

ENGINEERS NEWS

VOL. 55, NO. 8

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

AUGUST 1997

Traffic Busters!

**The first leg of Oakland's
Cypress freeway opens**



Photo by Joe Galicia

ELECTION NOTICE Please turn to pages 23 - 25 for important information and sample ballots regarding the Election of Officers and Executive Board Members combined with the election of Delegates and Alternate Delegates to the 35th IUOE Convention.

FOR THE
good & welfare



by Don Doser

Business

Manager

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 take-aways 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 Teamsters 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. It is a monotonous dirge. The verses echo the same dark refrain - "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.

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."

THIS MONTH in the ENGINEERS NEWS



Traffic busters

Operating Engineers complete first leg of the new Cypress Freeway in Oakland.

See page 6



Quarry Lakes

Ford Construction is helping turn California's first gravel quarry into a first-class recreation area. See page 13

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ENGINEERSNEWS

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Don Doser
Jerry Bennett
Pat O'Connell
Rob Wise
Darell Steele
Max Spurgeon

Business Manager
President
Vice President
Recording-Corresponding Secretary
Financial Secretary
Treasurer

• Engineers News Staff •

Managing Editor
Assistant Editor
Graphic Artist

James Earp
Steve Moler
Ed Canalin

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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 2,080 hours in a year.

Negotiations continued into 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 union members at the remaining 15 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 Sonoma Plant. The new agreement provided a 70-cent hourly wage and fringe benefit 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 5 a.m. to 8 a.m.
- **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 were unable to work an entire shift because of inclement weather or major mechanical breakdown. 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 Doser, 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 conduct-

ed 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. Thus, 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 trainings, 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 pay

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.



Most California voters support daily overtime

As expected, Gov. Pete Wilson has vetoed legislation that would have restored the eight-hour work day to California law. But his ceaseless effort to punish working-class Californians may blow this issue into a larger political controversy than he ever anticipated.

A recent poll by David Binder Research for the California Labor Federation showed that 74 percent of California voters would vote in favor of a ballot initiative that would restore overtime after eight hours worked in a day, and would allow for four 10-hour shifts in a week if the majority of the workers in a place of business agreed.

The poll supports what organized labor has been arguing all along: that workers should not be forced into working longer days without overtime compensation unless all parties are in agreement. The poll also showed that both major parties—76 percent of Democrats and 72 percent of Republicans—support the initiative at surprisingly similar levels.

This could have profound implications for the 1998 gubernatorial race. The likely Democratic candidates, U.S. Senator Dianne Feinstein and Lt. Governor Gray Davis, increase their leads over probable Republican candidate Dan Lungren in the polls after voters are informed that the two Democrats support daily overtime pay. Lungren, in keeping with Wilson's anti-worker agenda, opposes daily overtime.

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, Utah State Univ.

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 Contest, 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: Sonoma, Calif.

School: Sonoma High School

Educational/career goals: Computer science

Colleges/universities applied: Univ. of Washington, UC Berkeley, UC Davis, Cal Poly San Luis Obispo

Activities: Calif. 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), honors in Golden Gate Exam (geometry and chemistry), Principal's Honor Roll.

Parent: Robin Wood



STACEY KRIEG

SECOND PLACE, Female
(\$2,000)

Hometown: Watsonville, 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: Interact Club for 3 years, Math Club, Club Medicine, Calif. Scholarship Federation, Sophomore Class Secretary, JV basketball and cross country, camping, waterskiing.

Achievements: Junior class valedictorian, National Hispanic Scholar, highest grades in functions/statistics/trigonometry, chemistry honors, U.S. math award winner, Who's Who Among High School Students.

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 dances, literary magazine, year book and fliers, 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
Kelseyville, CA
Mother: Sharon Bosma

Meridith R. Pollock
Incline Village, NV
Father: Edward Pollock

Dave Brannum
Santa Cruz, CA
Father: Jim D. Brannum

Marisella Ramos
Modesto, CA
Father: Ruben Ramos

Michelle K. Coughlin
Lodi, CA
Father: James M. Jenkins

Renee Rivers
Santa Cruz, CA
Father: Ronald Rivers

James B. Faria
Rohnert Park, CA
Father: Brad J. Faria

Jennifer A. Swaner
Eureka, CA
Father: Michael Swaner

Jennifer J. Frisby
Salt Lake City, UT
Father: Albert Frisby

Carey Tatman
Rohnert Park, CA
Father: Dennis Tatman

Theodore J. Hunter
Murphys, CA
Father: Tom Hunter

Erika Vinson
Oakland, CA
Father: Carl Vinson

Billie R. Keuper
Incline Village, NV
Father: William Keuper

Allisa J. Williams
Sonoma, CA
Father: Paul Williams

Cathrine D. McCarthy
Acampo, CA
Father: Roger McCarthy

Jeffrey S. Willson
Brentwood, CA
Father: Wayne Sudweeks

Alison Miner
Mapleton, UT
Father: Floyd I. Miner

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

Craig D. Park
Riverton, UT
Father: L.W. Park

Angel R. 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, Kasler 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, Kasler 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 \$39 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-980 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.



Above: This aerial photograph, by San Francisco *Chronicle* photographer Chris Stewart, captures the entire length of the 5.2-mile Cypress.

The crew making the June 26 lift is from left: Brian Usry (oiler), Harve Grinuck (crane operator), Dave Hill (oiler), Jeff York (crane operator) and Francis Marnin (crane operator).



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.



Labor

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.



personal notes

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 (7/8); 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 I.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 Parmun 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 quali-

ty 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.



José Torres, left, and Scott Greiman receive their Apprentices of the Year Awards at the semi-annual meeting in San Francisco.

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.



Above: To upgrade its crane training, RMTC has a new American 50-ton crawler crane.

Right: David H. Smith, left, of Wylie Systems explains the functions of the W1250 LMI to Journeyman crane operator Robert Gillen.



NEWS FROM THE addiction recovery program



by **Bud Ketchum**
Director

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. 96-2300, 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.

Azure Acres picnic

Please join us once again at Azure Acres on September 13 for our annual picnic. Get ready for a full afternoon of fun, frolic, food and sharing. The time will be 11 a.m. arrival, or step meeting 12-1 p.m., followed by dinner.

With this year's Hawaiian theme we'll be serving roast pig and turkey with hot dogs for the kids. Soft drinks will be provided. So come prepared to have fun and fellowship. For more information, call Azure Acres at 1-800-222-7292 or ARP 1-800-562-3277. For directions to the picnic, see the map on page 22.

