

ENGINEERSnews

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SALT LAKE 2002

**OPERATING ENGINEERS BUILD INFRASTRUCTURE FOR
UTAH'S WINTER OLYMPICS**



FOR THE good & welfare



by
DON DOSER
business
manager

Come Celebrate the dawning of a new era in Local 3



When Local 3 members overwhelmingly approved an overhaul of the union's bylaws in last May's mail referendum, they may not have realized it at the time, but their actions ushered in an entirely new, more exciting era in Local 3.

The new bylaws place Local 3 on a firm organizational footing for generations to come. The new and greatly improved bylaws are making it much easier for Local 3 to conduct business at all levels, including organizing new members so we can gain strength at the bargaining table. Furthermore, the changes are helping us streamline administrative functions, provide better member service, open the door to new work opportunities, enhance benefits, and ensure the union's long-term financial stability as we march toward the new millennium.

The members ARE the union

But there's another benefit of the new bylaws that deserves urgent consideration. I've always believed that the members, not just the officers and staff, drive this union. The membership, through its active participation in union affairs, has made Local 3 one of the strongest, most effective construction trades locals in the entire country.

Because of our strong membership, Local 3 is now the fastest growing local within the International Union of Operating Engineers. Credit for this achievement rests entirely with our members, who have helped the union organize hundreds of new employers and members. Local 3 members also played a key role in helping labor elect a labor-friendly governor and legislature in California in the November 1998 election, a campaign that has led to the strengthening of the state's prevailing wage law and the restoration of the eight-hour day.

Importance of membership involvement

So, when I sat down with the other officers, staff and Bylaws Committee to begin drafting new bylaws language, one of my highest priorities was to find ways to encourage and enhance member participation.

The first and most obvious place we

started was with the semi-annual. The old bylaws, which were first written in 1961, required the semi-annual to be held in San Francisco, an appropriate venue for the 1960s and 1970s, but not today. As more and more Local 3 members have migrated out to the far reaches of the Bay Area and into the Central Valley over the past two decades, attendance at the semi-annuals has steadily declined, to the point where in recent years we have rarely achieved a quorum.

New Sacramento location

I can certainly understand why. The drive to San Francisco has become simply too difficult and inconvenient for many of our members. The new bylaws, however, allow us to move the semi-annual out of San Francisco to locations more accessible to a larger percentage of our members.

The Executive Board agreed at its May 16 meeting to hold the next semi-annual on Sunday, Sept. 19 in Sacramento. Instead of the dreary Seafarers union hall in San Francisco, the new semi-annual will be held in the cheery, festive confines of the main ballroom at the Radisson Hotel. You will be receiving a personal invitation from me that contains a map, directions and a raffle entry form.

The Sept. 19 gathering is going to be like no other semi-annual we've had in recent memory. Because the meeting will be within driving range of the majority of our Northern California and Nevada members, I'm expecting record attendance. Once members arrive and the event gets underway at 1 p.m., they'll likely find the semi-annual to be far more informative and enjoyable than previous semi-annuals. In addition to conducting normal union business, we're going to have prominent guest speakers, historical presentations to commemorate our 60th anniversary, a raffle with some great prizes, and a very attractive luncheon following the meeting.

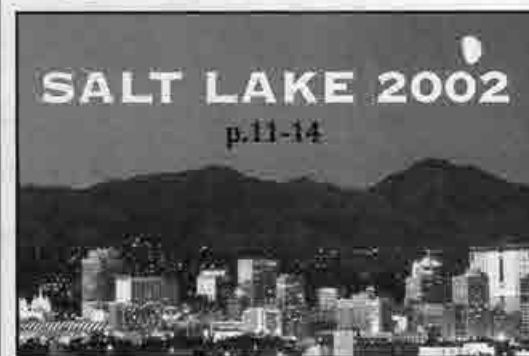
A personal invitation

I want to take this opportunity to personally invite all Local 3 members and their spouses to attend the all-new semi-annual and celebrate, as one huge union family, the dawning of a new era in Local 3, a period during which we can see a brighter future for union members and their families.

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News Update

Davis signs daily overtime bill

Calif. governor keeps campaign promise of restoring 8-hour day

Calif. Gov. Gray Davis, following through on his campaign promise to restore daily overtime compensation, signed into law AB 60, which requires most employers to pay overtime after an employee has worked eight hours in a single day. The Senate approved the bill July 9 on a 23-15 vote and the Assembly followed suit on a 47-27 vote.

The July 20 signing by Davis of AB 60 comes a little more than two years after former Gov. Pete Wilson repealed California's 86-year-old daily overtime regulation. In April 1997 the Industrial Welfare Commission, whose members Wilson appointed, voted to require that overtime be paid after a 40-hour workweek instead of on a daily basis, thus denying more than 6 million California workers of over \$1 billion in overtime compensation.

Wilson's repeal of the eight-hour day put workers at the whim of employers, who could require employees to stay late one day, then, in order to avoid paying overtime, force workers to take off early the next day. The author of AB 60, Wally Knox (D-Los Angeles) said the loss of daily overtime has cost some working families up to \$5,000 a year.

AB 60, which generally exempts management and workers covered by collective bargaining agreements, requires employers in most industries to pay time and a half after an employee has worked eight hours in a day. Double time is manda-

tory after 12 hours or on the seventh day of work in one week. However, workers can adopt an alternative schedule that includes 10-hour days if two-thirds of the work unit approves.

Individual workers can use personal time and make up hours later that week. However, they cannot work more than 11 hours in one day without receiving overtime pay. Meanwhile, employees working an alternative work schedule that does not exceed 10 hours in a day can continue to do so by written request.

"For the past year, I have been determined to restore the eight-hour day for working families," Davis said on the day he signed AB 60 into law. "AB 60 strikes a balance between protecting workers and employers and still allows for flexibility in work schedules."

AB 60 goes into effect Jan. 1, 2000. However, commercial fishing boat, hospital, ski resort, and some horse racing workers will not be covered by daily overtime pay until July 1, 2000.

BIG wage increase for Calif. Master Agreement

Members working under several other types of agreements also get significant pay raises

Business Manager Don Doser would like to remind the more than 10,700 Local 3 members working under the Master Agreement for Northern California that they received a \$1-per-hour wage increase effective June 16. This increase is for all classifications. An additional 5 cents per hour went to the Pension Health and Welfare Trust Fund.

"When you consider a typical construction employee works 1,500-1,600 hours during a good year - and many others work 2,000-3,000 hours - the \$1-per-hour raise is significant," Doser said. "The work picture is great right now, and I'm very pleased to see that our members are getting the pay and benefits they deserve."

A \$1-per-hour across-the-board wage increase also went to Local 3 members working under the following contracts: dredging, crane and concrete modification, as well as independent employer "short form" agreements. Those working under landscape and private work agreements also received close to \$1-per-hour wage increases.

