

ENGINEERS NEWS



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AUGUST 1998



WHAT'S AT STAKE IN '98

Prevailing
wages, right
to work,
governors'
races and
more are on
the line in
the
NOVEMBER
ELECTION

VOTE '98

for the GOOD & WELFARE



by
Don Doser
business manager

OUR NEXT CHALLENGE IS ALREADY UPON US

As we recover from the euphoria of our come-from-behind victory of Prop. 226, it's time to gear up for the next challenge – the November general election.

In this month's Engineers News – and in the September and October issues – we are devoting an entire section of the newspaper to the November campaign. Our goal is to provide Local 3 members with useful information and analysis regarding all the key races and ballot measures throughout Local 3's jurisdiction, so that members can make up their own minds at the ballot box.

Local 3 members occasionally ask me why the union is putting such a heavy emphasis on politics in general and the November election in particular. The answer is quite simple. Labor relations and collective bargaining are so closely tied to politics that ignoring it would be tantamount to committing organizational suicide. We simply could not accomplish our mission of providing quality jobs at the highest wage possible unless we also maintain a strong presence in politics.

Dodging bullets

Let me give you two recent examples of what I'm talking about. We almost lost prevailing wages and got right-to-work in California after the 1994 election because an anti-labor majority took control of the state Assembly. Only a slim pro-labor majority in the state Senate saved the building trades from disaster by blocking legislation to repeal the state's little Davis-Bacon Act.

In the second example, California's century-old daily overtime law – the one requiring overtime pay after eight hours in a workday – was repealed last year in 15 industry and occupational groups covering over 8 million workers because a governor hostile to working people, Republican Pete Wilson, was re-elected that same year. He appointed the three individuals on the five-member Industrial Welfare Commission who cast the decisive votes to end daily overtime.

What unions and their members achieve at the bargaining table can be either neutralized or nullified in the political arena. If the state Legislature had repealed the state's prevailing wage law or enacted a right-to-work bill after the 1994 election, wages for unrepresented workers would have plummeted almost immediately. The resulting increase in competition and other market forces would have eventually forced down union wages and fringe benefits.

That's why we need to beef up our efforts this summer and fall. On November 3, California will elect a new governor, 52 seats to the House of Representatives, one U.S. senator, all of the state Assembly and half of the state Senate, a whole string of local candidates, plus deciding statewide and local ballot measures. The outcome of those contests will, for better or worse, heavily impact the lives of Local 3 members. We need to elect as many labor-friendly candidates as possible.

Strength in numbers

Some Local 3 members have told me they don't go to the polls because they doubt one measly vote will matter. But there's another way to look at voting. Consider, as you do in collective bargaining, what you and your union brothers and sisters can do as a group. There are about 2 million union members in California and nearly 4 million people of voting age living in union households, a huge voting bloc that can turn the tide of just about any election – that is, if union members get registered and go to the polls.

If you're wondering whether the union vote matters, consider what has happened in some of the most recent elections. In the 1994 election, when the political party most supportive of labor, lost control of the state Assembly and U.S. House of Representatives, only 13 percent of the entire vote for House members came from union households. But when the Democrats gained nine House seats in the 1996 election, 23 percent of the vote came from union households. And when California's Prop. 226 was defeated in the June primary, an impressive 50 percent of union households voted to defeat the initiative. Now that's bloc-voting at its best.

The first step: Get registered!

We've got to carry the momentum generated by the defeat of Prop. 226 into the November election. Only about 50.8 percent of union members in California are registered to vote. While respectable, the numbers just aren't high enough. If you haven't done so, I urge you to get registered to vote by the October 5 deadline. Ask your business representative for a voter registration application or pick one up at the union hall. If you think you are going to be away from home around election day, I urge you to vote by absentee ballot. You'll find an absentee ballot application on the back of your voter information packet.

After you register, start weighing your voting options. Seriously consider pocket-book issues like prevailing wages and right-to-work.

Davis for governor

Local 3 urges union members in California to support Lt. Gov. Gray Davis for governor on November 3. Davis has supported working people every step of the way during his 30-year political career, from his early days as gubernatorial chief of staff to when he was state controller and now lieutenant governor. The resolution I submitted at the July AFL-CIO convention in Oakland, (see next page), sums up how I feel about the governor's race. I have met with Davis several times in recent weeks, and he tells me that, if elected, he'll protect – and even strengthen – the state's prevailing wage law and reinstate the eight-hour day to the way it was before the Industrial Welfare Commission repealed it last April.

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TRANSPORTATION SALES TAX CHALLENGED AGAIN

Taxpayer group appeals Santa Clara County's \$1.2 billion 1/2-cent sales tax Measures A and B to Calif. Supreme Court

Last month's Engineers News featured an article regarding how Santa Clara County's nine-year, half-cent transportation sales tax Measure A and B survived its second court challenge. On June 8, the 6th District Court of Appeal unanimously ruled that Measure A & B needed only a simply majority for passage instead of a two-thirds vote.

The decision meant that the county could proceed with several major highway and mass transit projects. Motorists mired in some of the worst traffic congestion in the Bay Area were overjoyed at the prospects of seeing lanes added to such traffic bottlenecks as I-880 near Brokaw Road in San Jose.

But their hopes were dashed July 17, when opponents of the \$1.2 billion transportation package filed an appeal to the state's highest court just minutes before the deadline for filing the appeal.

The latest proceedings to the California Supreme Court means that the millions of dollars in vital highway and mass transit projects could be delayed for months or even years, regardless of whether the two measures are upheld. The state Supreme Court has 90 days to consider hearing the case.

Santa Clara County voters approved Measure B by a 54 percent margin in November 1996. Measure A, an advisory measure that recommended to the county board of supervisors specific projects to be built with Measure B funds, was also approved in the November 1996 election by a more than 70 percent margin.

But a group headed by the Santa Clara County Taxpayers Association and the Libertarian Party mounted a legal challenge in January 1997, claiming Measure A and B amounted to a special tax requiring a two-thirds majority under the landmark 1978 initiative Prop. 13 and 1986 Prop. 62.

Measure A and B survived their first court challenge in April 1997, when a Santa Clara County court dismissed the lawsuit, saying Measure A is not legally binding. The Santa Clara County supervisors, the court said, were under no legal obligation to spend the \$1.2 billion. The measure, therefore,

required only a majority vote for passage.

The appellate court agreed with the lower court decision in June, concluding: "Obviously, the two ballot measures were closely related to each other. One increased the sales tax, the other expressed the voters' preference for how new tax revenue should be spent. This relationship, however, does not reflect such inseparability that as a matter of law the two measures must be considered as one. On the contrary, the measures were not legally connected."

In the latest appeal, Measure A and B opponents are taking a new legal approach. They want the Supreme Court to consider the impact of Prop. 218, also approved in 1996, which closed legal loopholes to Prop. 13. Opponents claim Prop. 218 invalidates the sales tax, while proponents say that since the proposition and the sales tax were on the same ballot, the proposition does not cover Measure A and B.

Regardless of the outcome, construction delays caused by the appeal, even if upheld, will add millions of dollars to the price tag of many Measure A and B projects. Widening I-880 from First Street to the Montague Expressway, for example, could be delayed from late 2001 to the spring of 2002 and cost at least \$90 million more than estimates made in 1996.

The Valley Transportation Authority, which will administer Measure A and B projects, estimates delays in extending light rail to Campbell will add as much as \$20 million to the project. Another \$10 million could be added to the widening of U.S. 101.

The good news is that fewer than 10 percent of appeals are ever heard by the state Supreme Court, and the chances for consideration decrease even more when an appeal is made after a unanimous decision by a lower court.

Local 3 has endorsed eight constitutional officer candidates: Cruz Bustamante for lieutenant governor, Michela Alioto for secretary of state, Kathleen Connell for state controller, Phil Angelides for treasurer, Bill Lockyer for attorney general, Delaine Eastin for superintendent of public instruction and Diane Martinez for insurance commissioner. All seven candidates have strong labor records and would work well with Davis.

The bad news is that if Dan Lungren gets elected governor, he and his colleagues in the Legislature are going to go after your prevailing wages with the same vigor as Wilson. We've had to sue Wilson and Lungren six times to prevent them from breaking the law on important workplace issues. Lungren certainly isn't going to be any more eager than Wilson to negotiate in good faith with our State Bargaining Unit 12 members, who haven't had a contract in three years.

Lungren is not in your corner when it comes to important worker issues like prevailing wages, right-to-work, job safety, daily overtime and contracting out civil service jobs to the private sector. He hates unions more than Wilson, and he'll no doubt use his executive powers to shaft working people if he gets the opportunity.

Keep these thoughts in mind as you prepare to register to vote and become informed on the issues during the next two and half months leading up to the election.

RESOLUTION

WHEREAS, the working men and women of California have suffered an erosion of their benefits, rights and protections under succeeding Republican administration; and

WHEREAS, the Republican candidate for governor, Dan Lungren, has pledged to further dilute protections for workers regarding safety appropriations, prevailing wages, health care reforms, etc; and

WHEREAS, Lieutenant Governor, GRAY DAVIS has for more than thirty years demonstrated his commitment to protect and serve California's working families and bettering their lives; and

WHEREAS, he has pledged to continue and strengthen that commitment; then

BE IT HEREBY RESOLVED AND DEMANDED as follows:

That the CALIFORNIA LABOR FEDERATION, AFL-CIO, and its constituents resolve to support the election efforts of GRAY DAVIS, with the same vigor, energy, commitment of resources and generosity they brought to bear upon the recent campaign to defeat Proposition 226.

Respectfully submitted

Donald Doser, Business Manager
Operating Engineers Local Union No. 3
AFL-CIO

HELP ORGANIZE THE UNORGANIZED

BY REID DAVIS, LOCAL 3 ORGANIZER

How many times have we looked up from our work and discovered non-union employees working on an adjacent job site? Most of us in Local 3 have experienced this more times than we care to remember.

All too frequently we have taken a hostile or unsympathetic stance against such employees. Occasionally, relations between union and non-union workforces become openly antagonistic. We often view the non-union workforce as our enemy because they work for substandard wages and benefits – this seems like a direct threat to our own livelihoods.

With Business Manager Don Doser's new focus on organizing the unorganized, we must rethink the way we have historically related to our non-union brothers and sisters. No longer can we isolate ourselves from the non-union sector and wish that it would simply disappear. Instead, we all need to take responsibility for bringing the benefits of union affiliation to the unorganized worker. All of us in Local 3 can play a vital role in this effort by using a team approach.

When it comes to organizing, the team approach is indispensable. Putting a team into action means utilizing the organizer, business agents, district reps and especially the membership. The membership must be the eyes and ears of the union, as they often provide the best organizing leads.

Local 3 member Diana Aikenhead, who works as a special instructor for Signet Testing Labs in Hayward, Calif., recently provided a great organizing lead to the union. While working alongside a non-union underground crew, Diana struck up a friendly conversation with them. Over the next few days, she was able to explain the advantages of belonging to Local 3 and working under a union contract. Diana's persuasive approach caused the crew to become interested in joining the union. Diana then contacted Oakland Business Rep. Joe Galicia who, thanks to Diana's call, was able to begin the organizing process with the District 20 organizing team.

"Everyone knows at least one non-union operator that they can talk to," says Diana. "All we have to do is talk to people. The non-union worker doesn't know about the union and we should take on the responsibility of telling them about our wages and terrific benefits."

The foregoing is a perfect example of how, by working together, we can begin organizing non-union employers and increasing membership. A member's effort is often the first and most important step in a successful organizing drive.

Oakland District Rep. Myron Pederson agrees wholeheartedly. "Organizing is the lifeblood of our union and increasing our membership is vital if we want to survive. We want our agents to seek out organizing opportunities while servicing their units. Leads from members can then be jointly pursued by the business agent, organizer and other resources to get the job done."

Any member can assist in the organizing process, especially if they have COMET training. Any members who are aware of organizing possibilities should contact their business representative as soon as possible. The sooner you call, the sooner the non-union workers can receive the benefits of union membership.

Local 3 Organizers

Darell Steele
Organizing Officer
(510) 748-7400

Bob Miller
Director of Organizing
(510) 748-7400

Jim Scott
Asst. Director of Organizing
(702) 753-8761

Larry Daniels
Fresno, Modesto, Stockton, San Jose
(209) 252-8903

Reid Davis
San Francisco, Oakland, Fairfield,
Rohnert Park
(510) 748-7446

Kalani Mahoe
Hawaii
(808) 845-7871

Travis Tweedy
Sacramento, Marysville, Redding, Eureka
(530) 743-7321

Mentors are more than teachers

by Curtis Brooks, Office of Compliance and Civil Rights

Sharing knowledge is one of the greatest ways of making sure that the same level of work and expertise continues in an industry. Reflect, for a moment, on the person or persons whom you credit with building your skill level in the construction industry. We know that, after their retirement, we must replace them with equally trained and capable workers.

The word mentor comes from ancient Greece, where Odysseus entrusted his friend Mentor with the education of his son. But the process of acting as someone's mentor is often much more involved than simply educating them. A mentor acts as a teacher, a parent and a friend. They teach not only a process, but an attitude as well.

I am a great advocate of the mentor program, having had a number of mentors myself. The first was K.C. Brooks, my father. He instilled in me a strong work ethic, and taught me the value of doing a full day's work for a full day's pay. As a hard-working faller for a logging company, dad knew that success only comes from hard work.

Dale Gerig, a 37-year Local 3 member who passed away on May 15, was my second mentor. An accomplished blademan, Dale took me under his wing early on and helped improve my skills in all areas of the construction trade.

We met in 1987. I went to see about getting a job on a project, but the foreman wouldn't hire me. Every day, I went back to the jobsite, only to be turned down. One day, I just jumped on a piece of equipment and started to work. Dale, the blademan on the job, witnessed me at work and told the foreman to hire me. By the time I got back from lunch, I had a job.

When work was slow in 1991 and 1992, Dale often assisted me in getting hired on jobs where he was working. Soon, it became clear that wherever Dale went I was soon to follow. We became an efficient team that got the job done right. But we were more than just coworkers; we were good friends. Dale taught me everything from how to roll rock to finishing on a paddle wheel.

Dale wasn't egotistical or arrogant, as many in this industry can be. He was good at his job, but also knew that the skills he acquired over the years came from the patient teachings of others. He, in turn, wanted to pass that knowledge on to help preserve the strength of the union and the industry. Although Dale has passed on, the ideas and attitudes that made him such a successful operator survive thanks to his dedication to mentoring.