Important notice

ARP's nationwide toll-free number is 1-800-562-3277. This number is in operation 24 hours a day and can be accessed from any state in the union. Any other 800 number is no longer valid. The 800-562-2773 (Local 3 ARP) listed in some benefits booklets for callers outside California is no longer valid.

The use of one 800 number allows ARP to save money by eliminating the cost of an extra 800 number that is no longer necessary. One 800 line will now be accessed by all clients who wish to contact ARP regardless of where they are located.

Hawaii members will continue to call Hawaii coordinator Jim Merrick at (808) 842-4624.

NEWS FROM THE safety dept.



by **Brian Bishop**
Safety Director

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 rollers, or anything that has been around a while and has levers.

A standard reaction when mentioning anti-vibration gloves is, "Ah, a little vibration never hurt anyone." Let me quote from the third edition of *Fundamentals of Industrial Hygiene*:

"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' (Raynaud'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 scarifying 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 scientists to figure operating engineers use vibrating tools that would subject them to the same stresses.

See 'Safety' pg. 28

NEWS FROM

teaching
techs

by Art McArdle
Administrator

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 may 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.



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

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.

NCSJAC 1997 - 1998 HANDS-ON COURSE SCHEDULE

DATE	ALAMEDA/MARTINEZ/ SAN JOSE	SANTA ROSA	SACRAMENTO/ FRESNO
9/13/97	TDS	TDS in Alameda	Slope Staking
10/11/97	Slope Staking	Slope Staking	TDS
11/8/97	Real Time/GPS	Real Time/GPS in Alameda	Control, Networks & Adjustments
12/13/97	Grade Checking	Grade Checking	Grade Checking
1/10/98	Control, Networks & Adjustments	Control, Networks & Adjustments	Real Time/GPS
2/14/98	Data Collection	Data Collection in Alameda	Data Collection
3/14/98	Level Loop & Adjustments	Level Loop & Adjustments	Level Loop & Adjustments
4/4/98	Hands-On Comp Review	Hands-On Comp Review	Hands-On Comp Review
5/9/98	Hands-On Competition	Hands-On Competition	Hands-On Competition

Classes meet: 8:30 A.M. - 12:30 P.M.

NEWS FROM THE

tech
engineers

by Paul Schissler
Director of
Tech Engineers

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,

See 'Engineers' on page 22

NEWS FROM fringe benefits

by Charlie Warren

Director of
Fringe Benefits

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*.

Where Nevada Retirees can call for fringe benefit information

Reno District Office (702) 857-4440

Fringe Benefit Service Center (510) 748-7450

Pension & annuity information (800) 251-5014 or
..... (510) 433-4422

For eligibility, claims, H&W benefit information and contract provider updates (800) 251-5013 or (510) 676-3890

Utilization review organization/ Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition) - For pre-authorization or pre-service review, provider should call Prudent Buyer utilization review (800) 274-7767

Prescription drug programs - Diversified Pharmaceuticals Services (DPS)

Network walk-in pharmacy and mail order program - Diversified Customer Service (800) 842-2012

Non-network pharmacy claims - Obtain a claim form from the Fund Office or call DPS Customer Service

American Diversified Pharmacies (ADP) mail order program (walk-in pharmacy - Sacramento Office only) - ADP (800) 568-2177 or (916) 263-0233

Chemical dependency treatment - Addiction Recovery Program (ARP) referral and pre-authorization.. (800) 562 3277

Vision Service Plan (800) 877-7195

Hearing Care Plan (800) 322-4327

Health Examinetics, Inc. Mobile health testing unit (800) 542 6233

Where Nevada active members can call for benefit information

Reno District Office (702) 857-4440

Fringe Benefit Service Center (510) 748-7450

Pension information, vacation pay - Trust Fund Office (800) 251-5014 or (510) 433-4422

For eligibility, claims, H&W benefit information, contract provider updates and utilization review - Benefit Plan Administrators (BPA) (702) 826-7200 or
Reno District Office (702) 857-4440

Chemical dependency treatment referral and pre-authorization - Addiction Recovery Program (ARP) (800) 562 3277

Health examinetics mobile health testing unit (800) 542 6233



Visit Union Vision Services

NOW TWO LOCATIONS!!!

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

Operating Engineers Building
4044 N. Freeway Blvd., Ste. 160
Sacramento, CA 95834
(916) 567-0888 or 1 (800) 567-0188

UFCW 588 Building
2200 Professional Dr., Ste. 250
Roseville, CA 95661
(916) 782-8080 or 1 (800) 994-9077

NEWS FROM THE

credit
union

by Rob Wise
Credit Union
Treasurer

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 50 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) 889-2969
Dublin (headquarters) 6300 Village Pkwy. (510) 829-4400
Fairfield - 2540 N. Watney Way (707) 425-4489
Fresno - 1959 N. Gateway, Ste. 101 (209) 251-2262
Marysville - 1010 "I" Street (916) 742-5285
Modesto - 538 McHenry Ave. (209) 525-8460
Redding - 20308 Engineers Lane (916) 222-5184
Rohnert Park - 6225 State Farm Dr., #102 (707) 585-1552
Sacramento - 9812 Old Winery Pl. #5 (916) 369-6752
Sacramento (ARCO Arena) - 4044 N. Freeway Blvd., Ste. 150 (916) 565-6190
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 - 4550 N. Pershing Ave. Ste. A (209) 472-0708

HAWAII

Honolulu - 1111 Dillingham Blvd, #E1B (808) 841-6396

NEVADA

Reno - 1290 Corporate Blvd. (702) 856-2727
Elko - 1720 Mountain City Hwy. (702) 753-8585

UTAH

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

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.

To help with Back to School Daze...

Back To
**School
LOAN**

Ends September 30, 1997

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

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

Don't miss this opportunity—Call today!