Longtime member Mel Kruschke awarded service pins

Last month, the union honored the illustrious career of longtime Local 3 member Mel Kruschke with the awarding of his 25-, 30- and 35-year service pins. Mel will be eligible for his 40-year service pin in November.

After a highly successful career at Peterson Tractor in San Leandro from 1959-1980, Mel went on to start his own company with fellow Peterson colleague Yutaka Fujimoto. The new company, M & Y Manufacturing, serviced the Bay Area for 18 years. During that time, Mel's son, Steve, a former R.H. Gorman employee, went to work for M & Y, as did his other son, John, a former Peterson mechanic. Mel's daughter, Jill, became M & Y's president in 1995. Mel, Steve, John and Jill formed Big K Equipment Rental in 1998.

While at Peterson during the 1960s, Mel invented and patented a unique traveling boom system that greatly enhanced the efficiency of Peterson's field service crews. In *Peterson: The First Sixty Years*, a recently published book about the history of Peterson Tractor, Mel's invention is described as a device that "moved laterally and up and down so that you could drive up to a certain spot on a tractor, pull out a component, place it in the bed of your truck and drive away, all without having to move your truck."

Congratulations, Mel, on a rewarding and productive career!

Mel Kruschke, third from left, holds a plaque and his 25-, 30- and 35-year service pins presented to him by Local 3 President Jerry Bennett, far left. From Bennett's left are Mel's son, John; Mel; Mel's daughter, Jill Green, holding daughter Michelle; Special Rep. John Bonilla; Mel's son, Steve; and Business Rep. Tom Bailey.



**NEWS
FROM THE
organizing
dept.**

by
BOB MILLER
director

Fighting back against unfair labor practices

Local 3 Business Manager and International Vice President Don Doser is absolutely committed to organizing, and often that means standing up for non-union workers when their rights are trampled on during campaigns. With National Labor Relations Board (NLRB) election petitions filed on over a dozen companies, and with over 2,000 workers seeking Local 3 representation in these campaigns, it's a constant fight. Sometimes employers go to unbelievable and totally illegal lengths to deny rights and coerce workers into a no vote on union representation. There are instances when an employer resorts to anything-to-win tactics.

Here are some examples of current organizing battles.

Reno — At Washoe Medical Center in Reno, Local 3 has petitions filed on a total of 1,640 workers and has set a July 14-16 election date for all RNs and an August 12-13 election date for all technical, service and maintenance employees. Several weeks ago, Washoe formed an illegal company-dominated union called "The Blue Ribbon Committee." The employer provides addresses, money, union-buster supervisors and meeting space for the committee, all in total violation of the law. To date, the medical center is attempting to expand its so-called union; but Local 3 supporters are holding strong, and organizers have filed numerous unfair labor practice (ULP) charges.

Las Vegas — In an ongoing campaign involving a hospital in Las Vegas, the employer disguised three company-paid union busters as NLRB agents and sent them into the workplace. They were discovered by union organizers, turning yes votes into no votes in droves. Charges have been filed, and, at present, the bogus agents have been expelled from the hospital.

Sacramento — On Thursday, June 10, Local 3 and United Autoworkers Local 355 filed a joint election petition on 65 landscapers and equipment operators at Hemington Landscape near Sacramento. When the workers showed up the next day, which was a Friday, for their weekly paycheck, the owner refused to pay them until each employee divulged whether he or she had signed an authorization card. Federal charges have been filed, and a hearing is scheduled on June 25.

at Nortech Waste, a garbage recycling operation in Placer County.

On Sept. 24, 1997, about 100 Nortech Waste employees voted by an overwhelming majority for Local 3 representation. Negotiations were initiated.

During the campaign and the negotiations that followed, Nortech repeatedly violated employees' rights. Local 3 filed dozens of ULP's that resulted in a three-day federal court trial in Sacramento, which began June 16, 1998. Several Local 3 employees, including Special

Rep. John Bonilla, Director of Organizing Bob Miller, District Rep. Frank Herrera and Business Rep. Frank Rodriguez, gave lengthy testimony. About half a dozen employees testified, including two internal organizing committee leaders, Alice Keyes and Olga Jara.

On May 17, Administrative Law Judge James M. Kennedy ruled in favor of the Nortech employees. The complete ruling, which addresses the company's many unlawful acts, appears on p. 5.



Washoe RNs Yolanda Crobauger, left, and Sue Bridie, staff an informational lemonade stand during the organizing campaign.

Reno — Last year, Local 3 lost an election for 32 maintenance mechanics at Kmart in Reno to a tie vote. On May 13, Local 3 filed a second petition and is involved in a nasty fight with the employer leading to a July 16 election. The latest employer tactic is a petition being circulated by supervisors during one-on-one meetings with bargaining unit employees stating "We don't support the union." Workers are told, "If you don't sign, your job may be in jeopardy." In fact, Kmart has fired Mechanic Frank Morton. Numerous federal charges have been filed, and the workers are standing together this time.

The law protects employees

A logical question after reading about these cases is, "What happens when an employer does hostile things to employees?" Here is what happened

This is a huge victory for the employees at Nortech, but the bottom line remains the same. Negotiations, headed by Herrera and Attorney David Rosenfeld from the Van Bourg law firm, are still continuing, and Nortech has filed objections to the ruling. In the meantime, the workers remain without a contract, although Herrera plans to push harder with job actions, pickets and possibly a strike in the near future.

After hearing the latest developments, Doser summed it up perfectly, "When I boxed, I learned quickly that when the opponent is fighting dirty and you have him on the ropes, you press and attack." Local 3 is doing that.



"Appendix"

NOTICE TO EMPLOYEES

Posted by Order of the National Labor Relations Board
An Agency of the United States Government

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

Section 7 of the Act gives employees these rights:

- To organize
- To form, join, or assist any union
- To bargain collectively through representatives of their own choice
- To act together for other mutual aid or protection
- To choose not to engage in any of these protected concerted activities.

WE WILL NOT solicit grievances, during "tailgate" or other meetings, from our employees in order to interfere with their desire for union representation.

WE WILL NOT give warnings to our employees intended to interfere with their activity for and on behalf of fellow employees or because the employee is believed to be a union activist.

WE WILL NOT lay off employees to retaliate against them because of the outcome of a representation election or to undermine the validity of that election.

WE WILL NOT suspend employees because of their union activities.

WE WILL NOT refuse to accept the unconditional offer of unfair labor practice strikers to return to work.

WE WILL NOT ask the International Union of Operating Engineers, Local Union No. 3, AFL-CIO to withdraw any unfair labor practice charges it filed on behalf of employees as a condition of discussing the return of unfair labor

practice strikers.

WE WILL NOT isolate any employees so they cannot engage in activity protected by Section 7 of the Act.

WE WILL NOT assign union activists to unnecessary tasks or tasks which unreasonably risk injury, such as of manually pulling nails from used lumber, as a device for getting rid of such employees.