Mentoring knows no race or gender. It crosses all barriers and allows an experienced worker to pass on the knowledge gained over a lifetime to younger, more inexperienced members. This process improves the mentor, the student and the union. There are a lot of members out there willing to share their knowledge and, in addition to Dale, I personally would like to thank Chuck Heller, Wilbur Chase, Bucky Stone and Fred Bennett for teaching me the skills that made me a successful operator. I'm positive there are more people that I have excluded and to them I express my apologies and my gratitude.

If any of you would like to share a story about your mentor, please send it to the Office of Compliance and Civil Rights at 1620 South Loop Road, Alameda, Calif. 94502.

Advanced Apprentices Program provides extra training for journey upgrades

The Joint Apprenticeship Committee (JAC) has revised its apprenticeship standards for Northern California to provide for an Advanced Apprentices Program. This program will provide the means for journey persons to improve their skills.

Any journey person working for a contributing employer is eligible to become an advanced apprentice, provided the employer is willing to sponsor you. The indenture ratio must meet the criteria set forth in the amended consent decree. All requests for advanced apprenticeship must be approved by the JAC.

Once indentured, advance apprentices must work 1,000 hours in the requested training classification. They must also work at least 75 percent of the time in the classification. The pay rate will be 90 percent of the requested

training classification.

A person may be an advanced apprentice for up to two classifications. Current apprentices are eligible to be advanced apprentices six months after they graduate from the apprenticeship program. This six-month rule also applies to people who have completed advanced apprenticeship training for one classification and would like to sign up for another.

Although it is not mandatory, advanced apprentices may request two weeks of related training at the Rancho Murieta Training Center prior to beginning work as advanced apprentices.

If you have any questions regarding this program, please call the Office of Compliance and Civil Rights at (510) 748-7400, or contact the apprenticeship coordinator for your area.

TWO LOCAL 3 GRADUATING APPRENTICES WIN TOP AWARDS



Business Manager Don Doser, middle, presents Mike Taylor, left, and Tom Nattrass with Apprentice of the Year awards.

Two graduating apprentices received Apprentice of the Year awards at the July 18 semi-annual membership meeting in San Francisco.

Mike Taylor won Apprentice of the Year in the Construction equipment operator (CEO) classification, and Thomas Nattrass won the award in the heavy-duty repair (HDR) classification.

Tom's interest in mechanics dates back to adolescence, when he used to take apart and fix things in his dad's garage. Tom's father, Earl Nattrass, was a paving and pipeline contractor in the 1960s. In high school Tom took auto shop classes and worked part-time after school in a service station, a job that helped take Tom to the next level of his career in mechanics.

The service station Tom worked at sent him to General Motor's Delco Remy Electrical Training School. After that, he went to work for his dad's mine processing company, where he worked on trucks and equipment.

Tom next attended Cabrillo College, where he took engineering classes and earned a welding certificate. He worked as a mechanic at a ski resort before going to work as a mechanic for a construction company.

Tom entered Local 3's apprenticeship program in 1994 and was dispatched to Top Grade Construction, where he got lube truck and maintenance training. He next went to work for Ferma Corp. under

the direction of Shop Superintendent Roger Lumibao, who trained him in rebuilding D10 dozers, 651 scrapers and 375 excavators.

Tom finished his apprenticeship with Ferma, receiving a 3.65 overall grade point average on the seven journeyman competency tests at the Rancho Murieta Training Center. Tom is still working for Ferma, most recently at the Veterans Administration hospital in Palo Alto setting up a new portable Thunderbird impact crusher.

Mike also came into the apprenticeship program with a background in construction. Mike's grandfather, Louis Brazil, is a 40-year retired Local 3 member. When Mike was growing up in the Watsonville area, he got to play around on an old blade and dozer on his grandfather's property. Mike's father, Andy Taylor, also works in the construction industry.

Mike entered the apprenticeship program in July 1993. He completed his entire program with one company - Paul T. Beck Contractors based in Salinas, Calif. During his training, Mike received training in a wide range of classifications, including blade, finish fergie, gradechecking, backhoe, compactor, scraper and paving equipment. Mike was so enthusiastic about his apprenticeship he started running jobs in this third period.

"His natural abilities and talents are underscored only by his willingness and eagerness to learn, work and apply himself to any task," wrote Steven Dunlavy, field superintendent for Paul T. Beck Contractors, in a March 9 letter of recommendation. "Mike has completed a formidable task, and made it look easy. As an operator, he is very well rounded, able to fill many slots on our paving, underground and grading crews." At press time, Mike was operating a backhoe and running work for Paul T. Beck Contractors.

CONGRATULATIONS TO TOM AND MIKE ON THEIR ACHIEVEMENTS!

60-year pin

Local 3 retiree Howard Harris, right, receives his 60-year pin from Business Manager Don Doser at the July 18 semi-annual meeting in San Francisco. Howard was employed by Ben C. Gerwick Construction for much of his career. He



worked on construction of three Bay Area bridges, the San Mateo, Dumbarton and San Rafael, as well as foundation work for several of San Francisco's tallest buildings, including the Transamerica building. He also worked on various other pipeline and pile-driving projects through the Sacramento and delta areas. *Congratulations to Howard on 60-years of membership!*



This wild bunch of Local 3 retirees all hail from Clayton, Calif. and are known far and wide as the Clayton Gang. From left are Jake Davies, George Machado, Bill Galvin, Ed Marks, Leroy Periera, Everet Galvin, Wimpy Delamater and Jerry Galvin

LOCAL 3 AWARDS 20 'SPECIAL SCHOLARSHIPS' AT JULY SEMI-ANNUAL

For the second consecutive year the Operating Engineers has awarded 20 \$500 'Special Scholarships' to sons and daughters of Local 3 members. These awards are in addition to the two \$3,000 and two \$2,000 College Scholarship Awards given annually to the sons and daughters of Local 3 members for academic or vocational training after high school.

Below is a list of the 20 scholarship winners:

1998 \$500 Scholarship Winners

1. **Crystal Clark** • Sacramento, CA
Parent: Chester Clark
2. **Ryan O'Halloran** • Sebastapol, CA
Parent: Patrick O'Halloran
3. **Jodi Locaso** • Stockton, CA
Parent: Joseph Locaso
4. **Nathan Childress** • Modesto, CA
Parent: David J. Childress
5. **Carl Miyamoto** • Waianae, HI
Parent: Earl Miyamoto
6. **Michelangelo Ancheta** • Waipahu, HI
Parent: Miguel Ancheta
7. **Marcos Serna** • Fresno, CA
Parent: Robert Serna
8. **Rebecca Gonzales** • Shingle Springs, CA
Parent: Annette Gonzales-Chavez
9. **Andrew Alford** • Vallejo, CA
Parent: Paul Alford
10. **Mandi Davis** • Elko, NV
Parent: Douglas L. Davis
11. **Baley Thomas** • Adin, CA
Parent: Spencer Thomas
12. **Summer Castillo** • Hilo, HI
Parent: Aaron Castillo, Sr.
13. **Michael Mitchell** • Oakland, CA
Parent: Lestus Mitchell
14. **Michelle Wilson** • Linden, CA
Parent: Fred Wilson, Jr.
15. **Allisa Williams** • Santa Rosa, CA
Parent: Paul Williams
16. **Robert Mills** • Roseville, CA
Parent: Michael and Vicki Mills
17. **Kelly Buford** • Hawthorne, NV
Parent: Alan G. Buford
18. **Cassandra Roque** • Reedley, CA
Parent: Robert Roque
19. **Joshua Lamb** • Elko, NV
Parent: Edwin Lamb
20. **Kristal Shiroma** • Valley Springs, CA
Parent: George Shiroma

Patricia Waldhaus, the first place female winner of the Local 3 College Scholarship Awards, picks at random one of 20 winners of the "Special Scholarship" at the July 18 semi-annual meeting.



Strong Leadership has Made the Hawaii Operating Engineers Industry Stabilization Fund a Huge Success

For the past 12 years, the Hawaii Operating Engineers Industry Stabilization Fund has been working to advance the interests of over 3,000 employees represented by Local 3 and over 300 employers represented by the General Contractors Labor Association and the Building Industry Association of Hawaii. HOEISF works on both the economic and political fronts to enhance the unionized construction industry in Hawaii.

The HOEISF operates under the leadership of a 7-person board of directors. Four members and one alternate represent the employers and three members and one alternate represent Local 3. This month, the Engineers News profiles the 7 members of the HOEISF.

Don Doser was sworn in as business manager on July 29, 1996. Doser, who had served as the union's president since 1988, received a unanimous vote of support from the other five union officers. His election as the union's chief executive officer followed the retirement of T.J. "Tom" Stapleton, who had been Local 3's business manager since 1982.

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

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

After completing that project, Doser returned to California where he operated heavy equipment on dirt spreads and underground jobs throughout the San Joaquin Valley. He became a general superintendent for Griffeth Company and eventually got into asphalt paving for Cal-Ore

Construction in Redding, where he worked until he was hired by Stapleton in 1982 as Redding District representative.

Doser was installed as Local 3 president in June 1988 to fill the vacancy left by the retirement of President Harold Huston. He was re-elected in August of that year, and re-elected to subsequent terms in 1991 and 1994.

As Local 3 business manager, Doser serves as the 7th Vice President of the International Union of Operating Engineers and a trustee on all the Operating Engineers trust funds. He also serves as an Executive Board member of the State Building & Construction Trades Council and trustee of the Western Conference of Operating Engineers. He previously served as secretary-treasurer of the Northeast California Building & Construction Trades Council, Secretary-Treasurer of the Redding Heavy & Highway Committee and vice-chair of the 1st Assembly District Democratic Committee.

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



Don Doser
Local 3 Business Manager



Pat O'Connell
Local 3 Vice President
(Alternate)

O'Connell joined Local 3 in 1965 after serving four years in the U.S. Air Force. He has worked 27 years for Local 3 as a dispatcher, business agent, JAC coordinator and district representa-

tive. O'Connell was an elected trustee of Local 3 for 20 years before being installed as Financial Secretary in 1993. In 1994, he was elected treasurer, where he served until receiving the office of vice president in July 1996.

A 35-year veteran of the construction industry, Bennett served two years as vice president prior to being installed in July 1996 as Local 3's president. Bennett operated scrapers, loaders, dozers and other heavy equipment on construction projects throughout central California for such contractors as Peter Kiewit, Guy F. Atkinson and Morrison-Knudson. He was hired by Business Manager Al Clem in 1969 as a business agent in the Fresno District. During his 27 years working for the union, Bennett has also worked as an assistant district representative, district representative, organizer and director of organizing.



Jerry Bennett
Local 3 President

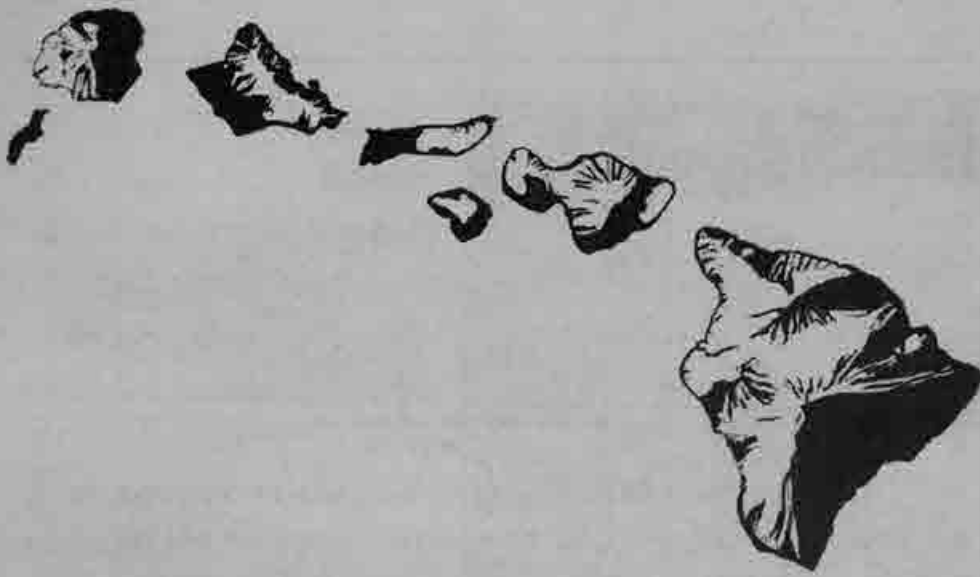
Keohokalole entered the construction industry straight out of high school in 1968, working for Hercules Construction as a Laborer. Five years later he joined the Operating Engineers and began running heavy equipment, mostly scrapers and loaders. He worked for Royal Construction for nearly seven years in the late 1980s and early 1990s.

Keohokalole next went to work for the HOEISF in 1993 as a full-time lobbyist, then became a business agent about eight months later. Adrian was promoted to district representative in 1996.

Keohokalole was the chairman of the Hawaii Construction Industry Association from October 1996 to September 1997 and a board member of the Building Trades Council during the same period. He currently serves as a co-chair of the Hawaii Joint Apprenticeship Committee and trustee of the Hawaii Health and Welfare Trust and Pension Trust funds.



Adrian Keohokalole
Local 3's Hawaii District
Representative



Wilfred Nakakura's career in the construction industry has come full circle. He started his career in 1965 as president of Nakakura Construction Company Ltd., where he worked until 1979. After working 16 years at Pan-Pacific Construction Inc., first as president then as director and vice chairman, Nakakura returned to Nakakura Construction in 1996, where he now serves as an executive advisor.

Nakakura has a long history of service to the construction industry. He is a former president and director of the General Contractors Association of Hawaii, former chair of the Construction Industry Legislative Organization, and is a current member of the Hawaii State Contractors Council. Nakakura was the national director of the Association of State Licensing Agencies from 1975-79 and a member of the Contractor's License Board from 1974-1980.

Nakakura also has a rich background in community service. He's a member of the Pacific Palisades Community Association, as well as director of the HCIA. He was formerly a member of the Navy League, Nuuanu YMCA, Aloha Athletic Club and past president and current director of the Moanalua Golf Club.

Nakakura is married to his wife, May. They have three grown sons. Derek, 42, is the president at Nakakura Construction Ltd. and Dean, 40, is a carpenter superintendent at Nakakura Construction Ltd. Darin, 24 is a manager trainee at Hawaiian Island Creations.



Wilfred S. Nakakura
Executive Advisor, Nakakura
Construction Co. Ltd.