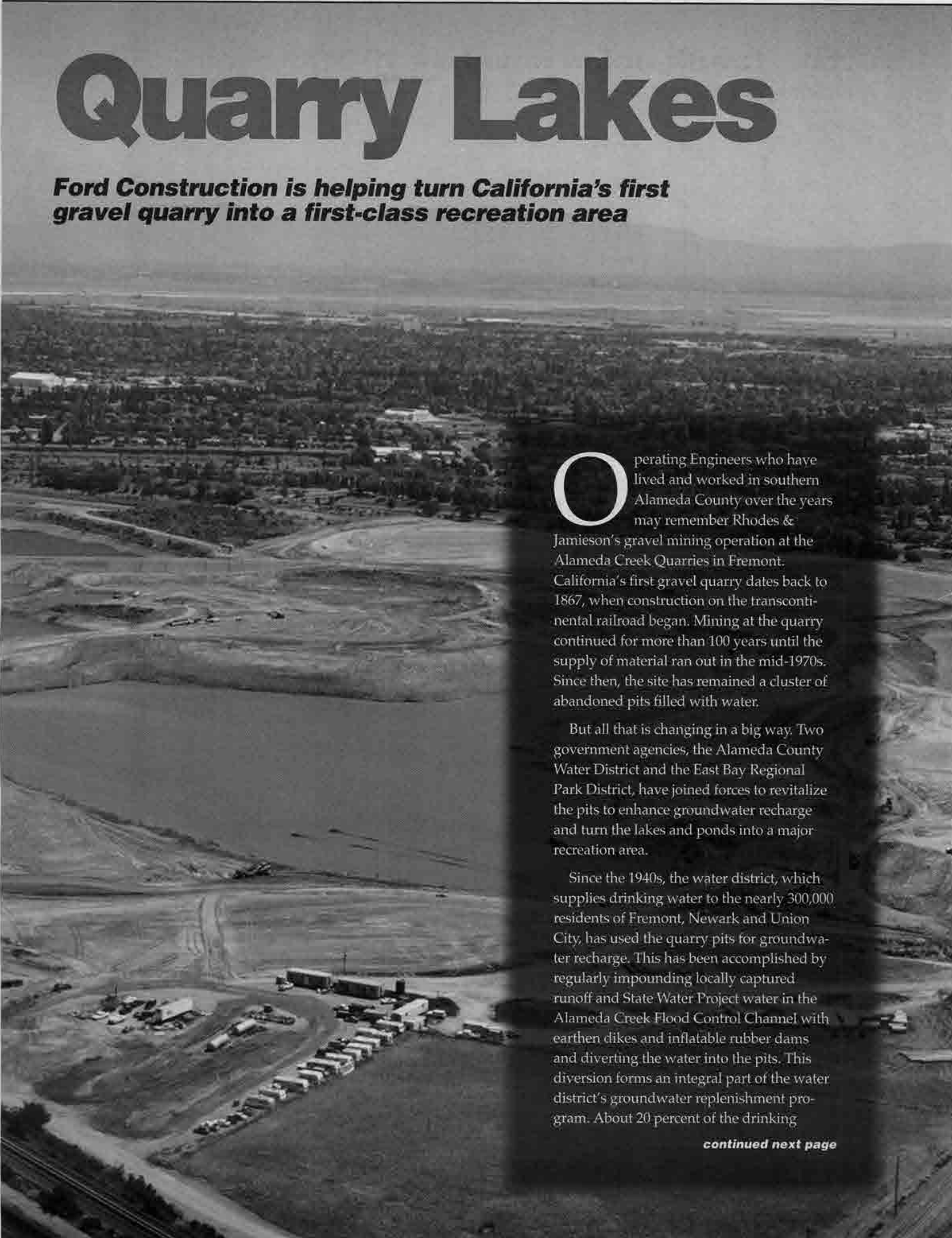


Operating Engineers Local Union No. 3
 Federal Credit Union

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

Quarry Lakes

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



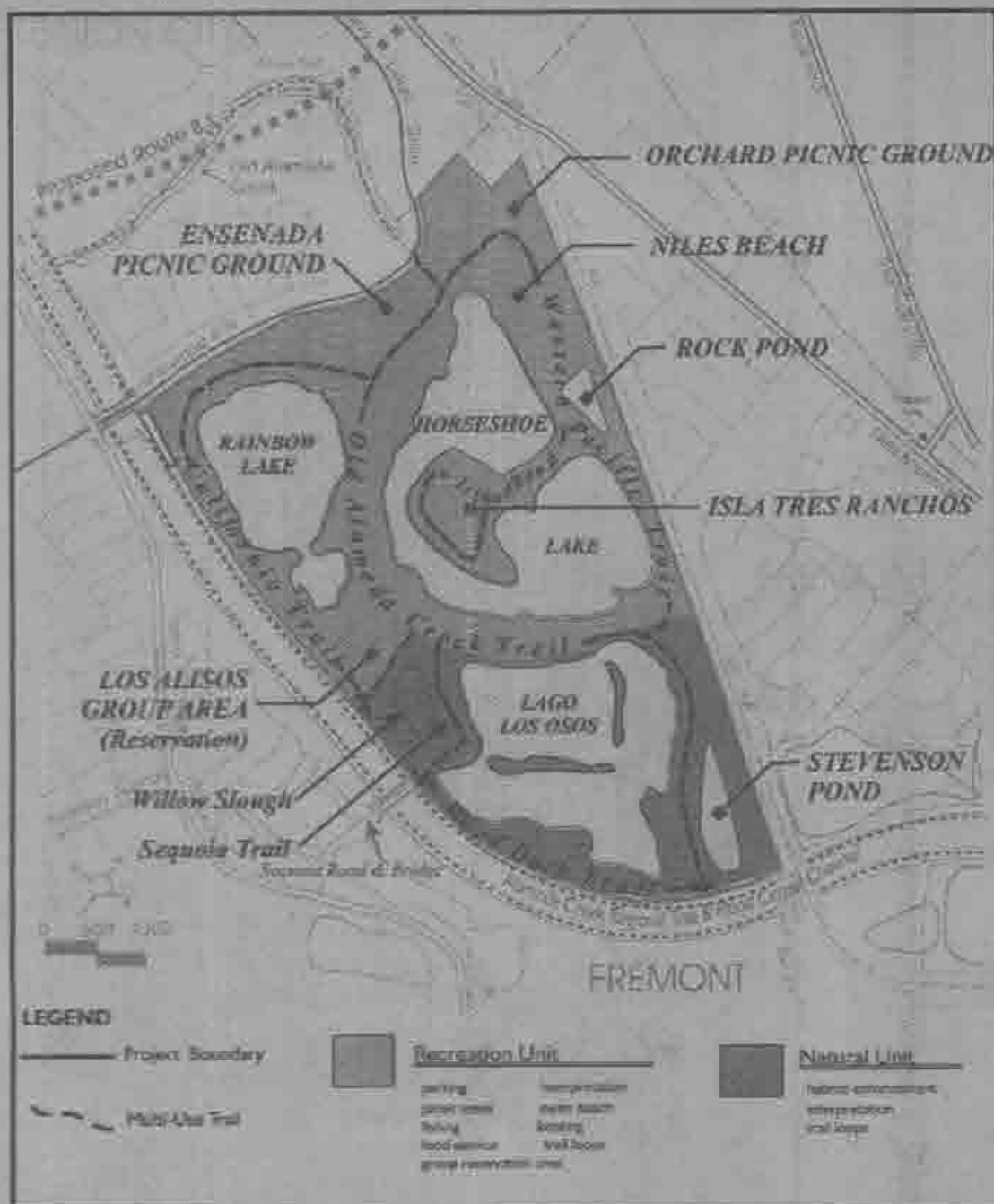
Operating Engineers who have lived and worked in southern Alameda County over the years may remember Rhodes &

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



A fill area on Horseshoe Lake that will become Niles Beach when the park opens for swimming.

can't from previous page

water provided by the water district comes from groundwater.