WE WILL NOT breach our duty to bargain in good faith with the certified union, the International Union Of Operating Engineers, Local Union No.3, AFL-CIO by making unilateral changes which affect our employees' wages, hours or terms and conditions of employment.

WE WILL NOT bypass the International Union Of Operating Engineers, Local Union No. 3, AFL-CIO, the certified Union, or directly deal with our employees, concerning wages, hours and terms and conditions of employment.

WE WILL NOT in any other manner interfere with, restrain, or coerce our employees in the exercise of the rights guaranteed them by Section 7 of the Act.

WE WILL rescind the warning given to Alice Keyes on August 29, 1997.

WE WILL make whole the following employees, together with interest, for their illegal layoff of October 1, 1997: Juan Campos, Luis Casillas, Rigoberto Contreras, Lazaro Gomez, Imelda Gonzalez, Carlos Guzman, Martha Herrejon, Ricardo Ramirez, Luis Rodriguez, Veronica Rodriguez and Beatriz Saavedra.

WE WILL make whole Olga Jara and Alice Keyes for their illegal suspension which began on November 28, 1997, together with interest.

WE WILL make whole the unfair labor practice strikers, together with interest, for work lost as a result of our failure to promptly reinstate them on December 4, 1997.

WE WILL make whole, with interest, Alice Keyes for any medical expenses she may have incurred as a result of her being assigned to pull nails in February 1998 and thereafter.

WE WILL rescind the changes in working conditions which we made unilaterally and without notifying the International Union Of Operating Engineers, Local Union No. 3, AFL-CIO, including:

- the installation of surveillance cameras in the workplace.
- the safety equipment replacement policy imposed in early 1998.
- the sick leave policy changes made beginning in late 1997 as well as the "clarification" of that policy made on February 27, 1998.

WE WILL make whole any employee for benefits lost as a result of the unlawful unilateral changes.

WE WILL, within 14 days of the Board's Order, remove from our files any reference to the unlawful warnings, suspensions, or layoffs, and notify the affected employees in writing that this has been done and that the discipline will not be used against them in any way.

NORTECH WASTE

(Employer)

Dated _____ By _____

(Representative)

(Title)

This is an official notice and must not be defaced by anyone.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered with any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office, 901 Market Street, Room 400, San Francisco, California 94103-1735, Telephone 415-356-5138.

NEWS
FROM THE
organizing
dept.

by
BOB MILLER

director



NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer

Say no to high interest rates on charge cards

Did you get an instant 10 percent off your purchase when you applied for a charge card at that national retail store? Applying was really easy, and the 10 percent discount seemed impressive at the time. Should you use their card though? The annual percentage rate on such cards could be as high as 21 percent. You will save money if you use your OE credit union VISA.

As a credit union member, you can have the convenience of paying with plastic without high-interest rates. That includes the convenience of making purchases over the Internet, making hotel and car rental reservations, and access to cash at more than 200,000 ATMs. The low-interest OE VISA card is accepted at millions of locations worldwide, including stores that offer their own charge cards at high interest rates.

Card's low interest rate

The OE card can carry a lower interest rate because your credit union is a member-owned cooperative, not a store obligated to produce stockholder profits.

If you obtained an OE VISA card a while back but still have balances on high-interest credit cards, it's never too late to pay off some or all of those balances by taking a cash advance from your OE VISA card. There is no cash advance fee.

You may do your own cash advance using Touch Tone Teller or the OE Internet branch to transfer funds from your OE VISA account into your OE checking account. Or call 1-800-877-4444. Then, once the funds are in your checking account, write a check or checks to pay off high-interest credit card balances. The sooner you do, the sooner you will save money.

To apply for an OE VISA, call any OE credit union branch or 1-800-877-4444.

No matter what time you are reading this, the credit union Web site is open to accept your application at www.oefcu.org.

Credit union borrowers have several options

One popular choice for borrowers at this time of year is the credit union's back-to-school loan. This loan is not limited to school-related needs.

It's simply an outstandingly affordable loan offered

during back-to-school season. It's also a good way to avoid high-interest department store or bankcard charges, whether you are purchasing fall clothing, camping equipment for a trip before the weather turns cold, or anything in between. You may borrow up to \$2,000 at 9.9 percent annual percentage rate and take up to 12 months to repay. The back-to-school loan special ends September 30, 1999.

If one of your back-to-school expenses is a computer, you may want to look into the credit union's low-interest computer loans. Unlike the back-to-school loan, the computer loan is available year-round. It is for funds needed to purchase computers and related equipment. You may need a faster modem to take advantage of all the Web has to offer, or the software to send photos over the Internet to your family and friends. The credit union's computer loan is ideal for these and similar needs. Contact any credit union branch or phone 1-800-877-4444 for more information about the back-to-school loan special and the year-round computer loan.

Save time with automatic dues payment

Usually you get what you pay for, but every once in a while, you get something great without paying a cent. This is true in the case of the credit union's no-cost automatic dues payment service. Here's how it works: (1) Complete the Automatic Dues Payment Authorization on the back cover. (2) Drop off the completed form at your union hall or credit union branch or mail to: Operating Engineers Local Union No. 3 Federal Credit Union, P.O. Box 2082, Dublin, CA 94568. (3) Your dues will then be deducted quarterly or annually from your credit union savings account.

The completed and signed form needs to reach the credit union at least 10 days before your scheduled payment date. Otherwise, your first automatic payment will take place on your next scheduled payment date.

When you pay dues automatically, you can avoid falling out of good standing because of late dues payment. Members who fall out of good standing lose valuable union benefits and privileges. You can also avoid paying late fees and penalties and going suspended. In addition, automatic payment frees you from having to write out checks and stuff envelopes. It's one less thing to have on your "to do" list.

For more information about automatic dues payment, contact any credit union branch or call 1-800-877-4444.

Our Back to School Loan

Annual percentage rate is 9.9%.*

Borrow up to \$2,000 and take up to 12 months to repay.

Call any branch office or 800-877-4444 to apply.



Operating Engineers Local Union No. 3
Federal Credit Union

Don't delay.
This special ends
9/30/99.

*Rate subject to change without notice.

NEWS
FROM THE
OFFICE OF
compliance
&
civil rights

An important equation in the workplace

Diversity = Success

Labor statistics indicate that women and people of color are entering the workplace in record numbers. Over the next decade, these two groups will fill over 75 percent of new jobs industry wide. The workforce of the next millennium is a mosaic of richly hued colors and textures, each with a valuable contribution. Future success depends on making "diversity at work" a reality.

What do we mean by diversity? Diversity encompasses those human qualities and characteristics that make people different and unique or the same and similar. These distinctions are not limited to racial or ethnic diversity.

Ways of distinguishing people

Stereotyping, also called labeling, distinguishing or typing, can be defined as the way a person makes sense of and develops assumptions about the world. Stereotypes assume that all people, things, ideas and so on are the same, whether the stereotype is positive: "black mothers are strong," or negative: "only wimps cry." The problem when we stereotype is that we can't see anyone as an individual.