Marvin Koga's career in the construction industry began in 1972, when he went to work for General Hawaiian Development Corporation as a project manager. During the two years Koga was with General Hawaiian Development he was responsible for the development of projects from land acquisition to completion.



Marvin Koga
President,
Mega Construction Inc.

In July 1974, Koga became vice president of Koga Engineering and Construction Inc., supervising and performing all phases of general contracting. During his 10-year service with Koga Engineering, he also negotiated private projects with developers, handled finance and banking, corporate administration and equipment maintenance. For the past 14 years, Koga has worked for Mega Construction Inc. as president and chief executive officer. He's responsible for all phases of corporate management, from project bid and management to corporate administration, financing and long-range planning. Koga graduated from the University of Hawaii in 1965

with a BS in civil engineering. After college, Koga served seven years as a combat engineering officer in the U.S. Army. His military service included overseas assignments in Germany and Vietnam.

Ronald Oshiro's career in the construction industry spans 34 years. After graduating from the University of Hawaii with a bachelor of science in civil engineering in 1964, Oshiro went to work for Hawaiian Dredging & Construction Co., where he worked as an engineer for five years. In



Ron Oshiro
President,
Rons Construction

1969, Oshiro went to work for Avant Constructors Inc., where he worked as an engineer and company executive for seven years.

Oshiro became president of Rons Construction Corp. in 1976. Oshiro is also president and owner of Rons Holding Inc., Wahiawa Paving & Grading Co. and Rons Properties LLC. Oshiro is a member of the American Society of Civil Engineers, National Society of Professional Engineers, Associated General Contractors of America, and is director of the General Contractors Association of Hawaii.

Oshiro has been the recipient of several SBA awards, including Hawaii 8a Contractor of The Year - 1983, Region IX Prime Contractor of The Year - 1984, Hawaii 8a Graduate of the Year - 1987, and National 8a Graduate of the Year - 1988. Oshiro graduated from Roosevelt High School in 1958 and served six years in the Hawaii Army National Guard. Oshiro is married to Marjorie M. Oshiro. They have five grown children.



Alvin Kobayashi
President & COO, Oahu
Construction Ltd.

After attending from Los Angeles City College and majoring in electrical engineering, Alvin Kobayashi went to work for Hawaiian Dredging & Construction Co. as a cost engineer. From 1969 to 1971 he worked for Reed & Martin Inc. as an estimator and project engineer before going to work for Haisuka Brothers Ltd., where he worked as vice president and assistant general manager for nine years. For the past 18 years, Kobayashi has been working for Oahu Construction Co., Ltd., the first 10 years as vice president of operations and the last eight years as president and CEO of Oahu Construction Company Ltd..

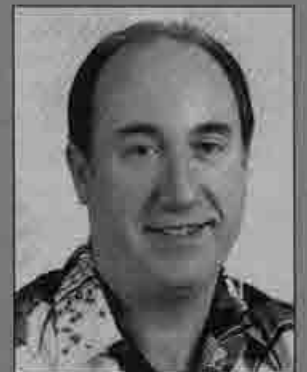
Kobayashi is director and second vice president of the Building Industry Association, director and president of the Building Industry Labor Association and is a trustee for management on the Local 3 Joint Apprenticeship Committee and Affirmative Action Training Fund, as well as a trustee for management on the Masons Local 630 Apprenticeship Training Trust Fund and Pension Trust Fund. Kobayashi is married to Myrtle L. Kobayashi. They have two sons, Ryan and Chad.

Claude C. Matsumoto is vice president of Negotiation Services at the Hawaii Employers Council. He directs the council's labor relations consultants and annually oversees collective bargaining and contract administration of more than 90 labor contracts for council members.

He personally negotiates bargaining agreements for Hawaii's major hospitals, the general and building contractors with the four basic craft unions and several hotels.

Matsumoto joined the council in August 1974 as a labor relations advisor. Prior to joining HEC, he worked for the Hawaii Teamsters and Allied Workers Local 996 for four years. As vice president of the local, he was responsible for administration, contract interpretation and negotiations for numerous Teamsters collective bargaining agreements.

Matsumoto served as a U.S. Army officer in both Germany and Vietnam. He graduated from the University of Hawaii with a BBA degree in personnel and industrial relations.



Claude C. Matsumoto
Vice President of Negotiation
Services, Hawaii Employers
Council (Alternate)



ORGANIZING EQUALS JOBS

ORGANIZING REPORT

Speaking of contract negotiations, an organizing drive is never successful until it results in a contract providing jobs for union members. Here are some current successes:

CHACON TRUCKING • OAKLAND, CALIF.

17 DRIVERS AND HANDLERS

Local 3 was approached late last year by a majority of Chacon's workers who were tired of low pay, poor benefits and a lack of representation. Organizer Jay Bosley, now a Sacramento business representative, and Oakland Business Rep. Mike Dunlap responded to the workers' request by filing an election petition with the NLRB. After a tight, honest campaign, the election was won unanimously on Dec. 12, 1997.

Contract negotiations began almost immediately after the election, but it was not until July 6 that a final agreement was reached and a contract ratified. Local 3 President Jerry Bennett and Oakland District Rep. Myron Pederson were assigned by Business Manager Don Doser to handle the negotiations. According to Bennett, "We got a three-year agreement, \$5.25 on wages, Local 3's pension plan and contract grievance language, among other things."

Employee Marvin Hassler commented, "Because of Local 3 and our campaign solidarity, we ended up a whole lot better off. It was a tough fight, but a real win for my family and my future."

BOEING NORTH AMERICAN SERVICES • STOCKTON, CALIF.

20 COMMUNICATION WORKERS

Boeing runs a facility on Rough and Ready Island that handles classified military communications with ships and satellites. On Sept. 24, 1997, Local 3 Organizer Larry Daniels and Stockton Business Rep. Tom Aja filed an NLRB petition after union representative Vince Sabean got the majority of the authorization cards signed. A unanimous vote for representation followed shortly thereafter.

Bennett and Stockton District Rep. Dave Young spearheaded negotiations, with final sessions that seemed like mini-marathons. Young said, "We ratified a wonderful new contract on June 1, which left both the employer and the employees very satisfied."

The rank-and-file organizing committee made up of Louis Borst and Duncan MacDonald said that what workers wanted most was a simple set of written rules, such as a contract, and they got it.

BUTTE DISPOSAL • MARYSVILLE, CALIF.

22 DRIVERS AND MECHANICS

In the disposal industry, Local 3 represents not only a significant portion of the equipment operators, but also the drivers and mechanics in the Bay Area, Sacramento and Marysville. Last year, the union filed an election petition on behalf of Butte employees that resulted in a loss on July 29, 1997, allegedly because the company granted large raises to employees the night before the vote. But Marysville District Rep. Frank Herrera and Business Reps. Scooter Gentry and Dan Mostats never gave up. With the help of stewards Ron Bigby and John Trisdale, the company and the union met and agreed to incorporate the Oroville Solid Waste Agreement. This resulted in a ratified contract on April 3.

"The workers really benefited in the end, with a five-year agreement, a 40 percent increase in wages, Local 3's fringe benefits and all the other protections a contract affords," Herrera said. Butte Disposal felt they benefited also with increased productivity, happier employees, a level playing field and increased training opportunities.

BROWNING FERRIS INDUSTRIES (BFI) • OAKLAND, CALIF.

10 EQUIPMENT OPERATORS

An election win on March 19, 1997 on a campaign headed up by Bosley and Oakland Business Rep. Walt Powers resulted in BFI hiring a high-powered union-busting attorney for a negotiator. But after numerous frustrating negotiating sessions, the chief negotiators for the union, Bennett, Pederson and union attorney Rollie Katz, hung tough and were finally able to ratify a contract on June 1. "That's 14 months of negotiations, but it was worth it," Katz said.

Although Local 3 felt the employer had committed several unfair labor practices, charges were never filed in the interest of resolving key negotiating points. The contract negotiations resulted in a three-year agreement, participation in Local 3's pension program. It also requires guaranteed wage increases of 3 percent in years two and three. Workers were very happy with the union grievance language, which made the "at will" terminations obsolete. Overtime after eight hours was also retained.

Recently, several National Labor Relations Board agents commented that Local 3 was keeping them busy with elections. To this, Business Manager Don Doser replied, "Thanks to the support of our members, the administration and the organizing team, we're on a roll."

SOME STATISTICS:

69 organizing campaigns are currently underway in four states. 70 percent of those target construction companies.

- Local 3 has an 80 percent win rate for its 1998 elections.

- 49 new companies have been signed so far this year.

- Nine elections are currently in progress, which will bring new union members if successful.

- 10 contract negotiations are in progress as a result of previous election wins, totaling 149 workers.

Board agents commented that Local 3 was keeping them busy with elections.

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Some statistics:



Butte Disposal employees smile for the camera after becoming Local 3 members.

News from the Credit Union



by
Rob Wise
Credit Union
Treasurer

HOW TO WIN AT CAR BUYING *without playing games*

Credit union members Karen and Reggie Randolph of Marysville, Calif. enjoy playing games as much as anyone, but one place they don't like playing games is at the car dealership. Yet according to Karen, game playing is exactly what they encountered when shopping for a Plymouth Voyager at a dealership. Frustrated, the Randolphs contacted the credit union and were referred to an Independent Fleet Manager Association (IFMA) dealer.

The IFMA service is available free to credit union members in the Bay Area, Sacramento, and other Northern California locations. It allows members to work directly with the fleet manager, a process that saves both time and money. In the Randolphs' case, they purchased their deep cranberry Voyager for \$400 less than they would have paid at the game-playing dealership. But Karen was impressed with more than the price. "The IFMA dealer was willing to give us options and pricing over the phone, unlike our local dealer," she said. "Everything, including the paperwork, was easy and straightforward and when we arrived we found the vehicle detailed, spotless, and gassed up."

Local 3 member Brad Fanini and his wife Traci of Auburn, Calif. also avoided playing car-dealership games by taking advantage of another free credit union service for vehicle shoppers. With Credit Union Direct Lending (CUDL), you can receive a quick decision on your vehicle loan request right at the dealership. There is no need to make a separate trip to the credit union, and you can apply after hours and on weekends as well as during normal business hours.

According to Traci, "Once the dealership knew we were with the OE credit union, they were ready to deal with us. They knew the credit union had its act together." Because they identified themselves as credit union members and wanted to go through CUDL for financing, the dealer didn't

even try to sell them financing. Traci summed up the experience by saying, "there is no way we would go anywhere but the credit union the next time we need a car."

For more information about the free credit union services offered for vehicle shoppers, contact any branch or call 1-800-877-4444. You can also find out more about both CUDL and IFMA at the credit union's Web site, www.oefcu.org. From the Web site you can also apply for a vehicle loan 24 hours a day.

Have you visited our Internet branch?

In July, the credit union's Web site became a virtual branch. By logging on to www.oefcu.org and pressing the home banking button, you can do almost everything you can do at a branch, from checking your balances to transferring funds between credit union accounts and making loan payments. You can even download your account information into the Quicken or MS Money software programs.

As a credit union member, you have 24-hour access to our virtual branch from any computer with an internet connection. Rather than waiting for your statement to arrive, you can look at your account activity on the Web site. For security reasons, you will need your member number and Touch Tone Teller code to sign on. If you have questions about either one of these, contact your branch or call 1-800-877-4444.

And now the credit union has expanded its Internet branch to include access to a bill paying service. This service allows you to pay your bills without writing checks, stuffing envelopes and licking stamps – all for about what you spend on postage. For more information about electronic bill payment, log on to www.oefcu.org.

TALKING to TECHS



by
Andy Mullen
Director, Technical
Engineers Division

Surveyors Victorious in Organizing

We are pleased to announce that Bestor Engineers of Monterey is now signatory with Local 3, bringing eight new members into the union. This feat was accomplished in no small part due to the ground work previously laid by Paul Schissler, and we thank him for his efforts. Although Paul now works for the Northern California Surveyors Joint Apprenticeship Committee, he continues to lend tremendous aid and support to the Technical Engineers Division. His experience and knowledge have been invaluable. Business Rep. Gerry Orme, who met with Bestor employees and obtained signed authorization cards, was also critical to this success. The Monterey region has been one of our target areas so this agreement was of great importance to us.

An essential component of our organization that is often taken for granted is Local 3's Delinquent Employers Division. The individuals in this department, among other things, make sure your benefits are timely paid. When benefits are not received, they work diligently to ensure their collection. Since becoming the Tech Engineers director, I have come to appreciate and understand the nature of help they

lend us in our efforts. Director Wayne McBride and his staff of Judy Gardini, Cindy Loya, Linda Montenegro and Judith Gaines do an outstanding job. Dealing with delinquent employers is not always a pleasant experience, and they deserve a lot of credit.

Work is abundant and we are still in need of qualified surveyors. If you have any ideas, please call us at (510)748-7431. One of the busiest spots is the San Francisco Airport. In addition to Tutor Saliba's crew, Worldwide Land Surveyors has three crews working there. Meridian Technical Services has numerous members working throughout the Bay Area and Sacramento and has been running between three and five crews at the Del Webb project in Lincoln. The area around Pleasanton and Livermore is bustling with hands from Kier & Wright, URS Greiner, Brian-Kangas-Foulk & Associates and Mark Thomas.

As Labor Day approaches I think we should all take a moment to think about how fortunate we are to belong to one of the greatest local unions in the world. Local 3 is respected far and wide as a leader in the labor movement. Under Business Manager Don Doser's administration, I am confident Local 3 will continue to lead the way for years to come.

ABSENTEEISM RULES TO BE STRICTLY ENFORCED

With summer in full swing and surveying employment in abundance, the Northern California Surveyors Joint Apprenticeship Committee training program is experiencing an enormous growth in our program. When this happens we have to take a look at our classroom facilities and make sure we have the best to offer our apprentices and journey upgrades. Recently we found that our Martinez location was outgrowing itself and we were able to call upon our brothers and sisters from the Oil and Chemical Workers Union to help us out.

The Oil and Chemical Workers have a very nice building in Martinez and offered to rent us a suite for a very nominal fee. We accepted and are now able to offer our apprentices a newer, larger room in an area that houses two restaurants and several other conveniences that the apprentices will find handy when they come to class.

Also, we are happy to announce that this class will be split between first-through-fourth period and fifth-through-eighth period apprentices with two instructors, Terry Warren and Fred Feickert, co-teaching. All students will meet at the new facility on Wednesday evenings. Fred and Terry will divide them up and furnish in-depth curricula instruction as well as hands-on training. We feel that having two instructors will provide the students with the personal attention they need, and will give Fred and Terry the opportunity to introduce new ideas into the classroom.