But because of their steep, eroding walls, some of which are almost vertical cliffs, the pits have been slowly filling with sediments. This material is clogging the pits and slowing the movement of water into the aquifers. The water district needed to reconstruct and stabilize the pit slopes to improve groundwater percolation rates and protect the water quality in the pits and underground aquifers.

When this need arose, the water district collaborated with the park district to plan and execute a joint-use agreement for water enhancement and recreation. The plan will lead to the formation of the 450-acre Quarry Lakes Regional Recreation Area.

Ford Construction Company Inc. of Lodi, Calif., won the \$8 million contract to flatten pit slopes, grade levees and contour the land in preparation for building the park. The entire project involves moving close to 2 million yards of dirt and installing 4,300 linear feet of pipe that will connect all of the pits and divert storm water discharge away from the site.

Ford Construction started moving dirt in early February. Using up to 10 637 scrapers, the 43 Operating Engineers who worked on the project at its peak in May and June, did reshaping and contour grading of slopes, some of which were close to 1:1.

When Ford finishes the project in early September, the park district will be able to begin planting grass and trees and drawing up plans for park facilities. The reshaping of the quarry walls will create safe accessible lake shore zones for the park district's planned

recreation areas. The park will be developed over 20 years as funding becomes available.

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 Lago 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 Isherwood 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.

A big thanks to Business Rep. Mike Dunlap, who took Asst. Editor Steve Moler up in this *Greenman Tiger* airplane to take the aerial photographs.



- 1: Terry Faria on a single-drum roller.
- 2: An aerial photo of Quarry Lakes looking south towards San José.
- 3: Gradesetter Carolyn Woodfeldt.
- 4: Blade operator Thomas Mullahey.
- 5: Scraper crew from left: Fred Trammel, Thomas Card, James Harris, Rick Houk, Pual Schellpfeffer, John Hacker and Business Rep. Mike Dunlap.
- 6: Lube engineer Shane Felts.
- 7: Mike Super on a double-drum roller.
- 8: Dozer operator Ken Fancek, left, and excavator operator Lance Cardinalli.

NEWS FROM THE districts

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.

from oakland

The dinner was held at the Cattleman's 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 Goggin, 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 wearing his new personalized Levi jacket.

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

from marysville

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/P&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



At the Johnny Paycheck flood relief concert are, kneeling left to right: Business Rep. Scooter Gentry and Dispatcher Bing Pennington; standing left to right: Business Rep. Dan Mostats, Dist. Rep. Frank Herrera, Unit 12 Asst. Director Steve Eooth and member Jerry White.

NEWS FROM THE districts

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.

from *redding*

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 Sickle. 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.



Rich Carey of the Foundation for Fair Contracting, right, along with Jerry Montgomery, son of Redding District Rep. Monty Montgomery, and Butch Coufield, work the serving line.



John Hinote, left, slices a piece of rib roast for Local 3 President Jerry Bennett to sample.



One of the volunteer clowns from the Moose Lodge No. 1006, right, sculpts balloons for the youngsters.



Billie Erickson of the Redding branch of the Local 3 credit union, left, and husband Duwayne Erickson kept the drinks flowing throughout the day.



Redding District Secretary Linda Stevenson, her daughter Jessie, and Bryan Fust, son of Redding District Secretary Debbie Fust, had no problem keeping picnickers supplied with ice cream bars most of the afternoon.



They may spill their milk and drop chocolate ice cream on white carpet, but these young picnickers suddenly showed amazing quickness and agility at the water balloon toss.



Retired member John Amuchastagie, right, and friends.

NEWS FROM THE
*districts***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.

from hawaii

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 Metcalfe.

If people came only to eat, that in itself was worth it because we had food fit for *alii's* (kings). For starters, *pupus* (appetizers) consisting of smoked pork, boiled peanuts, *bakalau* (codfish salad), kimchee. 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, coolers, 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, councilmembers John Ray, Bobby Jean Leithead-Todd and Al Smith presented Andrew with a certificate from Hawaii County Council for the outstanding volunteer work that he does for the Waiinea 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.



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



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



Gathering for a group photo are from left: Public Employees Division Assistant Director Garland Rosaura, 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.

NEWS FROM THE
districts

Good crowd turns out for S.F. District picnic

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.

from san francisco

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 Polhemus, right, with Joshua Streeter.



Joe Belton, right, winner of a Coleman generator, with Business Rep. Carl Goff.



Kenny Oki, a foreman for San Rafael Rock, left, and Business Rep. Ed Lieberman.



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



Dick Sierra and wife Shirley.



Clockwise around this table are Jan Mangini, an unidentified woman, Paul Parres and Brad Parres.

NEWS FROM THE
*districts***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.

from **reno**

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 50-cent-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



Barbara Miller, right, and Sheila Montgomery, second from right, serve Becky Block



Micayla Nichols takes a swing at the piñata while her mom, Kristen, holds back Nichol's cousin Dax Ingersoll.

RENO PICNIC



Retiree Mitch Andrews, who received his 50-year watch at the picnic, with District Rep. Pete Cox



Shawnee Enniss, daughter of member Marc Enniss, give the piñata a good whack.



Retiree Jim Caumiant and wife Jean, left, and retiree Olen Plummer, right, and his wife Leona and daughter Melanie.

NEWS FROM THE districts

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.

from rohnert park

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 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 member, 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.

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

Assemblywoman Virginia Strom-Martin thanks the members for their hard work during the election.



From left: Jim Killean, Marshall Bankert, Director of Organizing Bob Miller, Supervisor Tim Smith, District Rep. Gary Wagnon



Cathy Smith, secretary for the Rohnert Park District, serves up a hearty helping of beans.