One form of negative stereotyping is called generalizing, and it often applies a label to a person unfairly. Stereotypical generalizations ignore an individual's experience. Generalizations may make a person feel rejected and resentful for they imply that everyone in the same category is the same.

Stereotyping lumps people together. While each of us belongs to certain groups, stereotyping or labeling an individual or a group can separate people and cause a person to feel erased. You can also negate someone by implying a person is different from or an exception to his or her cultural heritage.

Each of us wants to be recognized as a unique person. Our minds can impose limits or they can expand to be inclusive. Here are some guidelines about things not to do in the workplace, things that can make an individual feel like an outcast.

- Don't tell ethnic or sexual jokes — even jokes about your own group because they imply insulting or undesirable characteristics, and they just encourage more of the same.

- Be careful with other kinds of humor, such as the "friendly insult," until you know how others feel about it. Asking, "Why are you late? Was your power turned off 'again?'" could come across as a judgment and have a negative impact.

- Don't make someone a spokesperson for his or her group. Saying "So what do Hispanics think about this?" is inappropriate because it implies that everyone who is Hispanic will think the same.

- Don't suggest the person is an exception by saying something, such as, "You're not like other African Americans I've met."

- Remember that mistakes happen, especially when people are under stress. Changing old habits and ways of thinking takes time. Apologize if you've been unfair. Forgive if you've been offended.

Cold-hearted diversity

The following story, "The Cold Within," is about the wrong kind of diversity. The author is unknown.

"Five humans trapped by a blizzard in the bleak and bitter cold. Each one possessed a stick of wood, or so the story's told. Their dying fire in need of logs, the first man held his back. Because of the faces 'round the fire, he noticed one was black. The next man looking 'cross the way, saw one not of his church and couldn't bring himself to give to the fire, his only stick of birch. The third man sat in tattered clothes, he gave his coat a hitch. Why should his log be put to use, to warm the idle rich? The black man's face bespoke revenge as the fire passed from his sight. For all he saw in his stick of wood was a chance to spite the white. The last man of this forlorn group did not accept for gain. Giving only to those who gave, was how he played the game. Their logs held tight in death's still hand was proof of human sin. They didn't die from the cold without, they died from the cold within."

As a union, we cannot allow diversity to grow cold and die in the workplace because success for Operating Engineers depends on our being able to change and stay ahead of our work force needs. Business Manager Don Doser often says that he wants our members to be judged by their skills only. He knows we are among the best the industry has to offer, and we will continue to be so.



by
CURTIS BROOKS
director



NEWS FROM talking to techs

by
GERRY ORME

director,
technical
engineers

KEYS TO SAFETY ON THE JOB SITE

Summer is here, the heat is on, and survey hours are continuing to rise. With long hours and workdays extending into the weekends, many of us start doing our jobs automatically. This is inviting disaster.

We have had some serious accidents involving members this year. Two of them involved injuries suffered from automobiles, not heavy equipment. In our agreement, the employers are required to provide health and safety equipment, but we — that's us — have to use it.

Around traffic areas, wear vests and place signal flags and cones in conspicuous and proper locations to protect ourselves and our crews. And, most importantly, be constantly aware of your surroundings.

As a surveyor and gradechecker, I have had moments of inattention due to the intense concentration it takes to get the

job done. I know I can jeopardize my safety in the process. Due to vigilance and watchful observation by others on the crew, no accidents happened to me, but that is what it takes to have a safe job.

The keys to safety are:

- Awareness of your environment
- Alertness to possible mishaps

Application of one the principles of our union's by-laws: To protect our brother members

Former director becomes District Rep. for new territory

Andrew Mullen, the former director for Tech Engineers, is now the District Rep. in District 15, comprised of Wyoming and South Dakota west of the Missouri River. Under his able direction, I am sure that district will grow and be a great asset to our local.



From left, Dan O'Meara shows a catholizer to John Kangas and Tech Business Rep. Bud Ketchum.

Skilled union labor earns higher wages

Engineering News Record reports that skilled union labor wage rates in the 20 cities that were tracked are up an average of 3.3 percent over a year ago. The wage-rate gap between union and non-union is significant. Union and non-union average wage rates

for bricklayers, carpenters, cement masons, electricians, Operating Engineers heavy equipment operators, laborers, plumbers and ironworkers were compared and highlights are as follows:

	Denver	Los Angeles	San Francisco	Seattle	VS.	Western States non-union
Bricklayer	\$23.07	\$32.78	\$38.20	\$32.55		\$20.19
Carpenter	\$21.77	\$30.21	\$36.90	\$31.77		\$15.89
Cement Mason	\$21.69	\$32.21	\$30.94	\$33.82		\$18.10
Electrician	\$27.61	\$37.70	\$46.42	\$35.30		\$17.68
Operat. Eng.	\$22.85	\$36.50	\$39.86	N/A		\$16.16
Laborer	\$14.67	\$27.47	\$27.38	\$28.14		\$12.58
Plumber	\$25.94	\$36.65	\$46.92	\$39.89		\$19.00
Ironworker	\$22.31	\$36.12	\$37.12	\$30.10		\$15.43

The chart shows union wages earned by skilled employees are substantially higher than non-union wages. As you can imagine, fringe benefits are also well above non-union rates.

Skilled labor provides the employer with a sensible way to get the job done. Less man hours equals more profit for the employer, who, as a result, can afford to pay the employee higher wages and provide better benefits. It is a plus situation for everyone.

You can get in on this situation by taking advantage of your apprenticeship and journey upgrade programs and all that they have to offer. If you want to make more money, the opportunity for you to train is here at the NCSJAC. Call us at (510) 748-7413 so you can begin your uphill climb to a higher income and enhanced fringe benefits.

NEWS FROM teaching techs



by
PAUL SCHISLER

administrator,
northern california
surveyors joint
apprenticeship
committee

Hazmat training

All first-through-eighth-period registered apprentices must attend safety training classes in order to graduate. Our new curriculum outline identifies Hazmat training as one of the qualifying courses.

Although Hazmat training is not required until third period, students should be advised that this training can be taken at any time during the first, second or third periods of training. Here is

the schedule for the 40-hour Hazmat training class:

- November 8-12 •
Rancho Murieta Training Center
7388 Murieta Drive
Rancho Murieta
- December 6-10 •
Alameda Headquarters
1620 South Loop Road
Alameda

- Cost: •
Sponsored member \$250
Non-sponsored member \$300
No charge for members on the out-of-work list.

Please be advised that seats are filled on a first-come first-served basis. Contact the OE Safety Department at (510) 748-7400 to reserve your space or for more information.