Excessive absences from related training classes

Our consultant from the Division of Apprenticeship Standards recently contacted our office and notified us that the DAS is taking a harder look at our office paperwork. Specifically, we need to have a tougher attitude on apprentice absenteeism. As you know, the NCSJAC rules regarding

absences have been in effect since the onset of this program. However, the DAS feels we are too lenient. As a result, we need to remind our apprentices that we do have rules, and we will not tolerate any excessive absenteeism.

In order to abide by these rules we have set in motion a policy of zero absences. Apprenticeship standards require that each apprentice must attend a classes a minimum of 144 hours per year. This breaks down to one three-hour class per evening for 48 weeks. Apprentices automatically get two weeks off for the Christmas holidays, and may take an additional two weeks off during the year for vacation, time which must be documented.

In this program excessive absences cause us to lose a substantial portion of our state funding. Looking at last year's attendance rosters, we estimate that absences cost us \$12,000 in classroom funding. This is money could have been used in many ways to upgrade and improve our program.

At this point, we are reviewing each and every apprentice record. Any first-through-fourth period apprentice with excessive absences will be pulled off of the job and "invited" to come into our office for daily make-up classes. Absentees are also told to double up on classes if they live in areas where that is an option. We will also hold mandatory Saturday make-up classes.

We will continue to review records weekly and insist on make-up classes until apprentices understand that missing class is not an option. We have checked with other apprenticeship trade programs and many of them require two classes per week or they will pull the apprentice off of the job, without pay, and send them to school for an entire week of related instruction. Our program is relatively tame compared to these other programs. Please keep in mind that your instructor works all day and is always in class and on time. Show them you are willing to give them the same respect. Set your goal at zero absences.

TEACHING TECHS



by
Paul Schissler
Administrator, Northern
California Surveyors Joint
Apprenticeship Committee

Golf tournament

The Technical Engineers 4th Invitational Golf Tournament was once again a **HUGE SUCCESS**.

THE RESULTS OF THE TOURNAMENT ARE AS FOLLOWS:

Longest Drive: Dean Poggi, Worldwide Land Surveys
Most Accurate Drive: Gary Freitas, Worldwide Land Surveys

1st place: Sam Aguirre, Gabe Molina, Pete Garza and Steve Gomes - Operating Engineers Public Employees

2nd place: Steve Diochea, Warren Freitas, Bob Ralston, Bill Pereira - Central Chevrolet

3rd place: Ron Sparacino, Cris Harmisona, Bob Mosca, Mike Aha Carlson, Barbee and Gibson

4th place: Jim Peretti, Jerry Addleson, Bill Hardin, Joe Malucelci - ADS Reprographics

What's at Stake in '98?

PLENTY!



But only personal involvement by union members themselves can thwart anti-labor efforts to weaken your union and lower your standard of living

Labor's stunning defeat of the Anti-Worker Initiative Prop. 226 in California's June primary blunted a national movement of union haters from silencing the political voice of working people. The usually high turnout of union households – roughly 50 percent – proved once again that organized labor, when the chips are down, can strike like a startled rattlesnake.

A similar scenario confronts Local 3 and the rest of organized labor in the November general election, only this time a single initiative like Prop. 226 won't be the primary focus of attention. Instead, dozens of critical congressional, gubernatorial and state legislative races, along with numerous ballot measures and local contests, are at stake in '98 throughout all four states within Local 3's jurisdiction. All of these races will have direct impacts on the careers and livelihoods of Operating Engineers.

The same types of union-hating politicians and organizations that brought you Prop. 226 are lying in wait hoping, through your complacency and apathy, to elect candidates who will work to repeal prevailing wages, enact right-to-work laws, abolish daily overtime, contract out unionized civil service jobs to low-paying private companies, limit labor's right to organize and much more.

But organized labor isn't going to let this happen. The entire labor movement is mobilizing its forces to get labor-friendly candidates elected to office in November. Local 3 districts in

California, Hawaii, Nevada and Utah are already recruiting and training union members to join the fight to preserve workplace rights and protect the future of working people. During the November campaign season, Local 3 members will get involved in phone banking, precinct walking, leafleting and other campaign activities.

If you'd like to join the crusade, contact your district office today and ask what you can do to help determine your fate in '98.

Beginning this month – and continuing in September and October – the Engineers News will feature special election coverage. The newspaper will provide in-depth articles about critical issues and races, information you won't likely find in your local newspaper or on the evening television news. The purpose of this effort is to help Local 3 members learn about and understand the issues confronting them this Fall, so that they can make up their own minds when they go to the polls on November 3.

VOTE '98



WHY THE CALIFORNIA GOVERNOR'S RACE IS SO VITAL TO WORKING PEOPLE

VOTE '98

AFL-CIO President John Sweeney, in a speech at the July 20 California Labor Federation convention in Oakland, called California's November gubernatorial race the most important election in the country.

The federation's top executive didn't make such a superlative assessment of the governor's contest to merely patronize the hometown crowd. He was speaking frankly about a race that, depending how you look at it, holds enormous potential or risk for working people in California and throughout the country.

Power of executive appointment

A little over a year ago, Gov. Pete Wilson used his power of political appointment to forever change labor relations in California. He used the Industrial Welfare Commission, whose five members he appointed, to repeal daily overtime. The IWC, which has the authority to establish rules and regulations covering wages and working standards in 15 industry and occupational groups, voted 3-2 on April 11, 1997, to repeal the 100-year-old law requiring businesses to pay employees overtime after they have worked eight hours in a single day.

The decision affects over 8 million employees working in some of the largest industries in California, including manufacturing, mechanical, clerical, technical, hotels and restaurants, hospitals, retail, wholesale and transportation. Because these workers are paid overtime after working 40 hours in a week, an estimated \$1 billion a year is being snatched from their pockets. An employee, for example, who normally works four 10-hour days making \$20 per hour is now losing \$80 a week – or \$4,160 a year – in overtime compensation.

The IWC's repeal of the eight-hour day is just one example of how the governor's power of executive appointment can make or break worker people. When you consider the thousands of other gubernatorial appointments, from state Supreme Court justices to members of the Contractors State License Board, you can begin to understand why it's so important to elect a governor who's supportive of working people and their unions.

Drawing new congressional boundaries

This year's gubernatorial race carries an extra prize. In executive and judicial appointments, California's next governor will have significant influence over the state when he presides over the redrawing of boundaries after the 2000 census. The political affiliation of a Democrat or Republican, will have significant influence on the 2002.

California and most other states have congressional district boundaries that every district has close to equal population. California currently has 45 districts and could gain at least three more. The party with control of the governorship can manipulate the boundaries to give the majority party an advantage in the next election.

Because the governor has the power to appoint or remove judges, California's next redistricting will make the difference of being a Republican or Democrat in the state legislature will determine which party controls the state.

Why should union members care about Congress? If the Republicans take control of both the House and the Senate, the federal preemption Act – would likely be repealed, both of which would work to the benefit of construction trades unions.

But if the Democrats keep control of the House and gain control of the Senate, labor would find itself in a more favorable position to get their agenda favorable to their union members.

The labor-friendly gubernatorial candidate is Lt. Gov. Gray Davis. He has supported Davis on November 3.

See page 24 for information on voter registration.



THE GOVERNOR'S AWESOME POWERS

In addition to the authority to veto legislation and issue executive orders, California's governor has vast powers to shape labor law and public policy through his political appointments, which number in the thousands. Who becomes California's next governor — whether he's a Democrat or Republican, liberal or conservative — can have strong bearing on the lives of working people.

Below is a list of just a handful of the departments and agencies within California's state government that the governor can control and influence through the power of appointment. Many of these departments, boards, commissions and agencies develop, interpret and implement policies that have a direct impact on Local 3 members.

DEPARTMENT OF INDUSTRIAL RELATIONS

PURPOSE: A collection of enforcement and servicing agencies responsible for labor-management relations, including divisions of Apprenticeship Standards, Labor Standards Enforcement and Occupational Safety and Health, as well as the Workers' Compensation Appeals Board and Industrial Welfare Commission.

APPOINTING AUTHORITY: governor appoints department's executive director, division heads and management staff, as well as board and commission members.

IMPACT ON LOCAL 3 MEMBERS: It was former DIR Director Lloyd Aubry who announced in October 1995 that his department, under the direction of Gov. Pete Wilson, was going to lower prevailing wages by changing the way they are calculated from the modal system to a weighted average.

INDUSTRIAL WELFARE COMMISSION

PURPOSE: Within Department of Industrial Relations, the commission is authorized by the state Legislature to establish orders covering minimum wages, maximum hours and standards for working conditions in 15 industry and occupational groups, including manufacturing, mechanical, clerical, technical, hotels, restaurants, hospitals, retail, wholesale, transportation.

APPOINTING AUTHORITY: Governor appoints all five commissioners.

IMPACT ON LOCAL 3 MEMBERS: Abolished daily overtime in April 1997.

CALIFORNIA APPRENTICESHIP COUNCIL

PURPOSE: Within Department of Industrial Relations, Division of Apprenticeship Standards, the council has advisory, appellant and regulatory functions regarding apprenticeship issues.

APPOINTING AUTHORITY: Governor appoints all 17 council members.

IMPACT ON LOCAL 3 MEMBERS: In the process of trying to change the way apprentices are paid, from a percentage of the prevailing rate to a flat rate near the state minimum wage.

CALIFORNIA TRANSPORTATION COMMISSION

PURPOSE: Adopts the State Transportation Improvement Plan (STIP) and allocates state funds for highway, bridge and mass transit projects.

APPOINTING AUTHORITY: Governor appoints all 11 commissioners.

IMPACT ON LOCAL 3 MEMBERS: Approves or disapproves projects that provide jobs for Operating Engineers. Recently approved a \$70 million tunnel at Devils Slide in San Mateo County. The approval paves the way for federal matching funds.

DEPARTMENT OF TRANSPORTATION

PURPOSE: Has broad responsibilities for the planning, design, operation and maintenance of the state highway system.

Appointing authority: Governor appoints the department's executive director, deputy directors, division heads and other management staff.

IMPACT ON LOCAL 3 MEMBERS: Department appointees carry out policies that

can directly impact Operating Engineers, including enforcing or not enforcing prevailing wages on state highway projects. This is also the department within which about 4,000 Unit 12 members work.

STATE BUILDING STANDARDS COMMISSION

PURPOSE: Approves, codifies and publishes all state building standards.

APPOINTING AUTHORITY: Governor appoints all 10 commissioners.

IMPACT ON LOCAL 3

MEMBERS: This commission, along with Cal-OSHA, regulates crane certification.

CALIFORNIA COASTAL COMMISSION

PURPOSE: Regulates development in coastal zones and waters and works with local governments in bringing their plans into conformity with the policies of the California Coastal Act of 1976.

APPOINTING AUTHORITY: Governor appoints four commissioners.

IMPACT ON LOCAL 3 MEMBERS: Has the authority to approve or disapprove developments and highway projects within three miles of the coastline.

CONTRACTORS STATE LICENSE BOARD

PURPOSE: Licenses and regulates contractors in the construction industry.

APPOINTING AUTHORITY: Governor appoints all 11 board members.

IMPACT ON LOCAL 3 MEMBERS: Establishes criteria regarding what experience a contractor needs to obtain a license.

STATE WATER RESOURCES CONTROL BOARD

PURPOSE: Establishes water rights, water pollution standards and water quality regulations for the state.

APPOINTING AUTHORITY: Governor appoints all five board members.

IMPACT ON LOCAL 3 MEMBERS: Can determine whether a major projects gets built or not by approving or disapproving water rights. Awards and enforces contracts for levee repair and maintenance work. Can reject or accept contractors based on record of complying with state prevailing wage laws.

DEPARTMENT OF WATER RESOURCES

PURPOSE: Protects, conserves, develops and manages California's water resources. The department is responsible for the water management element of the California water plan by constructing and operating the state water project to distribute water for agricultural, domestic and industrial use.

APPOINTING AUTHORITY: Governor appoints department's executive director, deputy directors and division heads.

IMPACT ON LOCAL 3 MEMBERS: Administers State Water Project, including the California Aqueduct and dozens of reservoirs. Responsible for state's levee system, the largest in the United States.

PUBLIC EMPLOYMENT RELATIONS BOARD

PURPOSE: Responsible for administering the Educational Employer-Employee Relations Act, the Ralph C. Dills Act, also known as the State Employer-Employee Relations Act, the Higher Education Employer-Employee Relations Act, and serves as an appellate body to hear challenges to decisions by its agents.

APPOINTING AUTHORITY: Governor appoints all five board members.

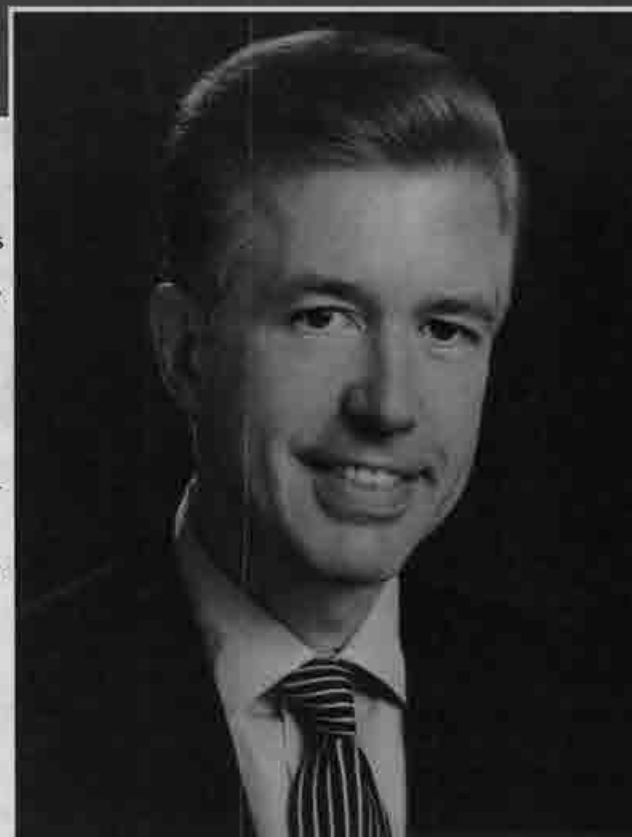
IMPACT ON LOCAL 3 MEMBERS: PERB is to state workers what the National Labor Relations Board is to private-sector employees. The board certifies and enforces the collective bargaining agreements of state workers, including Unit 12.