Former Local 3 Business Manager T.J. Stapleton, left, draws the names for the prize drawings as District Rep. Gary Wagnon waits to announce the winners.



Business Rep. Greg Gunheim, left, with backhoe operator Don Teach.

Marshall Bankert, left, and Leon Caulkins, president of the Retiree Association.



Windsor City Councilwoman Margie Smith attended the annual event.



NEWS FROM THE districts

Good weather makes for a great Utah picnic

SALT LAKE CITY – Our district picnic was held June 14 at Murray Park in Salt Lake City. Mother Nature amazingly enough took a break that day from the monsoon season we have been experiencing. Instead, the weather was clear and balmy most of the day, making it very enjoyable to be outside.

from utah

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, a most commendable record.

Bill Hedges joined Local 3 in July 1941, and he and his wife Berneice 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 Hodges moved to California and Bill worked his early years through Local 3 there.

The Hodges 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 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, Weyher, Gibbons & Reed, and many other Utah con-

cerns. He worked for Kansas City Bridge Company and Chicago Bridge & Iron, as well as Cleveland Riggings 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 golf 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.

Kay M. Leishman, District Rep.

'Engineers' continued from page 10

enormous power to decide on tens of thousands of projects worth billions of dollars. That is just too much power to give one politician.

Because the initiative specifies no deadline by which the controller must act, that office would become a project bottleneck, indefinitely delaying vital school, highway, transit, flood control, bridge projects. Some of these delays could be imposed for political purposes. As the state became less able to timely produce plans for construction, all the building trades would suffer. California would experience a slowdown in its economy far worse than we experienced in the recession of the early 1990s.

PECC spent \$1.4 million to qualify the measure for the ballot. The organization is requiring its members to pay \$45 a month each for the funding to get this initiative passed. Once the measure is passed, it would remain law indefinitely. It would take another constitutional ballot and statewide vote to change it. Even the Legislature could not correct the serious flaws in this initiative.

Anyone employed by a design firm cannot afford to be complacent while PECC attempts to build the largest engineering and architectural firm in the world. Let's not let this initiative ruin our industry. Additional information about the initiative will be forthcoming in future issues of Engineers News and our Local 3 Web site at www.oe3.org.

Map to Azure Acres

(from page 9)



Hiway 116 to Sebastopol. Turn left at Occidental Rd. At 2 1/2 miles turn right on Green Hill Rd. At 6 mile turn left to Azure Acres.

Local 3 at your fingertips.

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



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

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

ARTICLE XII ELECTIONS

Section 3

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

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

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

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

govern, and the ballots shall be prepared accordingly.

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

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

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

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

The certified public accountants shall remove the returned ballots, count

the same and certify the results in writing to the Election Committee.

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

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

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

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

(h) Every Member who is not suspended for nonpayment of dues as of August 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

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

Section 4

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to

their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

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

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

Section 6

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

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

Section 7

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

continued next page

continued from previous page

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

ARTICLE XIII INTERNATIONAL CONVENTION DELEGATES

Section 1

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

Article XII of these By-Laws, except that:

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

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

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

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

Special Election Notice: Unopposed Candidates

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

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

OFFICERS

Business Manager
Don Doser

President
Jerry Bennett

Vice President
Pat O'Connell

Recording-Corresponding Secretary
Robert "Rob" Wise

Financial Secretary
Darell Steele

Treasurer
Max Spurgeon

Trustee
Ray Helmick

Trustee
Kay Leishman

Trustee
John Bonilla

Auditor
Bob Baroni

Auditor
Bob Miller

Auditor
Dave Young

Conductor
William "Bill" Burns

Guard
R. Gary Wagon

EXECUTIVE BOARD MEMBERS

District 01
Raymond J. Mangini

District 04
Steven Lockett

District 10
David A. Spain

District 20
Tee Zhee Sanders

District 30
Patrick D. Shanklin

District 40
Mike Johnson

District 60
Dennis Moreland

District 70
Wilfred "Willie" Houghtby

District 80
Fred Myrick

DELEGATES TO THE 35TH IUOE CONVENTION

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

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

ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION

Bob Britton
Ron Glick
Nelson P. Umiamaka

VOTING INSTRUCTIONS

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

In an envelope marked "OFFICIAL BALLOT," you will receive a business reply envelope with voting instructions. When you receive your Official Ballot envelope,

IMPORTANT NOTICE:

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

open it, and remove the contents. Follow the voting instructions. When you have made your choices and marked the ballot card accordingly, place the ballot card in the secrecy envelope, seal it and insert it in the business reply envelope.

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

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

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

In the event you do not receive a ballot by August 16, 1997, or your ballot is destroyed or lost, you should call Thomas Havey LLP at a toll free number 1-888-632-6233. This service will be available 7 days a week, 24 hours a day until August 22, 1997.



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR
ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 11

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

District Executive Board Member	
District No. 11	Vote for
HOWARD W. LUZIER Finish Blade Operator	+
BOB MILLER Dozer Operator	+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR
ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 12

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

District Executive Board Member	
District No. 12	Vote for
SHIRLEY G. SMITH Incumbent	+
MARY KAYE CROSBY Loader Operator	+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR
ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 17

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

District Executive Board Member	
District No. 17	Vote for
REYNOLDS "SPEEDY" KAMA Incumbent	+
CHARLESTON P. "CHUBBY" ALMEIDA Truck Driver	+
RICHARD C. LACAR, JR. Tower Crane Operator	+
CHARLES W. WRIGHT Loader Operator	+



**OPERATING ENGINEERS
LOCAL UNION NO. 3**

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT
FOR
ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER
OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 50

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

District Executive Board Member	
District No. 50	Vote for
LARRY BRADEN Incumbent	+
MICHAEL SHEFFIELD Gradesetter	+

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. 90

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

District Executive Board Member	
District No. 90	Vote for
MICHAEL R. SIERRA Incumbent	+
MILTON R. PETERSEN Foreman	+

meetings & announcements

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. Adair# 0982894	Wayne Duncan# 1079818	Carl Johnson# 1051425
Richard Azama# 0991127	Albert Elizares# 1102056	Richard Kahoonei# 0991228
E. Gary Burghardt*# 0939853	Melvin C. Evans# 0904850	Clarence Kaili, Sr.# 1022359
Fred Cargile# 1098532	Edward Fox# 1069065	Harry L. Neely# 0830836
George E. Carr# 0312857	Bryan M. Hackett# 1067418	Ernest Perry# 1031801
Donald Cooper# 0702341	Donald L. Harris, Sr. # 1001651	Rudy Torres*# 1087616
Fidel Dunlan# 1040584	Jesse M. Harrison# 1011470	Richard Trimble*# 1101992