Medical coverage eligibility rules for California and Nevada

We would like to welcome all our new members. One of the first questions new members have is related to their medical coverage. Below you will find the initial eligibility rules for the California and the Nevada plans. Please review the requirements and contact the district office or the trust fund office if you have any questions about your eligibility. We will be printing the requirements for the Utah, Hawaii and Wyoming plans in the next issue.

California hourly contributions

Generally, to be initially eligible, you need 330 hours reported within three or fewer consecutive months. You are then insured as of the first of the following month and the skip month with the balance of hours remaining in the bank. Example: 330 hours reported January, February and March. Member has eligibility for April and May with 110 hours in the bank.

After initial eligibility requirements are satisfied, eligibility is on a skip-month basis. A reported 110 hours for a particular month gives eligibility for the skip month — work a month, skip a month, eligible a month. Example: Member has 140 hours reported for April. April hours give June eligibility with 30 hours going to the bank.

California flat-rate contributions

Employees of contributing employers reported at a flat rate, including non-bargained office employees and company officers, 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. Note: Flat-rate contributions do not normally provide an hour bank accumulation.

Nevada hourly contributions

In Nevada, to be initially eligible, you need 300 hours reported within three or fewer consecutive months. The member is then eligible the first of the following month. Once a member meets this initial eligibility requirement, 100 hours will be deducted for the first month's coverage and the balance of the hours will be credited to the hour bank. Example: 330 hours reported January, February and March. Member has eligibility for April with 230 hours in the bank.

After initial eligibility requirements are satisfied, eligibility is on a month-to-month basis. A reported 100 hours for a particular month gives eligibility for the following month. Example: Member has 140 hours reported for April. April hours give May eligibility with 40 hours going to the bank.

Nevada 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. Note: Flat-rate contributions do not normally provide an hour bank accumulation.

Always refer to your plan's booklet, the "Summary Plan Description," for full information relating to your eligibility and benefits. Booklets are available at your district office and the trust fund office.



Retiree meeting schedule

Retiree meetings in California will be starting in September. Come out and join us.

Lakeport

10 a.m., Thursday, September 2
Lakeport Yacht Club
55 5th Street
Lakeport, Calif.

Santa Rosa

2 p.m., Thursday, September 2
Operating Engineers Bldg.
6225 State Farm Dr.
Rohnert Park, Calif.

Watsonville

10 a.m., Thursday, September 9
VFW Post 1716
1960 Freedom Blvd.
Freedom, Calif.

San Jose

2 p.m., Thursday, September 9
VFW Post 3982
1313 Franklin Street
Santa Clara, Calif.

Concord

10 a.m., Tuesday, September 21
Concord Center
5298 Clayton Rd.
Concord, Calif.

Oakland

10 a.m., Thursday, September 23
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd.
Oakland, Calif.

NEWS
FROM
**fringe
benefits**

by
CHARLIE WARREN

fringe
benefits
director



NEWS FROM THE safety dept.



by
BRIAN BISHOP

safety
director

Attention BAT card holders!

LET US KNOW YOU ARE CERTIFIED

I have been asked by the dispatch offices to explain the required safety training program to members who seek employment in Bay Area refineries. To work at one of the six Bay Area refineries, you must have completed the safety training program, received a Bay Area Training or BAT card and kept your certification current. And the dispatch office must know this.

The concept of the program is quite simple, but dispatching and checking for the certification has become a difficult process. The dispatchers could check that you have a current card in your pocket each time you come in for a dispatch, but many members do not carry it. Some of the refineries are on line with the Bay Area Training Corporation (BATC) office making it unnecessary to carry the card, but every refinery has a different policy for checking cards, so be sure to carry the card whenever you go to the refineries.

Incomplete records

Our checking problem stems from incomplete record keeping. A large number of members have taken the class at the BATC office, and many of these members have not advised us that they have taken a class. This makes the policy of non-discriminatory dispatching extremely difficult. If we do not know you are certified, you could miss a job opportunity.

In order to be dispatched to a refinery, you should have a current card. We are regulating our own record keeping, but we cannot eliminate the problem until we have a customized computer software program. In the meantime, we need your input. It would be a great help if you would advise the dispatch hall that you have a current card. Send a copy or bring your card to the hall, and we will make a copy of it to update the files. Also, it would help dispatchers if cardholders would advise their

hall when they return to work for a signatory employer.

Certification classes

The initial eight-hour BAT class certifies you for two years. You may also take a four-hour refresher class that recertifies you for another two years. Every other time you take a class, it must be an eight-hour class.

The BATC office, which offers a large number of classes, is located at 2000-B Marina Vista, in Martinez, Calif. The phone number is (925) 313-0500. The cost is \$25 for the eight-hour class and \$15 for the four-hour class. We offer classes at no charge, but we schedule a class only when enough members sign up, or when a company advises us that it is in need of the training and has students for a class.

40-hour Hazmat training schedule

November 8-12
Rancho Murieta
Training Center
7388 Murieta Drive

December 6-10
Alameda
Headquarters
1620 S. Loop Road

Cost

Sponsored member:
\$250
Sponsored non-
member: \$300
Members on out-of-
work list: no charge

Registration

Space is limited.
Seats are filled on a
first come, first
served basis. Advise
those who are inter-
ested to call the
safety office at (510)
748-7400 ext. 3356
or 3358.
Thank you!

End-of-the-year

HAZMAT TRAINING SCHEDULES

8-hour Hazmat refresher class schedule

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

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

Registration: Call the district office for reservations.

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

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

Eight-hour refresher class schedule

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

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

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

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

Saturday, October 2
District 50

Cedar Lanes - Fresno
3131 N. Cedar
(559) 252-8903

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

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

SALT LAKE 2002

OPERATING ENGINEERS PREPARE VENUES FOR FIRST WINTER OLYMPICS OF THE 21ST CENTURY

First of a two-part series on preparations for the Utah Winter Olympics

By Steve Moler • Managing Editor

Two and a half years from now, in February 2002, the entire world will converge on Salt Lake City, Utah for the XIX Olympic Winter Games. An estimated 2,345 athletes from 80 nations will compete in 70 medal events over 17 days. Another 600 million or so people worldwide will watch the Games on television.

When television coverage begins on Feb. 8, 2002, viewers will no doubt be treated to sweeping aerial panoramas of Salt Lake City's most spectacular Olympic venues: the alpine skiing courses at Park City and Snowbasin, the cross-country and biathlon area nestled against the towering peaks of the Wasatch Range, the speed skating oval in Kearns, the luge, bobsled and ski jumping facilities at the Utah Winter Sports Park outside Park City. Reporting by an estimated 3,000 print and 6,000 broadcast journalists will focus on the major medal events, punctuated by profiles and background stories of the most famous athletes and coaches.

But little, if any, coverage will likely focus much on a far less glamorous but important aspect of the Winter Games: the enormous effort made in the six to seven years leading up to 2002 to construct, upgrade and prepare Salt Lake City's 10 competitive and 10 non-competitive Winter Olympics sites.