CALIFORNIA STATE PERSONNEL BOARD

PURPOSE: Oversees all aspects of the state's civil service merit system, develops policy, adjudicates appeals and administers the state's affirmative action program.

APPOINTING AUTHORITY: Governor appoints all five members.

IMPACT ON LOCAL 3 MEMBERS: Makes final decisions on unfair labor practice charges and disciplinary action brought against state workers.



CANDIDATE COMPARISONS

VOTE 1998

Congressional District 3

SANDIE DUNN (D) VS.

Doug Ose (R)

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

Congressman Vic Fazio has represented this area for so long that the district finds itself on new and uncertain ground for the upcoming election. The primary saw four Democrats and four Republicans vying for their party's nomination. The victors in that hard-fought battle were Democratic nominee Sandie Dunn and GOP-nominee Doug Ose.

Dunn is a political newcomer who specializes in water issues – a major bonus in a district where flood control and dam safety is at the forefront of many people's minds. She is endorsed by Fazio and Assemblywoman Helen Thomson.

Dunn is a co-founding partner in a Sacramento law firm, where she represents the Glenn-Colusa Irrigation District and the Sacramento Area Flood Control Agency. She also represents the interests of individual farmers. In her neighborhood, Dunn is president of the Carmichael Creek Neighborhood Association, where she is the resident expert on land and water issues. She also supports neighborhood watch programs.

As a small business owner, one of her primary concerns is adequate health-

care and pension benefits for her employees. She was vehemently opposed to Proposition 226 and is a strong supporter of prevailing wages and increasing the minimum wage.

Dunn faces a tough opponent in Ose, though. Well-known throughout the area, Ose has been a member of the Board of Directors for the California State Automobile Association, the Board of Directors for the Citrus Heights Chamber of Commerce and the Sacramento Housing and Redevelopment Commission.

Ose ran a very negative campaign in the primary, a fact that did not go unnoticed. Although he was the top overall vote-getter, the nasty tone of his campaign spurred attacks from fellow GOP members. The district has taken a turn toward the conservative in recent years, but Democrats seem reinvigorated thanks to the nasty Republican primary.

Ose opposes a higher minimum wage, saying income should be based on productivity and should not be considered a government entitlement.



Sandie Dunn

2nd Senate District

WES CHESBRO (D) VS.

John Jordan (R)

Del Norte, Humboldt, Lake, Mendocino, Napa and Sonoma counties, portions of Solano County

As one of the largest geographic senate districts in the state, SD2 has one of the most diverse constituencies. Logging interests up north often conflict with the environmentalists inhabiting the southern end of the district. Moderate Democrat Mike Thompson, who has represented the district since 1993, is seeking a congressional seat.

Democratic candidate Wes Chesbro, 46, currently sits on the Integrated Waste Management Board as a Lockyer appointee and is a former Humboldt County supervisor and Arcata city council member. His experience may be the key to winning this election.

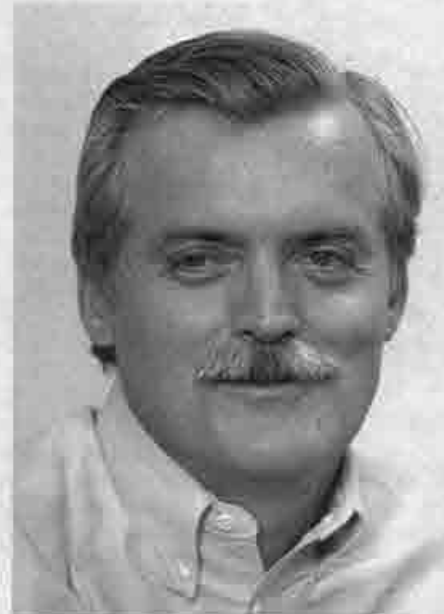
Wes Chesbro has a long-time commitment to working people and organized labor. He has participated in organizing drives and helped generate public support for striking workers. A supporter of both federal and state prevailing wage laws, Chesbro promises to include organized labor in the legislative process. He supports the right to strike by both private and public employees, and believes the right to form unions and the rights of union members are fundamental for all employees. He does not support the use of union-busting and anti-labor consul-

tants and law firms.

During the June 1998 primary election, Chesbro was an outspoken opponent of Proposition 226 and devoted campaign resources to help in the successful effort to defeat the anti-labor initiative.

Republicans are itchy to steal this seat from the Democratic Party, and golden boy John Jordan has plenty of money to finance what will be one of the most expensive campaigns this fall.

Owner of his own chain of coffee shops, Jordan hails from the family who owns Jordan Winery in Napa County. His youth and moderate social views might appeal to a lot of voters. But, although Jordan has successfully managed to get himself on the executive boards of various charitable institutions over the past three years, he has no experience in the public sector.



Wes Chesbro

10th Assembly District

DEBRA GRAVERT (D) VS.

Anthony Pescetti (R)

Southeast Sacramento County and northern San Joaquin County

This Assembly district, encompassing southeast Sacramento, northern San Joaquin County, and the cities of Galt, Lodi, Elk Grove, Rancho Cordova, Manteca and Rancho Murieta is exceptionally diverse. Ranging from urban neighborhoods to heavily agricultural areas, this district's representative must be able to tackle numerous problems and issues. With Republican Larry Bowler termed out, this gives Democrats a chance to steal a seat and increase the party's hold on the Assembly.

Democratic candidate Debra Gravert has spent much of her life in and around the legislative arena. After working in the Assembly Public Safety Committee, she became a legislative policy consultant and then went on to become Assemblyman Dick Floyd's chief of staff. Working for the head of the Assembly Labor Committee, Gravert is in tune with the needs of organized labor.

She also supports more police and fire protection, increased funding for

schools and good paying jobs.

Her opponent, Republican Anthony Pescetti, has a lot of name recognition in the area. As a former Sacramento Municipal Utility District board member, Pescetti beat out eight other Republicans in the primary. This is his second attempt at the seat, having run unsuccessfully against Bowler in the 1992 primary. For the primary, Pescetti raised \$100,000 despite the wide Republican field, but \$75,000 was a loan from a family business. What business is that, you ask? Pescetti's wife owns Admail/West, a mail house often used by the Democratic leadership.



Debra Gravert



17th Assembly District

MIKE MACHADO (D) VS.

Jay Smart (R)

Most of San Joaquin County, including the cities of Stockton, Lathrop, Tracy and Manteca

This district, although conservative, has sent incumbent Mike Machado to the Assembly twice, and has fought off a recall election against him as well. This time, Machado faces Jay Smart as an opponent.

Labor is once again supporting Machado's campaign due to his excellent labor record. Machado has been a strong supporter of working men and women throughout California. He has fought against GOP attempts to pass right-to-work legislation and repeal prevailing wages.

Machado graduated from Stanford with a degree in economics and earned his Master's degree at the University of California at Davis. He has served as vice chair of the Tri-Valley Growers board of directors and still runs a family farming operation with his father and brother in his hometown of Linden.

Jay Smart is a first-term city councilman from Manteca.

Mike Machado

26th Assembly District

DENNIS CARDOZA (D) VS.

Patricia Hollingsworth (R)

All of Merced County and parts of San Joaquin and Stanislaus counties

When Dennis Cardoza squeaked by with a victory in this district two years ago, the Republican Party targeted this seat. But Cardoza has worked hard as the district's Assembly representative. The district is based in a prime agricultural area and as chair of the Assembly Agriculture Committee Cardoza keeps his district's interests at the forefront. He is also a strong supporter of labor and fights hard for good-paying jobs and workers rights.

Cardoza advocates the full preservation of prevailing wages and laws that strengthen collective bargaining. He also supports apprenticeship and other job training programs. A strong advocate of public employees, Cardoza believes in protecting their benefits, pensions and contracting regulations.

His opponent, Patricia Hollingsworth, was a legislative staffer to former State Agriculture Director and Senator Clair Berryhill, whose son lost to Cardoza in

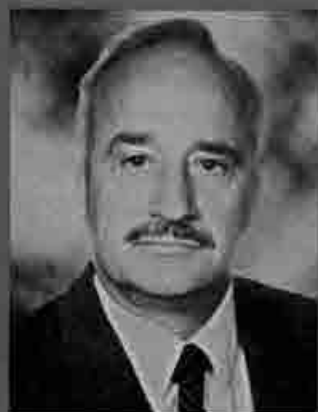
1996. Hollingsworth also served as business and economic development director under Gov. George Deukmejian. Currently, Hollingsworth serves as regional administrator for Aspira Foster and Family Services.

During the primary, Cardoza collected 63 percent of the total votes for the district, beating Hollingsworth by over 30 percentage points. But both sides believe the race will be hot in the fall.



Dennis Cardoza

NEWS FROM THE SAFETY DEPART.



by
Brian Bishop
Safety Director

Notification of accidents and injuries is essential

Most of Local 3's contracts have a clause stating that an employer is required to notify the union if a serious accident or injury occurs on the job site. Unfortunately, in most cases, there is no requirement as to how soon the union must be notified after the accident occurs. That's where the problem begins.

It is really disconcerting for a business agent to learn from a carpenter, laborer, radio or newspaper that one of their members has been injured on the job. The union's main concern is that the injured member can potentially lose out on benefits if the agent isn't notified of the injury. A great number of members out there are not aware that if they are injured and unable to work, they may be entitled to benefits from Local 3's Good Standing Fund. If no one informs the agents, then information like this is lost.

If you are on a job where an accident or injury occurs, report it to your area agent. Too many accidents occur that aren't reported. It can sometimes take years for injuries to manifest into serious problems. If we have no records of the accident, the member has no recourse. Agents make out safety reports of accidents and injuries that involve our members. Even if the accident doesn't seem serious, report it. Even if you think it may have been reported to us, report it. The agents are here to serve the members, but they can't help if they don't hear from you.

Special Hazmat classes

Specially held classes? Absolutely. When we have a break in other commitments, specially scheduled Hazmat classes are available. John Crawford, the safety and health officer for Evans Brothers Inc., can confirm that. He called us in early July stating that since they just got the bid on a Caltrans job, they were obligated to train the Caltrans employees as well as their own. A 40-hour Hazmat class was held at the Alameda headquarters beginning July 6.

Our hazmat classes, both refresher and 40-hour classes, are usually scheduled for the slow work months of January, February, March, October November and December. But if the company you work for needs to train employees outside of the regularly scheduled times, give us a call and we will try to help. Specially scheduled eight-hour refresher courses are also available, but only with a minimum of 10 students from a company. Please give us plenty of notice, as we will try to fill the class with students from other companies or districts. There is no additional cost for specially scheduled classes.



Students from the Evans Brother's Hazmat class: Back row from left are Leo Turrin, Ridder Alvarez, Tomas Schoorl, Guillermo Ruiz, William Evans and Bud Ketchum. In the front are Binh Hong, Amalio Angeles and Miguel Carapia.

HAZMAT TRAINING SCHEDULE

4th Quarter 1998
All Classes will begin at 7:00 a.m.

40-HOUR HAZMAT TRAINING PROGRAM

Rancho Murieta October 12-16
7388 Murieta Drive November 16-20
(510) 748-7400 ext. 3358

(Housing is available; however, reservations must be made 10 days prior to the course date)

Alameda Headquarters December 14-18
1620 S. Loop Road
(510) 748-7400 ext. 3358

EIGHT-HOUR REFRESHER

Fairfield November 12
2540 N. Watney Way
(707) 429-5008

Santa Rosa November 13
6225 State Farm Dr., Ste. 100
Rohnert Park, CA

Stockton December 5
1916 N. Broadway
(209) 943-2332

Fresno October 10
Cedar Lanes
3131 N. Cedar
(209) 252-8903

Marysville October
23
Sutter-Yuba Board of Realtors
1558 Starr Drive, Yuba City
(530) 743-7321

Redding October 24
20308 Engineers Lane
(530) 222-6093

Sacramento
December 4
4044 N. Freeway Blvd., Ste. 200
(916) 565-6170

San Jose November 14
IBEW Hall, 908 Bern Ct.
(408) 295-8788

Oakland December 2
1620 S. Loop Rd. December 3
Alameda, CA December 19
(510) 748-7446

PREREQUISITES for REFRESHER COURSE

Proof of Completion of the 40-Hour Training or Last Recertification.

TUITION

Effective July 1, 1998

40-Hour Course

Operating Engineers Members
on the out-of-work listno charge

Sponsored Students
Operating Engineers\$250.00
Non-members\$300.00

Eight-Hour Refresher

Operating Engineers and Teamsters with current
dues cardno charge
Non-members\$30.00

The tuition includes all classroom materials.

Tuition is due at the time of the class. Certificates will be held in the event of non payment.
No Cash will be accepted.

REGISTRATION

To Register, please call the number that is listed for the course you would like to attend.

NEWS FROM THE ADDICTION RECOVERY PROGRAM



by
Uwe Gunnarsen
Director

THE INVISIBLE DISEASE OF RETIREMENT

I met him at one of our district picnics. His belt buckle clearly identified him as an Operating Engineer. We had both arrived early and were relaxing at one of the picnic tables, talking and just getting acquainted. What he had to say was insightful and important, so I want to retell it for you. His story may sound vaguely familiar to you now or it may ring a bell for you sometime down the road. Maybe you even know Al.

His name is not really Al, but real names aren't important when relating stories such as these. Al worked hard all his life. He started operating heavy equipment when he was drafted into the Army Corps of Engineers and joined Local 3 after his discharge. During this time he married Rose, and together they raised a son. Al was a skilled operator who was rarely without work, and life was very good for a very long time.

He became a grandfather, paid off the mortgage and finally got to retire. There were times when Rose was concerned that he was drinking a little too much, but since Al had always been in control of his life and his drinking never truly got out of hand, they didn't discuss it much. They had been married for 44 years and were both looking forward to the freedom of retirement, to a time when they could do whatever suited them.

Al counted his blessings each morning when, instead of driving to some faraway work site, he got to steer his pick-up down to the river for some fishing. After a lifetime of hard work he really deserved this free time, and maybe even deserved the couple of beers he drank to give him relief from the morning heat. On other days he and Rose would play golf have a couple of drinks afterwards in the clubhouse. Evenings were usually spent have a few drinks while watching television or playing cards with some friends. Since he didn't have to work, there was no reason not to drink when he felt up to it, which was more and more frequently. Rose had begun to worry about him again.

