are paying prevailing wages.

We have signed two new contracts this season by employers who have agreed that if they are going to have to pay prevailing wages, they need the most skilled operators they can get. Brothers and sisters, that’s the Operating Engineers.


Assemblywoman Virginia Strom-Martin thanks the members for their hard work during the election.
SALT LAKE CITY – Our district picnic was held June 14 at Murray Park in Salt Lake City. Mother Nature amazingly enough took the day off from us and handed us a cool, clear and balmy day. Most of the day, making it very enjoyable to be outside.

Eight members were presented with 50-year watches at the picnic. Albert Hallett and Irwin Snow had their watches delivered to them at their homes as they were both unable to attend. Billy Lees, Lars Loader, Nick Mastoris, Bob Pierce, George Storrs and Francis Stubbs each received their watches from the podium.

All six Local 3 officers attended our picnic: Business Manager Don Doser, President Jerry Bennett, Vice President Pat O’Connell, Recording-Corresponding Secretary Rob Wise, Treasurer Max Spurgeon and Financial Secretary Darell Steele. The Utah District staff and members appreciated their attendance and participation in our picnic.

It’s always a pleasure to have our officers with us.

Retiree Bill Hedges was presented with his 55-year pin. His son, Lewis Hedges, received his 35-year honorary membership this past May. The two men have a combined membership of 90 years in Local 3, making them one of the most commendable records.

Bill Hedges joined Local 3 in July 1941, and he and his wife Berniece were married in October of that same year. At that time, Bill was working on the Deer Creek Dam in Utah. It was in 1941 that the Hedges moved to California and Bill worked his early years through Local 3 there.

The Hedges and their family returned to Utah in 1948. Bill spent the World War II years working in California as a universal equipment operator at an atomic bomb plant. The company that employed him was E.I. DuPont, and President Franklin D. Roosevelt visited this building site during the war because of the importance of the project. The men who built the plant had no idea what it was they were building, but they knew it was part of the war effort and that they had put their all into it. One thing about Bill being a universal equipment operator, he could get on any machine and get the job done.

He worked for Tom Connelly in California, U.S. Engineers, Hanford. When he and his family returned to Utah, he worked for Chytrus Brothers, Weyerhauser, Gibbons & Reed, and many other Utah concerns. He worked for Kansas City Bridge Company and Chicago Bridge & Iron, as well as Cleveland Rigging in San Francisco.

One of the most impressive things about Bill is that he’s such a strong union supporter, even now in his 89th year. He’s always known what he believed in, just like so many of our older members.

I also want to commend the men who earned their 50-year watches for their long participation in Local 3. Their support is what has sustained this organization for so many years. Congratulations to each one of these men for his courage and conscientiousness. Many young people could take a lesson from the example of these men.

One of our 50-year members, Billy Lees, affectionately known as “Nig,” won the television in the picnic drawing.

A golf tournament had been scheduled for June 13 for the retirees. But the golf course pro called the office that morning to inform us that the game was canceled due to the wet weather. The greens were just too wet. Several of the members managed to play anyway: Les Lassiter, Bill Keller and Lynn Reese took the watered down tournament.

The work is opening up in Utah now, and we’re looking forward to a good season.

OFFICIAL NOTICE: ELECTION OF OFFICERS AND DISTRICT EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION

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

ARTICLE XII ELECTIONS

Section 3

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

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

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

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

(d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address and the mailings of the ballots; for the opening of the post office box, and the counting of the ballots.

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

Section 7

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

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continued from previous page

Nomination, and Acceptance of Nomination and election records — including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for the International Convention certificate of the certified public accountants, copies of all requests for challenged and challenged ballots, the work — shall be preserved by the Delegates by virtue of their election to Office, or his duly elected, or his Position, or his collective bargaining agreement classification.

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

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<th>OFFICERS</th>
<th>EXECUTIVE BOARD MEMBERS</th>
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<td>Business Manager</td>
<td>District 01 Raymond J. Mangini</td>
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<td>President</td>
<td>District 04 Steven Lockett</td>
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<td>Vice President</td>
<td>District 10 David A. Spain</td>
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<td>Recording-Corresponding Secretary</td>
<td>District 20 Tae Zhee Sanders</td>
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<td>Financial Secretary</td>
<td>District 30 Patrick D. Shanklin</td>
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<td>Treasurer</td>
<td>District 40 Mike Johnson</td>
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<td>District 50 Dennis Moreland</td>
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<td>District 70 Willfred &quot;Willie&quot; Houghtby</td>
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<td>District 80 Fred Myrick</td>
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<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Reynolds &quot;Speedy&quot; Kama</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Adrian Kechalakalo</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Kay Leishman</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Steven Lockett</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Raymond J. Mangini</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Bob Miller</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Dennis Moreland</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>N. L. &quot;Monty&quot; Montgomery</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Fred Myrick</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Myron Pederson</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Tae Zhee Sanders</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Paul S. Shissler</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Dan Shemachal</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Patrick D. Shanklin</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Michael R. Sierra</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Shirley G. Smith</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>David A. Spain</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>R. Gary Wagoner</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Charlie Warren</td>
</tr>
<tr>
<td>Alternate Delegates to the 35th IUOE Convention</td>
<td>Dave Young</td>
</tr>
</tbody>
</table>