When you watch an Olympiad flying off the 120-meter ski jump, or zig-zagging down the luge and bobsled tracks, the announcer isn't likely going to mention how the track was built using skilled union labor. When you see nearly perfect blankets of snow covering the alpine and cross-country skiing courses, the announcer isn't likely going to explain how Operating Engineers dug miles of trenches for the snowmaking equipment.



WHY SALT LAKE CITY?

Salt Lake City was selected to host the 2002 Winter Olympics in large part because the region was already a world-class ski area.

But there was more to the selection than just great terrain and snow. Salt Lake City and the surrounding area already had many of the facilities needed to host the games, including the Delta Center for figure skating and short-track speed skating, the Ice Sheets at Ogden for curling, and Park City for alpine skiing.

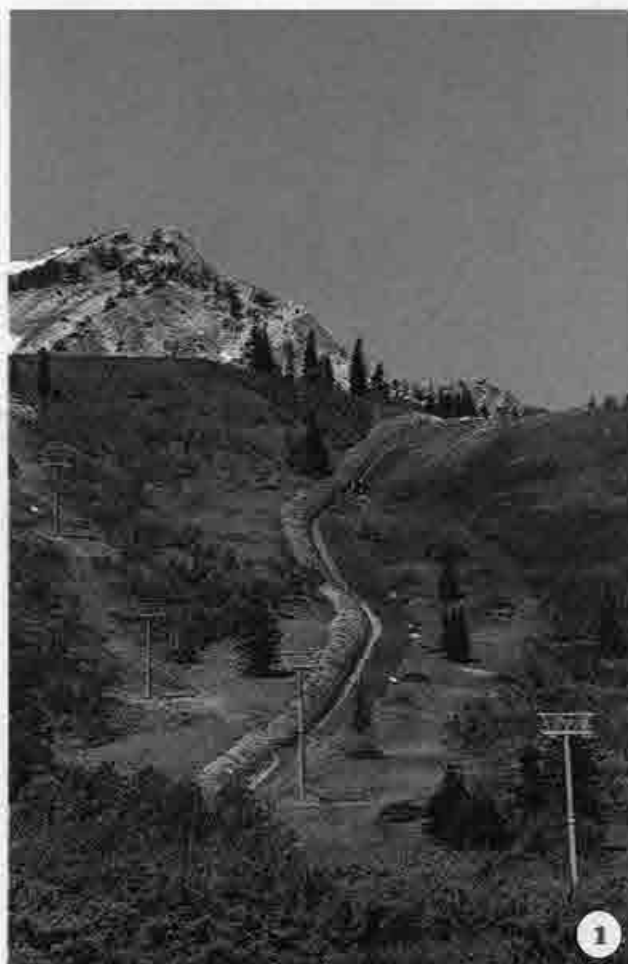
However, a lot of additional facilities and their accompanying infrastructure still needed to be built. Salt Lake City started the building process in earnest as soon as it was selected by the International Olympic Committee in June 1995 to host the 2002 Winter Olympics. Since then, a building boom of unprecedented magnitude has engulfed the state. New hotels are sprouting like wildflowers throughout the area, construction hums along on schedule at several Olympic sites, and transportation projects continue around the clock.

The Salt Lake Olympic Organizing Committee is staging the Olympics on a \$1.45 billion budget, with substantial state and federal funds thrown in for regional and local transportation improvements. Union employers are getting their fair share of the work. Hundreds of Operating Engineers have been working on various Olympic and Olympic-related projects over the past four years, and they will continue to do so until all Olympic venues are completed in November 2000.

SNOWBASIN

While many of the Olympic facilities already exist, other venues are requiring extensive preparations. Snowbasin Ski Area, site of the men's and women's downhill and super-G events, is one of the best examples. Before Salt Lake City was chosen for the 2002 Winter Games, Snowbasin was a relatively undeveloped and isolated ski area best known for having one of the world's finest natural downhill ski courses.

(continued on next page)



(continued from page 11)

But to adequately host an Olympic-caliber event, Snowbasin needed extensive upgrading and expansion. W.W. Clyde & Co. has been hired to help accomplish that goal. The company has been clearing and widening trails, doing the underground for a new snowmaking system, and handling site preparation for a day lodge and expanded parking facilities.

And W.W. Clyde just began work on a new 8-mile, \$10.8 million access road from Hwy. 167 to the Snowbasin parking lot. The second two-lane road into Snowbasin is needed to meet the SLOC's goals of bus-ing some 30,000 people a day to and from Snowbasin during the six days of ski racing at the site. The new route will also cut 30 minutes off the current travel time from Salt Lake City. The Federal Highway Administration is providing most of the funding.

BIATHLON, CROSS-COUNTRY SITE

Another major Olympic venue is Soldier Hollow in the Wasatch Mountain State Park outside Heber City, where the biathlon, cross-country skiing and nordic combined events will take place. But like Snowbasin, Soldier Hollow is relatively undeveloped and is now undergoing extensive site preparation for 20 Olympic events.

W.W. Clyde finished work on the 5-kilometer ski loop last year and is currently grading 23 additional kilometers of trails. Local 3 hands are also doing site work for the snowmaking system, target and shooting range and erosion control system. Work on a spectator stadium and remaining facilities is scheduled to start next spring.

SKI JUMPING AREA

The third heavy construction area is located just outside Park City, at the Utah Winter Sports Park,

where the bobsled, luge and ski jumping events will take place. After finishing the bobsled and luge track in 1997, W.W. Clyde is now building the 120-meter ski jump and reconfiguring the 90-meter jump. Footings for both jumps are being dug extra deep into the mountain side for safety reasons. The company is also doing the grading for a judges tower and spectator stadium. The company was also the low bidder on a second access road into the winter sports park.

Construction, upgrades and preparations at all the Winter Olympic sites must be completed by November 2000 because up to 22 international and national competitions are scheduled to be held at Olympic venues in the Salt Lake City area as test events. Those events include World Cup skiing and U.S. Olympic trials. This past winter, the Salt Lake City area hosted five U.S. national championships in figure skating, luge, bobsled, alpine skiing and freestyle skiing.

TRANSPORTATION

To move more than 1.6 million spectators, athletes, officials and journalists fluidly throughout the region, the SLOC and the Utah Department of Transportation (UDOT) have developed an elaborate and ambitious transportation plan. UDOT expects to get between \$900 million and \$1 billion in federal aid for Olympic transportation projects and operations. That money is being used for major highway improvements, light-rail extensions and upgrades of local streets in and around Olympic venues.

I-15 RECONSTRUCTION

The highest profile project is the reconstruction of I-15, the main freeway that runs north-south through the heart of Salt Lake City. The \$1.6 billion project is currently the second largest public works project in the United States and involves tearing up every inch of concrete, steel and asphalt along a 17-mile section of

the old freeway and building an entirely new state-of-the-art freeway system, including two major interchanges leading to Olympic venues: the I-15/I-80/Hwy. 201 "Crossroads of the West" and the I-15/I-215 South Junction.