Then, suddenly, Rose died of cancer. Al's son visited briefly for the

funeral, but he was getting a divorce and was busy with his own life. Al felt lonely and depressed. Life without Rose was empty. He still went fishing, but stopped playing golf and stayed mostly to himself, all the while continuing to have his drinks.

One day Al woke up in his truck on the side of the road. He was safe, although not necessarily sound. He didn't know where he was or how he got there. What he did know was that his drinking was now out of control and it was time to quit. It was not easy.

He started by reaching out to some old friends. By talking to them about his experiences, he discovered that his situation was not unique. Many of his friends had similar experiences. The common link to each of their problems was a feeling of loss. Whether it be the loss of a loved one, the structure of work, the opportunity to practice finely honed skills on the equipment, or the camaraderie of coworkers, the sense of loss creates a void very often filled with alcohol.

Al decided that there were many things to be involved with. Grateful for being able to lead such a good life, Al felt a need to give back to the union. All summer long, he rides the picnic circuit from district to district, meets old friends and has fun. He describes his life now as "...having retired to something and living for something."

I recently ran into Al at a district meeting. He was tall and fit, and walked around shaking a lot of hands, drinking a diet Coke. It was good seeing him again and we agreed to meet at another picnic soon. I told him that I would write about him. He nodded, "Tell them it can be done." Retirement is not always the idyllic bliss that we hope for, at least not for some of us. But please, if you need help and want a better mediator than alcohol, give us a call.

Visit us at our Web site: www.oe3.org
click on: Departments
click on: Addiction Recovery Program

MEDICAL PLAN ELIBILITY - WHEN ARE YOU COVERED?

We would like to welcome all of our new members. One of the first questions new members usually ask is related to their medical coverage. Below, you will find the initial eligibility rules for each state's plan within Local 3's jurisdiction. Please review the requirements and contact your district office or the Trust Fund if you have any questions relating to your eligibility.

CALIFORNIA HOURLY CONTRIBUTIONS

To be initially eligible for the California health and welfare plan you need to have 330 hours reported within three or fewer consecutive months. You are then insured for the next month and the following month, referred to as the "skip" month, with the balance of hours remaining in the bank. For example, if 330 hours are reported for January, February and March, members are eligible for benefits for April and May (the skip month). The coverage for those two months uses 220 of the reported hours, and the remaining 110 hours remain in the bank.

After members meet the initial eligibility requirements, continued eligibility is on a skip-month basis. For example, if a member has 110 hours reported for April, those hours are used to cover health and welfare for the month of June. The month of May, covered by the initial eligibility requirements, is skipped. A benefit of this system is that if you have more than 110 hours reported for a month, the remaining hours go into the bank. So if 140 hours are reported for April, it gives you June eligibility and puts 30 hours in the bank for future use.

Flat rate contributions

Employees of contributing employers reported at a flat-rate normally establish initial eligibility the first day of the month following three consecutive months for which contributions were received. Each flat rate contribution will provide a single month of eligibility. Flat rate contributions do not normally provide an hours bank accumulation.

NEVADA HOURLY CONTRIBUTIONS

To be initially eligible in Nevada, you need 300 hours reported within three or fewer consecutive months. The member is then eligible for the following month. Once the member meets this initial eligibility requirement, 100 hours will be deducted for the first month's coverage with the balance of the hours going to the hours bank. For example, if a member has 300 hours reported for the months of January, February and March, the member is eligible for April with 200 hours going in the bank.

After initial eligibility requirements are satisfied, eligibility continues on a month-to-month basis. If at least 100 hours are reported for a particular month, the member is eligible for the following month. So if a member

QUICK PHONE REFERENCE FOR ALL RETIREES

Where to call for benefit information

INFORMATION NEEDED	CONTACT THE FOLLOWING
Fringe Benefit Service Center	(510) 748-7450
Pension & Annuity Information	Trust Fund Office (800) 251-5014 or (510) 433-4422
For Eligibility, Claims, H&W Benefit Information and Contract Provider Updates	Trust Fund Office (800) 251-5013 or (510) 676-3890
Utilization Review Organization	For pre-authorization or pre-service review, provider should call Prudent Buyer utilization review: (800) 274-7767
Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition)	
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 Referral and Pre-authorization	Addiction Recovery Program (ARP) (800) 562-3277
Vision Service Plan	(800) 877-7195
Hearing Care Plan	(800) 322-4327
Health Examinations, Inc. Mobile Health Testing Unit	(800) 542-6233

has 140 hours reported for April, he or she is covered for May, with the additional 40 hours going to the bank.

Flat rate contributions

Eligibility for employees of contributing employers reporting at a flat rate, including non-bargained office employees and company officers, varies. It is important to contact the Trust Fund or district office to verify eligibility. Each flat rate contribution will provide a single month of eligibility, but don't normally provide an hours bank accumulation.

(continued on page 24)

NEWS FROM FRINGE BENEFITS

NEWS FROM THE DISTRICTS *from Fresno*

LOCAL 3 SUPPORTS FRESNO YOUTH CENTER

FRESNO – You might not recognize his name, but his face may seem familiar. Paul Carmello was the ring announcer in the movie *Raging Bull*, which chronicled the life of boxer Jake LaMotta. He played Joe Louis' manager in the *Joe Louis Story*. He was a stand-in for Lorne Greene in the 1960s television series *Bonanza* and for Marlon Brando in the *Godfather*. He's been a stunt man in countless other Hollywood movies. He was himself an Olympic and professional boxer in the 1940s.

Since 1986, Carmello and his brother Tony Cuccia, have been managing the Ringside Youth Center in Fresno, where young people can spend afternoons learning to box, play pool and other games, and just enjoy camaraderie with friends. In the middle of the refurbished warehouse on Van Ness Street is a boxing rink surrounded by several heavy bags hanging from the rafters. Two of the youth center's walls are covered with Carmello's movie and boxing career memorabilia.

Local 3 is one of several organizations that donates money to keep the youth center operating. The Fresno

District office also encourages other organizations and employers to help out. Two Local 3 banners, one hanging directly over the rink, remind members and guests of the union's participation in helping Fresno youth stay off the streets and out of trouble.

Standing beneath a Local 3 banner at the Ringside Youth Center are from left: Fresno District Rep. Mike Brown, youth center managers Paul Carmello and Tony Cuccia, and boxing promoter Kevin Young.



INFORMAL INDUSTRY DISCUSSION HELD AT ROHNERT PARK OFFICE

ROHNERT PARK – The Rohnert Park district office hosted an informative gathering of area construction industry members on August 5. The Construction Industry Standards Update brought workers and employers together for an open, friendly discussion about the work picture for Lake, Sonoma and Mendocino counties and the surrounding areas.

Several contractor representatives attended, along with active and retired members, and even several non-union workers. Topics discussed were job openings, the contractors' needs for qualified employees, work projections for the next five years, wages, pensions and vesting.

It was an educational experience, where common concerns were discussed in an informal and relaxed atmosphere – all while enjoying an old-fashioned country barbecue. The non-union workers who attended were able to get a real look at how they can better their futures by joining a union.

THE EVENT WAS A GREAT SUCCESS!

PRO CRANE PICKET

District 10 wishes to express its gratitude to the Sonoma County Board of Supervisors for honoring and helping us set up Pro Crane pickets. Thanks to the board's endeavors, signatory companies Reliable Crane and Precision Crane are able to stay competitive.

Special thanks go to Norman Sweet, John Galinda and

Sheri Carter for their early morning arrival on the Pro Crane picket lines. Their assistance was invaluable, and we couldn't have done it without them. With so many of our members working, we needed some faces out there and they willingly gave up their time for the cause. Thanks for coming through when we needed you.

SPORTS UPDATE

The Rohnert Park District proudly sponsors two baseball teams, the Smooth Operators and the Dozers. The Smooth Operators are still awaiting the team's standings, but the Dozers are tied for first place. Several of our brothers and sisters are playing and if you'd like to help cheer them on, give the district office a call and we'll let you know when and where the teams are playing.

NEW COMPANY

We recently signed a new agreement with Mountain Excavating, and we look forward to working with them during this busy and prosperous season.

All of our contractors are extremely busy right now, and we'll report on projects throughout the district in the next *Engineers News*.

by District Rep. Gary Wagnon and Business Reps. Greg Gunheim and James Killeen

NEWS FROM THE DISTRICTS *from Rohnert Park*

NEWS FROM THE DISTRICTS *from Hawaii*

POLITICAL ACTION HEATING UP IN HAWAII

HONOLULU - The Hawaii District political action committee is in full gear. As the November election approaches, the committee will be interviewing candidates and conducting house-to-house voter registration. In order to reach as many households as possible, the committee asks that anyone who would like to volunteer contact their local union office. All are welcome, and participation will be greatly appreciated. Remember, your vote is important.

Many labor organizations, including the Hawaii Operating Engineers Industry Stabilization Fund, were in attendance when Congressman Neil Abercrombie filed his papers to run for reelection. Abercrombie has long been one of labor's greatest allies, and it was an honor to help show support for our longtime friend.

Abercrombie has always been at the forefront of legislative battles to preserve the rights of working people. For us in the construction industry, one of the most important pieces of legislation ever written is the Davis-Bacon Act. This is our tool to keep a level playing field between union and non-union contractors. Abercrombie not only supports Davis-Bacon, but actively fights to keep the law intact.

The Operating Engineers in Hawaii need to help reelect Congressman Abercrombie in this coming election. So much of our work is dependent on his ability to bring home precious federal construction dollars to Hawaii. As a member of the National Security Committee, where he is the ranking Democrat on the

Facilities and Installations Subcommittee, Abercrombie flexes considerable political muscle to secure federal money for Hawaii's military bases.

Remember to help yourself in this coming election by reelecting Neil Abercrombie to Congress.

CONGRESSWOMAN PATSY MINK MEETS WITH LOCAL 3

On July 2, Congresswoman Patsy Mink met with Local 3 representatives and signatory contractors to discuss the problems of out-of-state

contractors working on federally-funded projects.

Due to the current state of Hawaii's economy, there has been an increase of out-of-state workers coming to Hawaii and displacing residents for the little bit of work that is available. As a result, Local 3 sought the aid of the Hawaiian Congressional delegation to address this matter.

Congresswoman Mink has been outstanding in her attempts to



From L to R: HOEISF's Chairman Wilfred S. Nakamura; District Rep. Adrian Keohokalole; Oahu Construction's CEO Alvin Kobayashi; Congresswoman Patsy Mink; and HOEISF's Administrator Willy Crozier

preserve Davis-Bacon. A couple of years ago, Mink led other Democrats as they marched out of a congressional hearing, a move leading to the defeat of a bill that would have rescinded the Davis-Bacon Act. She is a true friend of labor.

Two of Hawaii's signatory contractors, Healy Tibbits and Goodfellow Brothers, are involved in a massive \$13 million project at Barbers Point Harbor. The project consists of dredging a depth of 38 feet and hauling 1.7 million cubic yards of material. Both contractors have set up shifts to handle work around the clock.

Waterlines are being worked on by Delta Construction in Waimanalo and at the Air Force Base in Bellows. Hawaiian Dredging is also busy with two jobs, one at the Marine base in Kaneohe and the other on the beach in Kailua.

Kiewit, Delta, RLS Lee, Morrison-Knudsen and Oahu Construction have ongoing jobs at the Kaneohe Marine base. Oahu Construction is also finishing up jobs in Hawaii Kai and Hailhaione Street.

The Zipper Lane, designed to help alleviate morning rush hour traffic along the H-1 freeway between Waialeale and the H-1 airport viaduct is scheduled for completion in mid-August. Hawaiian Dredging was awarded the contract last year.

As a friendly reminder to our unemployed Hawaii members, please keep your registration active and file monthly between the first and tenth for your half-dues voucher. Also, for your information, work is booming in the other areas covered under Local 3's jurisdiction. For locations and contact numbers, refer to the last page of our Hawaii Master Agreement book.

WELCOME ABOARD, BRUCE!

The Hawaii District welcomes new business agent Bruce Brumaghim to the family. Brumaghim started engineering in the U.S. Army, where he served from 1972 through 1975. After his discharge, Bruce joined the Operating Engineers in August of 1976 as an apprentice. He became a journeyman in 1979.

In 1988, Brumaghim became a union steward for Hawaiian Dredging and was later a company steward for Goodfellow Brothers. Following his stint with Goodfellow, Brumaghim was Oahu Construction as a company steward, where he worked until July of this year.

Now a business agent for the Big Island, Brumaghim promises to do the best he can for all Local 3 members on the island.



New Hawaii Business Agent Bruce Brumaghim looks forward to his new responsibilities.

Proposed settlement in Goldfields dispute

MARYSVILLE - There may be some movement in the Yuba Goldfields dispute. The Bureau of Land Management (BLM) has proposed a settlement to non-union Western Aggregates Inc. that would provide 9 miles of river access and allow vehicle traffic into almost half of the public lands. Unfortunately, the BLM is not allowing other firms to participate in the proposed settlement. And it appears there is insufficient access to allow much competition for the harvesting of \$15 billion worth of construction grade sand and gravel.

Operating Engineers Local 3 remains on top of the situation along the Yuba River east of Marysville. Many union jobs throughout Northern California for many years to come are at stake.

THE GOOD WORD ABOUT UNIONS

The Marysville District is participating with other area unions in the preparation of a bi-monthly column in the *Yuba-Sutter Times*. The column will discuss the value of labor, organized labor and workers rights.

The *Times*, a weekly paper published in Marysville, is owned by Roy Newlove, a longtime union member who works for PG&E. Local 3 Business Rep. Chuck Smith is assisting with the development of the columns.

HOT AT WORK

Searing heat pervades the Sacramento Valley and there is little respite in the Sierra Nevada. But work is hot, too, and Local 3 hands are busy in both locations. Stimpel Wiebelhaus of Redding was the low bidder for a

job to repair flood damage along Hwy. 70 in the Feather River Canyon. Aggregate Material Producers of Oroville has many members at work making rock for road overlays throughout the region.

River City Construction out of Redding is still working in various locations throughout Greenville, keeping five or six hands busy. Ford Construction out of Reno is putting the final touches on a water project in Quincy and has already begun work on a water line project in nearby Portola.

Granite Construction's Reno Division was running two shifts at the end of July on a paving job along Hwy. 70 outside of Quincy. The company recently moved a hot plant into Sloat to produce asphalt for the job, and Reese Material Producers out of Utah is on site producing material for the project.