Special Election Notice: Unopposed Candidates

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

The members of the Executive Board, the secret ballot election shall be:

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

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

(c) Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

Voting Instructions

In accordance with Article XII, Section 3(e) of the Local Union By-Laws, "The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 26th next following at 11 o'clock a.m. of that day."

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

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

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

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

In the event you do not receive a ballot by August 16, 1997, or your ballot is destroyed or lost, you should call Thomas Havey LLP at a toll free number 1-888-632-6233. This service will be available 7 days a week, 24 hours a day until August 22, 1997.
OPERATING ENGINEERS LOCAL UNION NO. 3

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 11
Ballot Box Closes August 26, 1997 at 10:00 a.m.

<table>
<thead>
<tr>
<th>District Executive Board Member</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOWARD W. LUZIER</td>
<td>+</td>
</tr>
<tr>
<td>BOB MILLER</td>
<td>+</td>
</tr>
</tbody>
</table>

District No. 11

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 12
Ballot Box Closes August 26, 1997 at 10:00 a.m.

<table>
<thead>
<tr>
<th>District Executive Board Member</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>SHIRLEY G. SMITH</td>
<td>+</td>
</tr>
<tr>
<td>MARY KAYE CROSBY</td>
<td>+</td>
</tr>
</tbody>
</table>

District No. 12

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 17
Ballot Box Closes August 26, 1997 at 10:00 a.m.

<table>
<thead>
<tr>
<th>District Executive Board Member</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>REYNOLDS &quot;SPEEDY&quot; KAMA</td>
<td>+</td>
</tr>
<tr>
<td>CHARLESTON P. &quot;CHUBBY&quot; ALMEIDA</td>
<td>+</td>
</tr>
<tr>
<td>RICHARD C. LACAR, JR.</td>
<td>+</td>
</tr>
<tr>
<td>CHARLES W. WRIGHT</td>
<td>+</td>
</tr>
</tbody>
</table>

District No. 17

Sample Ballots

Note: There is no candidate for Sub-Dist. Advisor to the Executive Board so this position does not appear on the ballot.

OPERATING ENGINEERS LOCAL UNION NO. 3

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 50
Ballot Box Closes August 26, 1997 at 10:00 a.m.

<table>
<thead>
<tr>
<th>District Executive Board Member</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>LARRY BRADEN</td>
<td>+</td>
</tr>
<tr>
<td>MICHAEL SHEFFIELD</td>
<td>+</td>
</tr>
</tbody>
</table>

District No. 50

OPERATING ENGINEERS LOCAL UNION NO. 3

DETACH THIS STUB BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 90
Ballot Box Closes August 26, 1997 at 10:00 a.m.

<table>
<thead>
<tr>
<th>District Executive Board Member</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>MICHAEL R. SIERRA</td>
<td>+</td>
</tr>
<tr>
<td>MILTON R. PETERSEN</td>
<td>+</td>
</tr>
</tbody>
</table>

District No. 90
HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of July 1997, and have been determined to be eligible for Honorary Membership effective October 1, 1997.

They were presented at the July 19, 1997 Executive Board Meeting.

- Thomas A. Adaia
- Wayne Duncan
- Carl Johnson
- Richard Azama
- Albert Elizares
- Richard Koehanel
- E. Gary Burghardt
- Melvin C. Evans
- Clarence Kaili, Sr.
- Fred Cardillo
- Edward Fox
- Harry L. Neely
- George E. Carr
- Bryan M. Hackett
- Ernest Perry
- Donald Cooper
- Donald L. Harris, Sr.
- Rudy Torres*
- Fidel Duncan
- Jesse M. Harrison
- Richard Trimbale*

* Effective July 1, 1997

DEPARTED MEMBERS

Our condoleances to the family and friends of the following departed members (compiled from the July '97 database):