Wasatch Constructors, a joint venture of Granite Construction and Kiewit Pacific, is using about 150 Operating Engineers on the project. Some of the federal highway aid for the Olympics is being used to accelerate the completion of the I-15 project so it will be ready for the Games.

LIGHT RAIL

To further facilitate the movement of fans to and from Olympic venues in Salt Lake City, the Utah Transit Authority just finished one light-rail extension and is planning another. Granite Construction just wrapped up construction of a \$27.8 million, 15-mile north-south line that will shuttle fans to skating events at the Delta Center and to the downtown awards ceremonies. Construction started in June 1997, with as many as 30 Operating Engineers working on the project during peak periods. The extension went into service at the end of July.

An 11-mile, \$480 million west-east line, which is still in the planning stages, would move fans and athletes from the airport to the Olympic Village via downtown. The project has received 100 percent federal funding and is awaiting final approval. The project would probably be built under a design-build accelerated construction schedule so that the extension would be operational in time for the Games.

When the world focuses attention on the 2002 Winter Olympics, Operating Engineers can feel proud of their contribution to the Games.

Next month: An in-depth tour of the \$1.6 billion I-15 reconstruction, the second largest public works project in the country.

1. Trenching for a snowmaking system takes place at Strawberry Bowl adjacent to Snowbasin.
2. At the Snowbasin Ski Area are Local 3 members Elmo Kay, left, and Jack Shupe.
3. The luge and bobsled track at the Utah Winter Sports Park was constructed by W.W. Clyde & Co. in 1997.
4. Foreman Ralph Daniels of W.W. Clyde & Co., left, and Business Rep. Simon Ostrander at the Utah Winter Sports Park.
5. At Soldier Hollow are Local 3 members from left: Mike Wulstenhulme, Art Aragon and Superintendent Steve Walker.
6. At Soldier Hollow are from left: Supt. Steve Walker, blade operator Ron Larson and compactor operator Frank Sunde.
7. At Strawberry Bowl near the Snowbasin Ski Area is excavator operator Sam McCurdy of W.W. Clyde & Co. with Local 3 Organizer Reed Davis, center, and Business Rep. Jim Sullivan.



THE LONG ROAD TO 2002

HOW SALT LAKE CITY GOT THE WINTER GAMES

Salt Lake City has been vying for the Winter Olympics since 1966. The city's dream finally came true in June 1995, when Salt Lake City was named by the International Olympic Committee as host city of the 2002 Winter Games. Below is a brief chronology of how it happened:

JANUARY 1966

Salt Lake City is chosen as the U.S. candidate city to host the 1972 Olympic Winter Games. In April of that year the International Olympic Committee chooses Sapporo, Japan as host of the 1972 Winter Games.

JANUARY 1973

Salt Lake City is again named host U.S. city for the 1976 Winter Games, but the IOC instead chooses Innsbruck, Austria.

JUNE 1985

Salt Lake City competes against Anchorage, Alaska; Reno, Nev., and Lake Placid, NY, to become the U.S. host city for the 1992 and 1994 winter games. Anchorage is chosen as the U.S. candidate, but loses to Albertville, France for the 1992 games and Lillehammer, Norway for the 1994 games.

JUNE 1989

Salt Lake City is again named U.S. candidate city for the 1998 games, but in 1991 the IOC names Nagano, Japan to host the 1998 games. In a field that also includes, Jaca, Spain; Ostersund, Sweden; Aosta, Italy; Salt Lake City loses by a 46-42 vote to Nagano.

NOVEMBER 1991

The United State Olympic Committee ratifies Salt Lake City as the U.S. candidate to host the 2002 winter games.

MARCH 1994

Deadline is closed by IOC for cities applying to host the 2002 Winter Olympics. The cities applying are Alma Ata, Kazakhstan; Graz, Austria; Jaca, Spain; Ostersund, Sweden; Poprad, Slovakia; Quebec City, Canada; Salt Lake City, Utah; Sion, Switzerland; Sochi, Russia; and Tarviso, Italy.

JANUARY 23-24, 1995

Salt Lake City is selected by the IOC as one of four finalist cities to host the 2002 winter games. Other finalist cities are Quebec, Sion, and Ostersund.

JUNE 16, 1995

Salt Lake City is named host city of the 2002 winter games at the 104th IOC Session in Budapest, Hungary in the first ballot vote. Salt Lake City received 54 votes, followed by Sion and Ostersund with 14 votes each. Quebec received seven votes.

FEBRUARY 8-24, 2002

Salt Lake City to stage first Winter Olympics of the 21 Century.

CONSTRUCTION OF OLYMPIC VENUES

1 CURLING

Site name: The Ice Sheets at Ogden
Location: In Ogden about 45 minutes by automobile from Olympic Village
Events: Curling

Construction: Facility already exists, opened in 1993 as a recreational training center for ice hockey and figure skating

OLYMPIC VILLAGE

LOCATION: University of Utah campus in Salt Lake City

EVENTS: Non-competitive venue that will house an estimated 3,600 athletes, coaches and officials.

CONSTRUCTION: Building on the 76-acre site began in July 1998 on 20 low-rise apartment and suite-style units, as well as recreational and retail areas.

2 ALPINE SKIING

Site name: Snowbasin Ski Area

Location: Near Huntsville about 55 minutes from Olympic Village

Events: Men's and women's downhill, super G

Construction: W.W. Clyde completed clearing and widening of courses last summer, company is doing site preparation for day lodge, parking lot and other facilities, trenching for snow-making system, electrical and communications lines, all of which will be completed at the end of this summer. Company is also constructing 8-mile, \$10.8 million access road

3 FIGURE SKATING AND SPEED SKATING

Site: Ice Skating Arena at Salt Lake City (Delta Center)

Location: Downtown Salt Lake City

Events: Figure skating and short-track speed skating

Construction: Venue already exists, home of NBA's Utah Jazz

4 ICE HOCKEY

Site name: Ice Hockey Arena "E" Center

Location: West Valley City about 16 minutes from Olympic Village

Event: Ice Hockey

Construction: Arena completed in Sept. 1997

5 SPEED SKATING

Site name: Oquirrh Park Speed Skating Oval

Location: In Kearns about 25 minutes from Olympic Village

Events: Men's and women's speed skating

Construction: Outdoor oval has been completed, construction began in May on build-out and oval enclosure, which features a 90-meter clear-span roof free of interior columns.

6 BOBSLED AND LUGE

Site name: Utah Winter Sports Park

Location: Near Park City about 31 minutes from Olympic Village

Events: Bobsled and luge

Construction: W.W. Clyde built track in summer of 1997-1998. Construction of start house, finish house and storage and maintenance areas will be completed in fall 2000

6 SKI JUMPING

Site name: Utah Winter Sports Park

Location: Near Park City about 31 minutes from Olympic Village

Events: Ski jumping, nordic combined ski jump

Construction: W.W. Clyde started construction in July 1998 on 120-meter and 90-meter jumps, completion expected in Nov. 2000.