Baldwin Construction has various overlays throughout the Sierras.

We'd like to welcome the 21 new members from Butte Disposal Inc. The formerly non-union company merged with Local 3-signatory Oroville Solid Waste.

District 60 wants to thank everyone for the big turnout at the July district meeting.

by Business Rep. Scooter Gentry

NEWS FROM THE DISTRICTS *from Marysville*

**NEWS
FROM THE
DISTRICTS**
from Sacramento

Brothers and sisters, our time is here. Work in the Sacramento district is HOT.

Turner Construction has started the CAL EPA building, and EBI is doing the demolition of the existing parking garage. Ford Construction picked up \$24.4 million at the County of Sacramento Waste Water Treatment Plant. The company is working on the emergency storage basin. Ford was also awarded the \$15.6 million Bradshaw Interceptor section of 108-inch diameter concrete sewer line.

Kiewit just started its \$2.8 million bypass channel drainage system. Kiewit has also kept about 15 operators busy on the Sump 2 project labor agreement. Other contractors currently busy on this project are newly signed Mizak Constructors Inc. and Volpe Company. Local 3 welcomes you.

Clark's Welding is very busy fabricating its asphalt pick-up machines and is already on its sixteenth machine.

Granite was awarded the Hwy. 50 overlay, the off-site sewer work for Elk Grove crossing, Diamond Creek Road construction, the Jacinto Village subdivision, Fruitridge Road reconstruction and improvements at the Sacramento Executive Airport. A big congratulations to the mechanics at Granite. They've got a new shop to work in.

Teichert is working on the Sacramento city and county overlays, along with several large subdivisions in the area. Anrak Corp. is doing the grinding with Teichert. Bob Mack, which is also doing work with Teichert, recently opened an office in Davis and has just finished the I-5 concrete grinding

project in Woodland. Anrak, Bob Mack and Western Soil Stabilization are all very busy with the Caltrans emergency road work. They are also picking up a lot of pulverizing jobs.

Work is also booming in the High Sierras. In Placerville, Teichert was awarded the Missouri Flat Road widening project, estimated at \$1.8 million. Teichert also has the contract in Meadow Vista, a housing and golf course project.

In El Dorado County, Syblon-Reid was awarded the contract for Phase I of the Township High School. In South Lake Tahoe, Ford Construction just started a pipeline project that will go from South Lake Tahoe across Hwy. 89 into the Stockton District area.

Foster Wheeler just started up again at the landfill in Truckee. Shasta Construction is working just north of Truckee at the Glenshire Drive Bridge project, estimated at about \$3.9 million.

The Sacramento office staff would like to remind everyone to keep cool and stay safe.

**by District Rep. John Bonilla and Business Reps.
Jay Bosley, Jim Horan, Ricky Johnson Sr., Frank
Rodriguez and Richard Taliaferro**

Come Celebrate Labor Day!

**AT AN OLD FASHION FAMILY PICNIC
WITH FOOD, FUN AND SPEECHES**

DATE: SUNDAY, SEPT. 6, 1998

TIME: 11:00AM TO 2PM

PLACE: ROYER PARK, ROSEVILLE

\$5 PER FAMILY • \$2 SINGLES

FOR RESERVATIONS CALL: 916-782-2241

SPONSORS: Placer County Democratic Central Committee, Women Democrats of Placer County, Sacramento Central Labor Council AFL-CIO, CLUW, United Transportation Union.

PARTICIPANTS: Eagle Vision Educational Network, Roseville Historical Society, Placer Womens Center

LABOR DAY PICNIC

WHERE: San Francisco's Treasure Island

WHEN: Monday, Sept. 7

TIME: 10 a.m. to 10 p.m.

ACTIVITIES: Food, beer and wine, booths, live music, arts & craft fair, kiddy rides, snacks stands, political speeches.
Parking: \$5

NEWS FROM THE DISTRICTS

*from San
Francisco*

GENEVA TOWERS IMPLOSION LEAVES SURROUNDING AREA UNSCATHED

SAN FRANCISCO - What takes years to build can often be destroyed in a matter of seconds - 20 seconds, to be exact. The Geneva Towers, the twin 22-story eyesores, were destroyed in a successful implosion by Aman Environmental Construction Inc. on May 16.

Originally built in 1967, the high-rise apartment buildings were targeted at San Francisco Airport employees. The marketing plan failed, however, and the buildings were inhabited by HUD-subsidized Section 8 tenants. The owners failed to maintain the buildings and HUD took over control in 1991. Over the next four years HUD spent close to \$32 million trying to operate the buildings, but in 1995 admitted defeat and residents were relocated in preparation for building demolition.

In Feb. 1996, Aman was chosen to demolish the structures, with a tentative date set for May of that year. Plans changed when HUD discovered asbestos in the exterior paint and was forced to undertake a large abatement project.

For the next two years, Aman met with HUD's construction management team and community leaders who showed tremendous support of implosion as the method of demolition.

In April 1998, Controlled Demolition Inc., Aman's explosives subcontractor, began preparing the buildings for implosion. Crews removed interior concrete walls from four floors of each building, then spent three weeks drilling holes for explosives placement. The plan was to roll the structures into the courtyard between the two buildings, so the contractors planned a controlled, progressive collapse. In the end the explosives crew used 2,200 timing devices to detonate.

Crews began cleaning up the rubble immediately after the implosion, and local streets reopened within two hours. Despite the immense vibration caused by the demolition, Aman received no reports of damage to local residents' homes.

The 45,000 cubic yards of concrete and reinforcing is being recycled and used by Aman for use as road base and backfill.

by Business Rep. Carl Goff



Aman Environmental employees who worked on the Geneva Towers implosion. Seated is Bob Haymer. In front, from left are Steve Johnson, Eric Frazee, Frank Keen, Mike Turner, Rodney Ray and Janice Riggs.

Shown below is the implosion from start to finish



district meetings AUGUST

* Per Article VI, Section 10(a) of the Local 3 By-Laws, a vote will be conducted on proposed resolutions to amend Articles V & VI.

** Indicates location/time change.

MEETINGS & Announcements

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members:

JUNE 1998

Ernest Basso	Livermore, CA	6-5-98
John Bettencourt	El Sobrante, CA	6-6-98
Kenneth Brazil	Yuba City, CA	6-7-98
Ralph Bronzich	Saratoga, CA	6-15-98
Wilfred Brown	Aiea, HI	5-29-98
William Brown	Goodyear, AZ	5-22-98
Joe Burger	Pahrump, NV	5-25-98
Henry Carlier	Las Vegas, NV	6-24-98
Marvin Eaton	Fresno, CA	6-12-98
Oscar Funk	Georgetown, CA	6-3-98
Alfred Garison	Chino Valley, AZ	5-29-98
Donald Garner	Salt Lake City, UT	6-2-98
Ozia Green	Oakland, CA	6-7-98
Robert Hammond	Fallon, NV	6-12-98
Walter Hanni	Merced, CA	6-15-98
Jack Hara	Temecula, CA	6-15-98
Howard Hawkins	Carmel, CA	6-12-98
Foy Higgins	Elsinore, UT	5-6-98
Joe Hollister	Lakeport, CA	3-2-98
Arthur Hughes Jr.	Fremont, CA	6-16-98
Fred Kahle	San Leandro, CA	6-8-98
Basil Kaul	Burlingame, CA	2-14-97
Raymond King	Alameda, CA	5-28-98
Daniel MacFarlane	Parowan, UT	5-28-98
Donald Marks Jr.	Sparks, NV	6-9-98
Robert McElherron	Benecia, CA	5-30-98
Merle Olds	Newcastle, CA	6-13-98
Albert Pitto	Calistoga, CA	6-15-98
Dryden Reeve	Yuba City, CA	6-15-98
Jesse Rich	Coalville, UT	5-13-98
Rulon Rudd	Plymouth, UT	6-5-98
Jacob Savord	La Crosse, WI	6-4-98
Walter Scott	Salmon, ID	6-19-98
R. Simpson	Richmond, CA	6-18-98
Walter Sittre	Truckee, CA	4-24-98
David Steeneck	O'Brien, OR	6-12-98
John Tinsley	Grants Pass, OR	6-11-98
Victor Wise	Carson City, NV	6-4-98
Michael Withers	Provo, UT	2-13-98

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of July 1998 and have been determined to be eligible for Honorary Membership effective October 1, 1998:

Ian Allan	1136237
William Bennett Jr.	1136246
Manuel P. Costa	1136590
George Davis	1115398
J.M. Devine	0939869
Roger B. Farmer	1136384
Clint E. Franklin	1006797
Ted T. Gono	1133569
Lee R. Hansen	1128301
Irvin L. Huffaker Jr.	1082345
Don Incardona	1136294
Joseph K. Kaili Jr.*	1133576
William F. Kissel	1136297
Donald Maland	0625759
Robert McCampbell	1128422
Clyde Minar	1117494
John Mitchell	1027908
Joseph Nahina	1136596
Clifford G. Percy	0745764
Gene R. Perry*	1126161
Lorrie Stone	0939949
Richard Swanson	1058506
Roger O. Wilson	0626348

* Effective July 1, 1998

At the Executive Board Meeting of July 18, 1998, it was moved, seconded and carried to approve that retirees who are Honorary Members be allowed to work under the retiree work provisions of any collective bargaining agreement without losing their Honorary Membership, effective April 1, 1998 through November 30, 1998.

3rd	District 10: Rohnert Park, CA* Lakeport Yacht Club, 15-5th Street Lakeport, CA Special called mtg. 10:00 a.m. Engineers Building, 6225 State Farm Drive Rohnert Park, CA 94928 Special called mtg. 2:00 p.m. Regular Dist. mtg. 7:00 p.m.
4th	District 01: Burlingame, CA* Alvarado Inn, 250 Entrada, Novato, CA Special called mtg. 2:00 p.m. Machinists Hall, 1511 Rollins Road Burlingame, CA Special called mtg. 10:00 a.m. Regular Dist. mtg. 7:00 p.m.
5th	District 50: Fresno, CA* Laborer's Hall, 5431 East Hedges, Fresno, CA Special called mtg. 2:00 p.m. Regular Dist. mtg. 7:00 p.m.
6th	District 90: San Jose, CA* Labor Center, 2102 Almaden Road, Hall A, San Jose, CA Special called mtg. 2:00 p.m. Regular Dist. mtg. 7:00 p.m.
6th	District 90: Salinas, CA* Labor Temple, 117 Pajaro Street, Salinas, CA Special called mtg. 10:00 a.m.** Special called mtg. 7:00 p.m.
10th	District 12: Salt Lake City, UT* Engineers Building, 1958 W.N. Temple Salt Lake City, UT 84116 Special called mtg. 2:00 p.m. Regular Dist. mtg. 7:00 p.m.
11th	District 11: Reno, NV* Engineers Building, 1290 Corporate Blvd. Reno, NV 89502 Special called mtg. 2:00 p.m. Regular Dist. mtg. 7:00 p.m.
11th	District 11: Elko, NV* Engineers Building, 1094 Lamoille Highway, Elko, NV 89801 Special called mtg. 9:00 a.m. Special called mtg. 8:00 p.m.
24th	District 17: Kauai, HI* ILWU Hall, 4154 Hardy Avenue, Lihue, Kauai, HI Special called mtg. 10:00 a.m. Kauai High School Cafeteria, Lihue, Kauai, HI Regular Dist. mtg. 7:00 p.m.
25th	District 17: Honolulu, HI* Jikoen Temple ** 1731 N.School St., Honolulu, HI Special called mtg. 2:00 p.m. Washington Inter. School Cafeteria 1633 So. King Street, Honolulu, HI Regular Dist. mtg. 7:00 p.m.
26th	District 17: Maui, HI* Waikapu Community Center 22 Waiko Place, Kahului, HI Special called mtg. 10:00 a.m. Regular Dist. mtg. 7:00 p.m.
27th	District 17: Hilo, HI* Hilo ILWU Hall, 100 W. Lanikaula Street, Hilo, HI Special called mtg. 10:00 a.m. Regular Dist. mtg. 7:00 p.m.
28th	District 17: Kona, HI* Hale Halawai, 75-5760 Alii Drive Kailua-Kona, HI Special called mtg. 11:00 a.m. Regular Dist. mtg. 7:00 p.m.

SWAP SHOP



FOR SALE: 2 sewing machines: 1 portable Singer, 1 portable Signature, both in good working order, \$35 ea. (510) 351-3977, after 6 p.m., #0577370.

FOR SALE: '94 Boudier motorhome, 460 Ford, 31-ft., 2 ACs, 2 TVs, VCR, air lifts, steer safe and more. No smoke, not pets, exc. cond., 9K miles, \$41,000, vehicle reg. paid until April '99, (408) 394-2856, #1355137.

FOR SALE: Tools, offset and hydraulic end wrenches, 4-in-1 multiplier, taps dies to 2-in., inside and outside mics, dial indicator and base, 1-6-in. mics, Arnold Ellis, (916) 481-4535, #1130290.

FOR SALE: Gun collector's 218-B model 65 Winchester L.A. with scope, \$1,200; 30-30 model 55 Winchester L.A. with scope, \$650; Colt SA buntline Scout 22LR, 9-in. barrel with belt & holster, \$1,000; 4 sp Munci Trans, \$300, (707) 725-5334, Fortuna, Calif. #0939694.

FOR SALE: '94 Kit Cordova 5th-wheel and Dodge pickup, 33-ft. with two slides; '94 Dodge Ram 2400 pickup, diesel, 3/4-ton, both in exc. cond., original owners, \$19,000 for 5th wheel or \$37,000 for both/offer, (530) 669-1547, #22996760.

FOR SALE: 6.9 acres in Cottonwood, Calif., area of nice homes and school. \$42,000, (530) 222-2428, #1820564.

FOR SALE: Six 1-bedrm apartments, built in 1992, appraised at \$325,000, asking \$265,000, in Hughson, Calif.

FOR SALE: Mobile home park, 17 spaces, 13 mobile homes owned by park owner, will carry papers, \$415,000, Hughson, Calif. (209) 883-9270, #1403326.

FOR SALE: '66 Mustang convert., 79K miles, rebuilt motor, partly retored, exc. cond., must see to appreciate, rare find, \$10,500, (541) 352-6660, #0381659.

FOR SALE: Electric wheelchair, 2 battery, battery charger, like new, used 2 months, cost \$5,000+, will sell for \$1,500, (916) 723-2362, #1058704.