* Effective July 1, 1997

DEPARTED MEMBERS

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

Noah Adams Madera, CA 07/17/97	Paul Janes San Francisco, CA 07/01/97
Benedict Applehans Sparks, NV 07/11/97	Carl Kaolowi Kamaeula, HI 07/20/97
Douglas Bishop Spanish Fork, UT 07/12/97	Victor Kent Mariposa, CA 06/21/97
Claude Brown Lower Lake, CA 07/02/97	Wilbert Keough San Jose, CA 06/11/97
Norman Brown Sun City, CA 07/25/97	James Kerbow Woodland, CA 07/06/97
Roy Bufkin San Lorenzo, CA 07/09/97	Logan Knox Cedar Ridge, CA 07/01/97
Benjamin Cravalho Cottonwood, CA 07/09/97	Oscar Koskinen Fort Bragg, CA 06/27/97
Allan Carr Clearlake, CA 06/07/97	Warren Lackey Anderson, CA 06/23/97
William Cecil Patterson, CA 07/11/97	Don Laughlin Santa Rosa, CA 07/13/97
Noah Chilcoat Olivehurst, CA 07/02/97	Glen Morrison Oroville, CA 06/18/97
Mario Collodi San Jose, CA 07/21/97	Glenn Mallowney Zephyr Cove, NV 06/26/97
Willard Colson Stockton, CA 07/16/97	Harold Nield Pacheco, CA 07/10/97
Adrian Cox Salt Lake City, UT 06/25/97	C. Owens Livermore, CA 07/28/97
J. Cox Redding, CA 07/01/97	Otto Papovich Paradise, CA 07/05/97
William Cushman Elk Grove, CA 07/24/97	Chester Ratti Livermore, CA 03/05/97
Delbert Day Redding, CA 06/27/97	Albert Schenewolf Concord, CA 07/23/97
Paul Ding Stockton, CA 07/24/97	Martin Sivil Wickenburg, AZ 07/05/97
Leroy Dunigan Cobb, CA 06/27/97	Dean Souza Honolulu, HI 07/04/97
Lauren Franks Provo, UT 06/23/97	Bill Stone Scranton, AZ 07/01/97
A. Freeman Fresno, CA 06/20/97	Myron Sundstrom Gualala, CA 07/08/97
Joe Garcia Fresno, CA 06/23/97	Archie Tanabe Waimanalo, CA 07/08/97
Llewellyn Giffen Orangevale, CA 06/15/97	Vincent Tarantino San Francisco, CA 07/17/97
James Haseltine Dublin, CA 07/07/97	Roy Tucker Reno, NV 06/24/97
Howard Hatfield Quartzsite, AZ 07/03/97	Rodney Touree Suisun City, CA 07/16/97
James Hunt Sacramento, CA 07/11/97	

DECEASED DEPENDENTS

Geneva Baxter (wife of Raymond Baxter [dec]) 06/29/97	Marjorie Ledin (wife of Roland Ledin [dec]) 06/22/97
Ruth Behnke (wife of Howan Behnke [dec]) 06/16/97	Hattie Lima (wife of David Lima) 06/05/97
Marie Cari (wife of Alfred Cari [dec]) 03/03/97	Shirley Minjares (wife of Louis Minjares) 07/22/97
Inez Coldiron (wife of Albert Coldiron) 07/01/97	Venettia Morgan (wife of Steven Morgan) 07/11/97
Mary Costa (wife of William Costa [dec]) 05/21/97	Lorene Patzak (wife of Andrew Patzak [dec]) 07/07/97
Mary Cunningham (wife of Irvin Cunningham) 07/19/97	Ada Shinn (wife of Walter Shinn) 07/11/97
Dixie Grubb (wife of Vance Grubb) 02/08/97	Archie Taunt (husband of Emmy Taunt) 07/17/97
Gloria Hauge (wife of Dwayne Hauge) 07/10/97	Robert Wilkinson (husband of Judy Wilkinson) 06/09/97

Election of Grievance Committee Member District 40 (Eureka)

Recording-Corresponding Secretary Robert L. Wise announces that on 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.
Engineers Building, 2806 Broadway, Eureka, CA

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:

September 11, 1997 at 7:00 p.m.
Teamsters Local 70, 70 Hegenberger Rd., Oakland, CA

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

AUGUST 1997

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

SEPTEMBER 1997

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

OCTOBER 1997

- 2nd District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Bl., Ste. 200
Sacramento, CA 95834
- 7th District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501
- 8th District 70: Redding, CA
Engineers Building
20308 Engineers Ln., Redding, CA 96002
- 9th District 60: Marysville, CA
Veterans Memorial Center
1703 Elm St., Marysville, CA
- 16th District 30: Stockton, CA
Stockton Waterloo Gun & Bocci Club*
4343 N. Ashley Ln., Stockton, CA

* Note location change

District 30 Location Change

From: Oct. 16, 1997, 7:00 p.m.
Engineers Building
1916 N. Broadway
Stockton, CA

To: Oct. 16, 1997, 7:00 p.m.
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
Stockton, CA

swap shop

FREE WANT-ADS FOR MEMBERS

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

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

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

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

FOR SALE: 1996 Turbo Diesel Isuzu Trooper. 4WD, new rubber, top cond. \$5,195 OBO. (916) 222-0890. #385088

FOR SALE: Ingersoll-Rand, 600 CRM air compressor. 671 Detroit engine. New cond. 1,200 orig hrs. \$7,000. (510) 684-2415. #1087675

FOR SALE: Spicer 8341-R Power Tower. \$800. (916) 529-6629. #2173029

FOR SALE: Catapillar Diesel 12 blade 9K. Runs good. \$6,500 OBO. Also: John Deere model R diesel w/8 yd hydr scraper. Runs good. \$4,500 OBO. John Deere gas, model 430, 3 pt w/disc and lg brush hog. Runs good. \$4,500 OBO. (916) 991-1530. #486196

FOR SALE: Bobtail Dump Box. 10-ft, nice \$850. Also: 5 pull up shop doors, \$800 for all. 1: 18" backhoe bucket; 1: 3-ft 310 John Deere bucket. (510) 679-9120. #2047665