- Noah Adams, Madera, CA 07/17/97
- Beneidt Applehans, Sparks, NV 07/11/97
- Douglas Bishop, Spanish Fork, UT 07/12/97
- Claudio Brown, Lower Lake, CA 07/02/97
- Norman Brown, San Cay, CA 07/24/97
- Roy Dufkin, San Lorenzo, CA 07/09/97
- Benjamin Grawelve, Cottonwood, CA 07/16/97
- Allan Carr, Clearlake, CA 07/05/97
- William Cecill, Patterson, CA 07/16/97
- Noah Chicoist, Olivehurst, CA 07/25/97
- Marie Collodi, San Jose, CA 07/13/97
- Willard Colson, Stockton, CA 07/22/97
- Adrian Cox, Salt Lake City, UT 06/25/97
- J. Cox, Redding, CA 07/04/97
- William Cushman, Elk Grove, CA 07/04/97
- Delbert Day, Redding, CA 07/04/97
- Paul Ding, Stockton, CA 07/04/97
- Leroy Dunigan, Coto, CA 06/27/97
- Lauren Franks, Provo, UT 06/24/97
- A. Freeman, Fesaro, CA 06/24/97
- Joe Garcia, Fesaro, CA 06/24/97
- Llewellyn Giffen, Orangevale, CA 06/15/97
- James Haseltine, Sacramento, CA 06/25/97
- Howard Hatfield, Guittersville, AZ 07/04/97
- James Hunt, Sacramento, CA 07/11/97
- Paul James, San Francisco, CA 07/01/97
- Carl Kaulo, Karmelville, HI 07/27/97
- Victor Kent, San Jose, CA 06/11/97
- James Kerbow, Woodland, CA 06/04/97
- Logan Knox, Cedar Ridge, CA 07/17/97
- Glenda Kensoke, Fort Bragg, CA 06/27/97
- Warren Lackey, Anderson, CA 06/24/97
- Don LaBagnia, Santa Rosa, CA 07/13/97
- Glen Morrison, Oroville, CA 06/18/97
- Glen Mullowney, Zephyr Cove, NV 06/26/97
- Harold Nield, Pacheco, CA 07/09/97
- C. Owens, Livermore, CA 07/28/97
- Otto Popovich, Paradise, CA 07/05/97
- Chester Ratti, Livermore, CA 03/05/97
- Albert Schenewolf, Concord, CA 07/23/97
- Martin Sti, London, CA 07/05/97
- Dean Souza, Honolulu, HI 07/04/97
- Bill Stone, Stockton, CA 07/17/97
- Myron Snytro, Sun City, CA 07/17/97
- Archie Tanabe, Waimanalo, HI 07/08/97
- Ray Tucker, Reno, NV 06/24/97
- Rodney Tourre, Suisun City, CA 07/18/97
- Genevieve Baxter, wife of Raymond Baxter (dec) 06/23/97
- Marjorie Lodin, wife of Roland Lodin (dec) 06/22/97
- Hattie Lima, wife of David Lima 06/05/97
- Shirley Minjares, wife of Louis Mejare 07/22/97
- Venetia Morgan, wife of Steven Morgan 07/11/97
- Loren Patzsz, wife of Andrew Patzsz (dec) 07/17/97
- Ada Shinn, wife of Walter Shinn 07/11/97
- Archie Taunt, husband of Emory Taunt 07/17/97
- Robert Wilkens, husband of Judy Wilkens 06/05/97

DECEASED DEPENDENTS

- Benjamin Carr
- Stockton Waterloo Gun & Boat Club
- Delbert Day
- Mantle Garden
- King Kamehameha Hotel
- 73-3506 Fofa Rd., Kailua, Kona, HI

Election of Grievance Committee Member District 40 (Eureka)

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

District 30 Location Change

From: Oct. 16, 1997, 7:00 p.m.

To: Oct. 16, 1997, 7:00 p.m.

Election of Grievance Committee Member District 20 (Oakland)

Recording- Corresponding Secretary Robert L. Wise announces that on Sept. 11, 1997, at 7:00 p.m., at the regular quarterly Dist. 20 (Oakland) membership meeting, there will be an election for one (1) Grievance Committee member to fill an unexpired term. The meeting will be held on September 11, 1997 at 7:00 p.m.

TEAMSTERS Local 70, 70 Hegenberger Rd., Oakland, CA

* Note location change
FOR SALE: 1996 Turbo Diesel Van. Trooper, 4x4, model 4x4L, 70,000 miles, 64,000 miles, $25,000. (916) 944-0910.