WANTED: For my Coca-Cola/Pepsi cola collection, any bottles, cans, signs, clocks, etc., will buy or trade, call Tony (707) 446-3448 or e-mail: pacana@iname.com, #2072159.

FOR SALE: Professional electric hair dryer Model E, make, rolling, on adjustable height stand, with casters, \$50/offer; Other items for sale: Lawn Boy lawn mower Model 5238, side grass catcher, runs good, \$50/offer; sliding back window for full-size Chevy pickup, \$45, (209) 823-1906, #0156311.

FOR SALE: 2ea. D9H EROPS AC ST dozers, 4 barrel multi-shank rippers, good cond.; Case 100D (D4 size) dozer, canopy, ripper, good tracks, exc. cond., (209) 855-2202, Fax: (209) 855-3799, #1136255.

FOR SALE: '93 Ford F250 HD super cab, long wheelbase, 4X4 camper special, trailer tow pkg., 460 V8, 5 speed OD trans, PS, PW, PL, captain's chairs, class 3 receiver hitch, 12,000lb, RBW 5th wheel hitch, 2 spare wheels & tires, 195K miles, runs great, lots of other extras, (916) 689-2088, #1555527.

FOR SALE: 8-ft. pickup bed for '99 F250 Ford, white/silver accent, includes tailgate & lights, new, no scratches, (916) 689-2088, #1555527.

FOR SALE: 16-in Dodge truck rims,

center line type, custom drilled, 5X5 1/2 with 275-65 XR 16 BF Goodrich tires, both used only 2 weeks, paid \$1,300, asking \$900/offer, call Dean, (209) 334-1955, #2260507.

FOR SALE: '66 Mercedes Benz 230SL, RHD, silver ext, red interior, hard top, black soft top, 16 in. Momo Star rims, injectors rebuilt, beautiful car, \$16,500/offer. Looking for Porsche 356 parts, Dean, (209) 334-1955, #2260507.

FOR SALE OR TRADE: One-half of annual membership in duck blind near Delevan Refure. One-half dues \$700 or swap other bird hunts. Good area, exc. water, does not flood out. (707) 994-3016, #0868699.

FOR SALE: 40-yr. collection of 33 1/3 record albums, I have approx. 5,500 albums, name that tune or artist and I probably have it: country and western, rock 'n roll, hard rock, swing, easy listening, party, Dixieland blues, blue grass, gospel, instrumentals, honkey tonk, jazz, X-mas. Many collectors albums, some never opened, asking, \$6,500, (208) 773-2594, #0827031.

FOR SALE: 2 choice cemetery plots, side by side, two deep, Oakmont Memorial Park, 2099 Reliez Valley Rd., Lafayette, Calif., 94549, Garden of Meditation Sec. 165/13E, Lot H, Site 3 & 4, (510) 235-2229, #0557491.

FOR SALE: 1,996-sq. ft. home, 3 br, 2 bath, 2-car garage, AC, 1-acre lot, separate shop: 32X34 ft., htr, 4 skylight, attached garage, room for RV, \$219,000, (650) 369-2007, #0338365.

FOR SALE: '79 double-wide mobil home in well kept shady park in W. Sacto., good shape, age 55-plus park, close to shopping and Capitol, \$18,000, (916) 371-0478.

FOR SALE: '78 Champion 24-ft. class A motorhome, 440 RV-2, approx 35K miles, air gen., awning, stadium roof, \$5,800.

FOR SALE: '72 Dodge Challenger, 318 engine and trans out of car, \$800 with motor & trans, \$600 without. Also, '66 Dodge Dart, slant-6, 2-door, \$700/best offer, (209) 745-3377, #763947.

FOR SALE: '89 Ford diesel 1-ton utility w/axle, backhoe trailer, \$11,500/offer, 209-826-9465, #1043556.

FOR SALE: Ranchett, northeastern Utah, with 5.4 acres, water, mobile home built on an over, 3 garages, 2 loafing sheds, corrals, grainary pantry, storage, prime pasture, good water and all utilities, paved roads, beautiful views of Uintahs, Flaming Gorge close, many other lakes, streams, hunt deer, elk, moose, etc., Bennett, Utah, \$65,000, (435) 848-5414, #995950.

FOR SALE: Jet 22-ft. boat and trailer, loaded with options, enclosure, air ride adj. seats, heated, fish-depth finder, radio, lots more, fish in comfort or water ski, \$28,500, (541) 899-7201, #336937.

FOR SALE: An undivided 1/1800th interest in R-Ranch at The Lake, (209) 830-0584, evenings, #2023089.

FOR SALE: '91 35-ft. Southwind, 1 owner, 6,000 miles, non-smoker; front & rear AC, TV and VCR, hydraulic leve jacks, steer safe front springs, ice maker; outside hot & cold rinse hose, side isle front to rear passage, 20-ft side awning, 2 other side window

awnings, coffee maker, microwave, basement model, \$40,000, (707) 745-0809.

FOR SALE: World class collection of miniature cut stone castles, serious inquiries only, call Johnny (702) 841-3891, single castle price starts at \$60,000/firm.

FOR SALE: 1/2-ton '90 F150 V8, loaded, 82K miles, clean, 1 owner, AM-FM/CD, power windows/locks, \$9,200/offer, (650) 872-3904 or (707) 775-3339, #2151546.

FOR SALE: '87 custom For Caberlet 5th wheel hauler and '87 35-ft. trailer w/ alle extras, washer, dryer, dryer popout living rm., electric levelers, queen hydraulic bed, over 75K invested, have all paperwork, 1 owner, asking \$25,000 for both or trade for ext. cab truck and money, (209) 538-0585, #2068785.

FOR SALE: 30-ft. Gibson freezer, \$100; baby crib, \$100; adj. bed, new cond., \$400, (925) 838-4327, #0876067.

FOR SALE: Reloading tools, RCBS Rockchucker, Lil Dandy, Uniflow powder measures and 501 scale. Lyman micrometer, various pistol dies, bullets, primers and powders, \$300; Mamiya C330S and 80mm & 105mm lens, medium format, \$700; leave message, (415) 826-6282, #2163572.

FOR SALE: '90 Ford F250XLT king cab 7.3L diesel, auto, ps, ac, tilt wheel, cruise control, captain chairs, tow pkg., 100k miles, \$8,950, (510) 537-3769, #1989916.

FOR SALE: '91 Road Ranger 5th wheel, 26 ft., air awning, microwave, self-contained, \$9,500, (510) 537-3769, #1989916.

FOR SALE: '87 Vacioneer 30-ft. 5th-wheel trailer, loaded with extras, \$11,000; '92 Dodge 3/4-ton pickup w/diesel Cummins diesel engine, full running boards, \$16,000 or \$26,000 for both, (530) 533-4276, #0769472.

FOR SALE: Stanley hydro hammer breaker, model MB550, 750 lb, \$5,000; compaction wheel, LH18 C51 w/ square pads, \$3,000; Stanley viberplate, model HS600, \$3,500, (510) 582-5854 after 7 p.m., #2086717.

FOR SALE: 5 acres, rolling hills with mature oaks, nice area of Wilton Country Homes (hilltop with oak trees), exc. paved road, just E. of Elk Grove, CA, 7 miles from Rancho Murietta Country Club, 30 minutes from Sacramento, 1hr., 45 min. from Lake Tahoe, \$125,000, (916) 423-3357, #1051382.

FOR SALE: Stationary 500-gal truck station w/ intergal steel foundation, pump, meter, 1/10 hookup, inspected, approved by TCFD, \$3,500/firm; 17 in. roping saddle, exc. cond., \$500, (209) 532-5979, #1157835.

FOR SALE: '56 Ford pickup, needs some work, \$3,000/offer, (916) 434-0445, #2292871.

WANTED: 'Brush Hog' and other 3-pt. implements for Ford 8N tractor, (916) 434-0445, #2292871.

FOR SALE: Reditor Int. TD 18A dozer, exc. cond., \$150, (916) 991-5530, #1191119.

WANTED: Old gun books, Gun Digest, Shooters Bible, American Rifleman in binders and others, (916) 991-5530, #1191119.

FOR SALE: '71 Datsun 240Z, new

paint, runs great, looks great, \$5,000/offer, (415) 468-8425, #2269701.

FOR SALE: '85 Yamaha Virago 700, only 1,200 original miles, mind cond., \$3,000/offer, (415) 468-8425, #2269701.

FOR SALE: 3 acres, orchard, nuts, peaches, more, lots shade trees, 3 bd, 2 ba, porches, 16X20 deck, 32X32 2-story shop bldg., zoned agri., lots of room for horses, etc, 2 acres clear for livestock on Cal AT, school bus stop in front, 30 min to Lake Shasta, pic avail., \$142,000, (530) 529-5807, #1144736.

FOR SALE: '80 Travel trailer, automate 27-ft Bunkhouse w/ ac, leveling jacks, exc. cond., \$5,200, (408) 972-2431, #2102542.

FOR SALE: '93 Lexus GS 300 w/ traction control, 76k miles, pearl, loaded, \$18,900, (408) 972-2431, #2102542.

FOR SALE: '94 Dodge Dakota Sports, 15,000 miles, ac, ps, pb, too box, \$9,000; grandfather clock, walnut, Viking movement, 87-in high, 18 3/4-in wide, \$500, (925) 685-7944, #0892538.

FOR SALE: Motorhome, 92 Sunrader, 21 ft., self-contained, 40,110 miles, good shape; Toyota 6-cyl, good gas mileage, fiberglass body, cab & ceiling air, original owner, \$14,900, 798 Fremont Ave., Eugene, Or, 97404, ph/ans/fax (541) 461-3183, e-mail: dalef@efn.org, #0791586.

FOR SALE: Van/Motorhome, kitchen, bath, sleeps up to 4, 6 passengers, \$37,995, bill (510) 825-3710, #0251068.

FOR SALE: 3 bd, 2 bath, office room, lg. laundry room, 1,700 sq. ft, large rear deck garage on 1 acre, fruit trees, garden area, more, \$147,900, all required inspec. completed, move in ready, approx 7 miles E. of Sonora, CA, call for details (209) 533-1420, #1578775.

FOR SALE: '90 Tioga Arrow class C motorhome, 27 ft., 14,200 miles, exc. cond., Ford 460 engine, fully self-contained, sleeps 6, rear master bdrm, sep shower/toilet, generator, hitch, OD trans, \$28,000, (510) 651-7300 days, (510) 656-8166 evenings-weekends, #1745149.

FOR SALE: '94 Boudier 36-ft. motorhome, rear 230 Cummings diesel, 6-speed Allison, 32K miles, automotive & 2-roof AC, 2 TVs, 2 furnances, diesel generator, w/ heavy-duty Kar-tote, non-smoker, financing and delivery available, \$80,000, (918) 775-4647, P.O. Box 9, Marble City, OK, 74945, #1651736.

FOR SALE: '89 Southwind, 33ft., hyd. jacks, back-up camera, 2-roof air, awnings all around, queen bed, 2 TVs, very low miles, tinted windows, owner sick and must sell, very clean, \$34,000 (209) 222-4866, #0549449.

FOR SALE: '41 Minneapolis Moline tractor, all original, including headlights, power take-off shaft on rear, belt pulley, hand clutch, tires fair, wide front axle, engine model #EE, tractor model #RTS, have manual, incomplete working order, \$1,400/offer, (530) 872-9643, #0868407.

(continued from page 17)

**UTAH
HOURLY CONTRIBUTIONS**

For initial eligibility, you need 300 hours reported by contributing employers within three or fewer consecutive months. You are then insured on the first of the following month. All hours are placed in the employee's hours bank. For the first month's eligibility, 300 hours are deducted. For each continuing month of coverage, 100 hours are deducted with the balance of hours remaining in the bank.

For example, a member has 120 hours reported for January, 120 for February and 140 for March, giving a total of 380. The member then has eligibility for April with 80 hours remaining in the bank. If the member then works 140 hours in April, he has May coverage and 120 hours in the bank. Members may accumulate up to a maximum of 12 months of coverage, or 1200 hours, in the hours bank.

Flat rate contributions

An employee becomes eligible the first day of the second month following the month during which a flat-rate employer is required to contribute according to a collective bargaining agreement. Flat rate contributions generate "skip" month coverage, and there is no hours bank provision. For example, if an employer contributes for January hours, the employee has eligibility for the month of March.

**HAWAII
HOURLY CONTRIBUTIONS**

Hawaii requires 360 hours reported within three or fewer consecutive months. 120 will then be deducted from the total hours reported and the member will be insured as of the first day of the second month, with the balance of hours remaining in a reserve account. For example, if 360 hours are reported for January, February and March, the member is eligible for May (skipping April), and has 240 remaining in reserve.

After initial eligibility requirements are met, hours worked for a contributing employer are credited to the employee's reserve account and are used to provide coverage on a skip month basis. The Trust Fund will deduct 120 hours from the reserve account for each month of insurance coverage, and the member will continue to remain eligible as long as their reserve account contains at least 120 hours.

Hawaii has no flat rate contributions.

Always refer to your Summary Plan Description for full information relating to your eligibility and benefits. The booklet is available at your district office, or through the Trust Fund.

PERSONAL NOTES**ROHNERT PARK DISTRICT**

The Rohnert Park District office staff want to express its sincere condolences to the families and friends of the following departed: Albert Pitto (6-15-98), Fay Wills (6-13-98), Merle Olds (6-13-98), Leo Blow (7-11-98), Burdette D. (Red) Peterson (7-29-98) and Robert Franklin (6-27-98).

UTAH DISTRICT

Jay Neeley, longtime member, business agent, district representative and international representative, passed away August 4, 1998.

Anyone who worked with Jay learned to think highly of his honest and direct manner of doing business. The Utah staff will miss him.



Union Label & Service Trades Dept., AFL-CIO

Setting the record straight on voter registration and jury duty

Despite popular belief, voter registration isn't the only way citizens get selected for jury duty

Some Local 3 members hesitate to register to vote because they fear doing so will cause them to be summoned for jury duty. The truth is unregistered voters have the same chance of being called to jury duty as registered voters.

Most county and federal courts throughout the United States obtain lists of potential jurors from two sources: voter registration and drivers license records. Both lists are cross-referenced by county and federal courts so that anyone with a valid driver's license or state identification card can be called to jury duty just as easily as a registered voter.

So, there's no need to fear getting registered to vote. With the November general election rapidly approaching, now's the time to get registered. Ask your business representative for a voter registration form or pick one up at the union hall.

The registration deadline for the November 3 election is October 5.

**VOTE
'98**