FOR SALE: Six 1-bdrm apts. Built in 1992, appraised for \$325,000, asking \$279,000. Also: Amera Cruiser motorhome. Lo profile, full bed in rear. \$22,000. (209) 883-9270. #1403326

FOR SALE: 24' x 30' cabin. Peace & quiet. No phone or TV. Has indoor plumbing, propane, water, great hunting/fishing/hiking. U.S. Forest lease, asking \$18,000. Bob (408) 265-8160. #2118403

FOR SALE: Mobile home. 24' x 64', 2-bd/2-ba, new roof, 3 ceiling fans. Calistoga Springs MHP. 114 Ivy Ln. (510) 235-2229. #557491

FOR SALE: 1993 Jeep Wrangler. New tires, windows, tags, red. 80K mi, excel cond. (408) 927-0881. #408040

FOR SALE: '94 Lincoln Continental. 41K mi, clean, new tires. \$16,000 and take over payments @OECU. Also: 1990 Skyline mobile home, 12' x 33', 1-bd/1-ba. Park model. \$8,000 or \$3,000 down will carry balance. (510) 427-6278. #1113039

FOR SALE: UKC Reg. Rat Terrier puppies. Attention hunters! Excel hunting/watchdogs. Compact - will mature at 16" tall and approx 30 lbs. Shots, wormed and docked tails. Black/tan heads, black/white bodies. \$275 males, \$300 females. (415) 595-5618. #2122923

FOR SALE: '84 Southwind Eagle motorhome. 29', 54K, 6.5 Onan gen, new pt, tires. Energy efficient refrig, stove, oven, 2-roof air, dash air, tub/shower, elec igni, furnace and water tank. Sleeps 6. \$25,000 OBO. (209) 533-0336. #915654

FOR SALE: 1988 Alpha Sun 5th wheel. 33-ft, wash/dryer ready, beautiful trailer, AC, awning. Lots of storage/extras. Excel cond. Hard to find at this price. \$14,000. (707) 643-7246. #1098191

FOR SALE: Two 1969 BMWs. Model 1600, 2 dr. One w/clear title and manuals, one for parts. \$400 for both. (702) 463-5961 after 5 pm. #1136253

FOR SALE: Two Dynapac LC70 tampers. fully reconditioned \$1,200 ea or \$2,200 for both. Also: new IH carriage bolts, many sizes/lengths \$350 for all. Heavy duty Kenmore dryer, harvest gold \$60. Tracy (916) 369-5573 after 6 pm. #2286227

FOR SALE: 1966 Mercedes Benz 230SL. RHD. Silver ext, red int. Black soft top, silver hard top. 16" Momo rims, rebuilt injectors, Euro version, great car. \$17,500 OBO. Also looking for parts for Porsche 356. (209) 334-1955. #2260507

FOR SALE: 1988 Jaguar, Vanden Plas. 2nd owner, excel cond, kept in garage, 78K mi, silver/beige ext, dooskin leather int, sunroof, AM/FM cass, AT, AC. \$9,000. (916) 795-3631. #2262558

FOR SALE: 1983 Backhoe 5800 Extendo. 6 buckets, low hrs, runs good. \$18,000. (209) 826-9465. #1043556

FOR SALE: 1973 Dodge Sportsman motorhome. 20-ft, 360 eng, w/dash/roof air, awning, lo mi, clean, runs good. Must see. \$3,500 OBO. (916) 873-2340 weekdays after 7 pm or (702) 831-0302. #1837617

FOR SALE: 1984 Monaco motorhome. 35-ft, 3 axle, Chevy 454, loaded. \$29,995. Also: 1985 Thunderbird, 160K mi, runs great. \$2,595. 1968 Dodge 1-ton mechanics truck. 318 eng, 18" boom, 225 amp AC/DC welder, torch cage. \$2,800. (916) 749-8533. #1499932

FOR SALE: Mobile home. 24' x 64' Silvercrest. Beautiful Visalia, CA. Excel cond. 3-bd/2-ba, family, dng, lvg rms. 3 ceiling fans, fully carpeted, mini blinds, curtains, cent air/furnace, 4-car parking. 10' x 10' storage shed, garden spot, lo maint, family park. \$28,500. (209) 732-8461. #0558773

FOR SALE: 1990 Ford Super Duty 460 engine. 20K mi on new eng, new 5-sp trans, 10' utility bed w/vise, Ventura 2500# Crane, new tires, alum wheels, Lariat XL interior, cell phone. (209) 855-2202 or (209) 855-2270 after 6 pm. #1136255

FOR SALE: 1990 26-ft Mallard Sprinter trailer. Front kitchen, rear bath, AC, awning. Very good, clean cond. Will trade for late model cab-over camper. (209) 786-0766. #0758360

FOR SALE: 1976 Holiday Ramblette. 26-ft, full bed in rear. Good camp trailer. \$2,500 OBO. Gene (916) 275-1989. #2014006

FOR SALE: 26-ft sloop fiberglass sailboat. Builder-Clipper. Tandem wheel trailer, sails and marine radio. \$2,500. Also: 1993 20 Hp outboard motor w/long shank. Less than 30 hrs. \$1,500. Charles (510) 245-8334.

#1511036

FOR SALE: 3-axle equipment trailer. 16,500 lbs capacity, flip up ramps, 750-15 tires, elec brakes. \$3,450. (707) 557-3256. #2276274

FOR SALE: House in Pleasant Hill, CA. 3-bd/2-ba, attached 2-car garage. Completely remodeled. Excel cond. Sell \$189,500. Will consider equity trade. Also: 30-cal WEI paratrooper carbine rifle. All orig cond. Sell or trade: \$400 OBO. Robert (510) 372-5893. #2084434

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

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

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

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

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

FOR SALE: Layton 500 Paver. Manual hyd w/trench paving adapter. \$3,200. Also: Sweepster Power Broom, 8hp walkbehind, newer bristles \$1,500. Hot Crackfill Machine, 30 gal \$600. 700 gal tak w/agitator \$1,000. 300 gal poly tank on trailer \$300. Scaffold, 10 ft manual hyd \$150. All prices neg. Fresno area. (209) 638-8010. #1993171

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

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

FOR SALE: Camper shell. With carpet kit, 8-ft bed, new boot & door shocks. \$500. (510) 685-8037. #692773

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

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

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

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

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

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

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

FOR SALE: '92 Caribou Cabover Camper. 11 1/2-ft. AC, gen, refrig/freezer, mw, Power Booster TV antenna, outside shower & dry bath, entertainment equipment, extenda cab, qn bed, storm windows, thermostat furnace, 100% self-contained. \$8,400. (916) 365-6731. #108756

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

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

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

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

FOR SALE: Cocker Spaniel puppies. Variety of colors. AKC. Quality lines, family raised. Shots, wormed, free food.