FOR SALE: 1992 F-350 Dually, 4x4, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1994 Ford Super Duty 6000, 20,000 miles, $13,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 70,000 miles, $16,000. (916) 944-0910.

FOR SALE: Ford F350 Dually, 10,000 miles, $20,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.

FOR SALE: 1994 Ford F350 Dually, 60,000 miles, $15,000. (916) 944-0910.

FOR SALE: 1993 Ford F350 Dually, 60,000 miles, $14,000. (916) 944-0910.
Special Called Meeting

In accordance with Article XII, Section 3(g) of the Local Union By-Laws, please be advised that the 1997 Installation of Newly Elected Officers and District Executive Board Members has been scheduled as follows:

**Date:** Saturday, September 6, 1997
**Time:** 11:00 a.m.
**Place:** Plumbers Local 38
1621 Market Street
San Francisco, Calif.
(see map at right)

All members are encouraged to attend.

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**Retiree Association Meetings**

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

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

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

**SANTA ROSA-Chi Chapter**
Thurs. Sept. 18, 1997 2:00 PM
Lakeport Yacht Club
55 5th Street, Lakeport, CA

**EUREKA-Alpha Chapter**
Tues. Oct. 7, 1997 2:00 PM
Operating Engineers Bldg.
3206 Broadway, Eureka, CA

**REDDING-Beta Chapter**
Wed. Oct. 8, 1997 2:00 PM
Sutter-Yuba Assoc. of Realtors Bldg.
1556 9th Dr., Redding, CA

**MARYSVILLE-Gamma Chapter**
Thurs. Oct. 9, 1997 2:00 PM
Moose Ledge
320 Lake Blvd., Marysville, CA

**FRESNO-Theta Chapter**
Thurs. Oct. 16, 1997 2:00 PM
Alvarado Inn
2540 N. Watney Way
Fairfield, CA

** STOCKTON-Eta Chapter**
Thurs. Oct. 16, 1997 2:00 PM
Stockton Waterloo Gun & Bocci Club
1511 Rollins Rd., Stockton, CA

**S. F.-SAN MATEO-Kappa Nu Chapter**
Tues. Nov. 18, 1997 2:00 PM
IAM Air Transport Employees
1290 Corporate Blvd.
Fairfield, CA

**IGNACIO-Chi Beta Chapter**
Thurs. Nov. 18, 1997 2:00 PM
Rancho Murieta Training Center
1290 Corporate Blvd.
Fairfield, CA

**FAIRFIELD-Chi-Gamma Chapter**
Tues. Nov. 18, 1997 2:00 PM
Operating Engineers Bldg.
2540 N. Watney, Fairfield, CA

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

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**'Safety' continued from page 9**

Gloves that protect one from vibration are composed of a wide range of materials: pig skin, cow hide, spandex, Gore-TEX, and numerous other materials. The gloves are called, impact resistant, anti-vibration, shock gloves, and a few other names. The gloves are essentially made of several pads strategically located to cushion against the vibration and shock. The pads are also placed to fit the contour of the hand. These gloves sell for $15-$25 a pair. Not much of a price when you consider the alternatives.

**Rainy season good time to get Hazmat certified**

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

Anyone who would like to sign-up for the eight-hour classes must notify the Local 3 Safety Department at (510) 748-740 ext. 3353. Students who need an eight-hour refresher class can register by calling the district office.

**40-Hour Hazmat Courses**

Rancho Murieta Training Center
1290 Corporate Blvd.
Fairfield, CA

**Fairfield**
Fairfield District office
2540 N. Watney Way
(707) 429-5008
Sat., Dec. 6

**Santa Rosa**
Santa Rosa Dist. office
1290 Corporate Blvd.
(707) 542-2487
Sat., Dec. 6

**Reno**
Reno District office
1290 Corporate Blvd.
(707) 547-4440
Sat., Dec. 6

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**Oakland**
Oakland District office
1200 S. Loop Rd.,
Alameda
(510) 748-7446
Sat., Dec. 6

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

**Fresno**
Yuba City Motor Inn
394 W. Onstott,
Yuba City
(916) 743-7321
Sat., Nov. 1

**Marysville**
Yuba City Motor Inn
894 W. Onstott,
Yuba City
(916) 743-7321
Sat., Nov. 1

**Redding**
Reno District office
1290 Corporate Blvd.
(707) 547-4440
Sat., Dec. 6

**Sacramento**
Sacramento Dist. office
4044 N. Freeway Blvd.,
(916) 565-6170
Sat., Dec. 6

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**San Jose**
San Jose District office
1290 Corporate Blvd.
(707) 547-4440
Sat., Dec. 6