Siamese kittens also available. Also: 1973 BMW Bavaria. Recent eng/trans work. Runs strong, needs cosmetic work. German model. \$1,500 OBO. (916) 359-2245.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 3bd/2ba home. Formal dining room, 3-car garage, landscaped, auto sprinkler system on La Contenta Golf Course, close to Comanche Lake and Hogan & Pardee Dams. \$158,700. (415) 531-3716. #1382469

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

FOR SALE: 207 acre ranch in Arkansas Ozarks. 25 mi n. or 1-40 on Hwy 95. 2,400 sq-ft home w/3-bd, 2 tp, Heat pump, city water, 24 x 34 shop. Beautiful view. Good deer hunting. \$275,000. Must sell due to illness. (501) 592-3782. #0465812

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

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

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

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

FOR SALE: 1985 Holiday Rambler Imperial. 40-ft fifth wheel, W/D, TV w/stand, awnings, oak int. \$20,000 OBO. (510) 417-1168 lv msg. #1597767

FOR SALE: 5-acre ranchette in Aromas, CA. 4-bd/2 1/2 ba, 2-car gar, 2,500 sq-ft lvg area in gated community. 2,000 sq-ft barn, perfect for horses, many, many extras. \$360,000 OBO. (408) 726-3071. #1058010

FOR SALE: Water truck. 1985 Paul's 3,800-gal water tank and system w/6 cab-controlled sprays on 1978 GMC Brigadier 3-axle. Super singles on rear, Detroit diesel 6V92T eng, heavy duty frame & suspension. \$28,000 OBO. (408) 726-3071. #1058010

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

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

FOR SALE: Baby grand piano. Beautiful dark wood Harvard. Perfect cond, great for anniv or birthday gift. \$4,000 OBO. Alturas, CA (no. east CA). (916) 233-2368. #1085507

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

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

FOR SALE: Oak plywood. 4 sheets, 4' x 8' x 3/4". \$55 ea or all for \$200. Also: 4-man raft w/life vest, hand pump, elec pump, alum oars, assorted books and manuals, used 5 times \$225 OBO. (415) 961-8962. #2105061

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

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

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

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

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

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

FOR SALE or TRADE: 1959 Plymouth Savoy. 4-dr classic. Orig like new cond, looks/drives great, 36K orig mi, approx value \$5,000. Trade value for value for real estate, boat, cash or ? Also: log splitter, good cond. Jim (702) 853-5841. #1196328

FOR SALE or TRADE: 1972 3/4 ton International Camper Special. 392 eng, 102K mi, AT, AC, new brakes, heavy duty hitch, all rect's. 2nd owner, small sleeper and tool box and 6' cabover camper. Must sell due to disability \$2,200 w/o sleep/tool box/camper. \$2,500 with. Or trade for smaller 6-cyl pickup or SUV. (209) 533-0279 or write: Larry, Box 1197, Columbia, CA 95310. #2210010

FOR SALE or TRADE: 2/3 acre lot. Zoned commercial, located on Hwy, 800 ft from Willow Creek in Alaska. Famous salmon fishing spot. \$19,500 or trade for travel trailer and tow vehicle or houseboat/trailer/tow vehicle or motorhome or pick-up/camper. Write to: Eric, P.O. Box 88482, Honolulu, HI 96820 or call (808) 943-6097. Voicemail: 1-800-938-3955. #2112839

WANTED: Cab-over camper. Late model, self-contained. Must be in good cond. Will trade for 1990 26-ft Mallard Sprinter trailer in very good cond for same. (209) 786-0766. #0758360

WANTED: Large commercial BBQ pit. For annual BBQ's/spicnics for Operating Engineers. Please contact Gary Wagnon or George Steffensen at (707) 585-2487 with any information.

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.



Retiree Association Meetings

OAKLAND-Nu Chapter

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

CONCORD-Mu Chapter

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

LAKEPORT

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

SANTA ROSA-Chi Chapter

Thurs. Sept. 18, 1997 2:00 PM
Operating Engineers Bldg.
6225 State Farm Dr.
Rohnert Park, CA

WATSONVILLE-Iota Chapter

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

SAN JOSE-Kappa Chapter

Tues. Sept. 23, 1997 2:00 PM
Italian Gardens
1500 Almaden Rd., San Jose, CA

AUBURN-Epsilon Chapter

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

SACRAMENTO-Zeta Chapter

Thurs. Oct. 2, 1997 2:00 PM
Operating Engineers Bldg.
4044 N. Freeway, Sacramento, CA

EUREKA-Alpha Chapter

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

REDDING-Beta Chapter

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

MARYSVILLE-Gamma Chapter

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

CERES

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

STOCKTON-Eta Chapter

Thurs. Oct. 16, 1997 2:00 PM
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane, Stockton, CA

S. F.-SAN MATEO-Kappa Nu Chapter

Thurs. Nov. 13, 1997 10:00 AM
IAM Air Transport Employees
1511 Rollins Rd., Burlingame, CA

IGNACIO-Chi Beta Chapter

Thurs. Nov. 13, 1997 2:00 PM
Alvarado Inn
250 Entrada, Novato, CA

FAIRFIELD-Chi-Gamma Chapter

Tues. Nov. 18, 1997 2:00 PM
Operating Engineers Bldg.
2540 N. Watney, Fairfield, CA

FRESNO-Theta Chapter

Thurs. Nov. 20, 1997 2:00 PM
Laborers Hall
5431 E. Hedges, Fresno, CA

'Safety' continued from page 9

Gloves that protect one from vibration are composed of a wide range of materials: pig skin, cow hide, spandex, Gleform, 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 40-hour classes must notify the Local 3 Safety Department at (510) 748-7400 ext. 3358. Students who need an

eight-hour refresher class can register by calling the district office.

40-HOUR HAZMAT COURSES

Rancho Murieta Training Center

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

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

Reno

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

EIGHT-HOUR REFRESHER COURSES

Fairfield

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

Santa Rosa

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

Reno

Reno District office
1290 Corporate Blvd
(702) 857-4440
Sat., Oct. 11

Oakland

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

Stockton

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

Fresno

Cedar Lanes
3131 No. Cedar
(209) 252-8903
Sat., Nov. 1

Marysville

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

Redding

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

Sacramento

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

San Jose

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