7 ALPINE SKIING AND SNOWBOARDING

Site name: Park City Mountain Resort

Location: Adjacent to Park City about 33 minutes from Olympic Village

Events: Giant slalom, snowboarding

Construction: Venue already exists, minor grading completed in 1998

8 ALPINE AND FREESTYLE SKIING

Site name: Deer Valley Resort

Location: At Park City about 33 minutes from Olympic Village

Events: Slalom and freestyle skiing

Construction: Venue already exists, construction on aerial course will be completed this summer

9 BIATHLON AND CROSS-COUNTRY SKIING

Site name: Soldier Hollow

Location: Wasatch Mountain State Park outside Heber City about 50 minutes from Olympic Village

Events: Biathlon, cross-country skiing, nordic combined skiing

Construction: W.W. Clyde completed 5-kilometer course last summer, started this spring on construction of remaining trails, drainage system, underground for snowmaking system. Construction on stadium and other facilities will begin in spring 2000

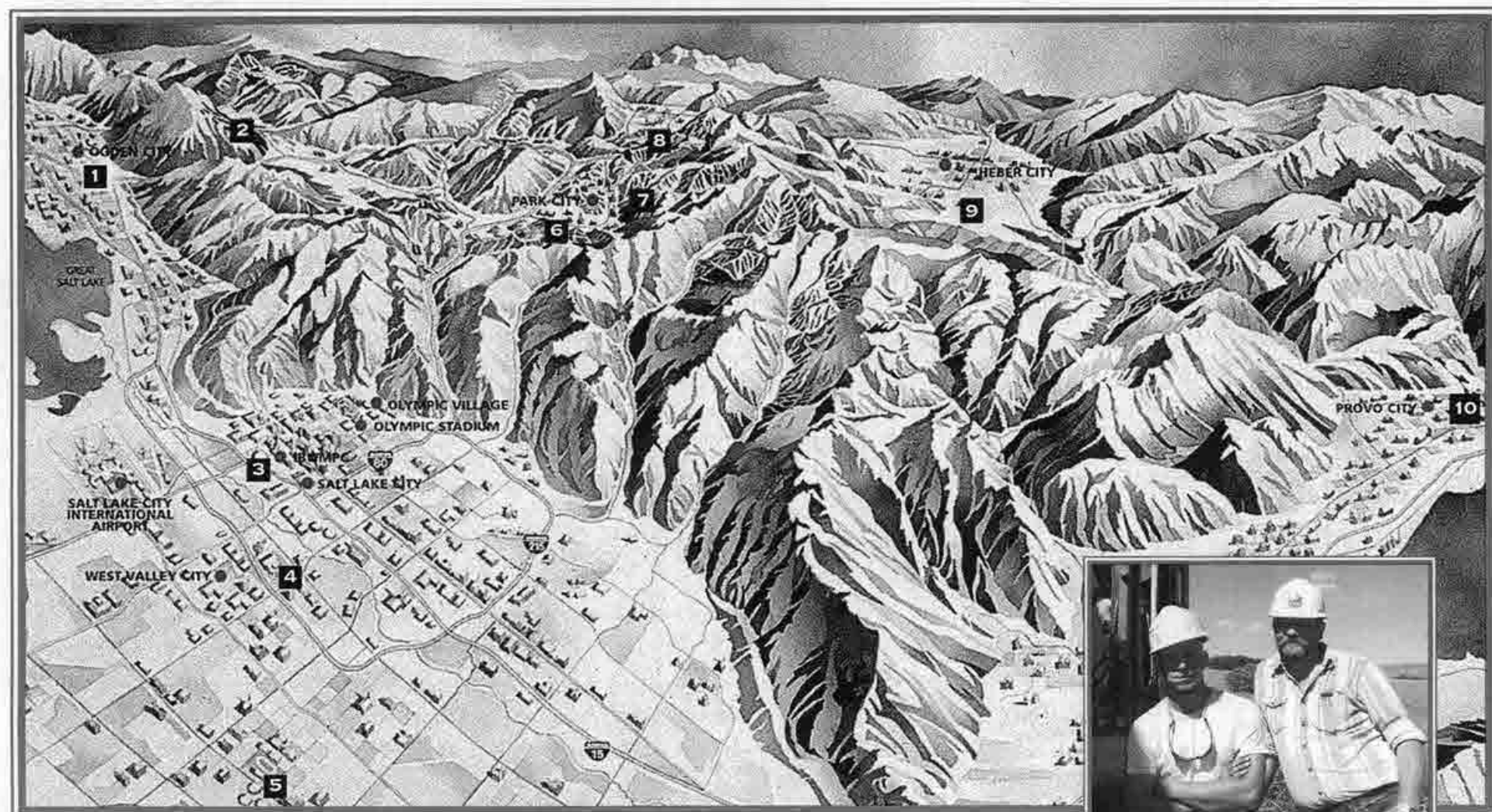
10 ICE HOCKEY

Site name: Ice Hockey Arena at Provo

Location: In Provo about 55 minutes from Olympic Village

Event: Ice Hockey

Construction: Arena completed in spring 1999



At Soldier Hollow are Kevin Carter, left, and foreman Dee Beal. Mark Wilson, not shown, was operating the excavator.

When drug testing becomes invasive Just shave your head

The U.S. Patent Office can boast of several hundred yards of patented designs for mousetraps. It is probably safe to assume that the inventors of these designs did not strain their brain cells because they hated these little four-legged critters but because they expected the manufacture and sale of an improved mousetrap to reward its originator with great riches. Well, in my long experience with mousetraps, I have not seen an improved mousetrap. In fact, I am quite satisfied with the age-old design that is still on the market. It is certainly low cost and does a great job.

You may wonder what mousetraps have to do with what I usually write about. Let me tell you. There are a number of investors and for-profit corporations out there who are trying to develop a drug testing technology that is faster, cheaper and more accurate than the present technology. It just so happens that the present technology used for drug and alcohol screening is approved by the federal government and, for that matter, is the technology agreed upon in the joint labor-management substance abuse policy of the most recent Master Agreement for Northern California.

On-site drug testing

The manufacturers of drug testing devices are presently all excited over the so-called on-site testing devices. They all compete with each other in designing slightly different methods, while they are drooling over the prospect of greater market share and even greater profits. That, however, is not all. Already waiting in the wings are the third and fourth generations of drug testing technology, such as saliva, sweat and hair testing.

You may find it hard to believe, but all these devices are already in widespread use. They are in use even before they have been approved or endorsed by Division of Workplace Programs (DWP) of the Federal Substance Abuse and Mental Health Service Administration (SAMHSA) in regulated circumstances.

Your union has agreed to a tried and true testing protocol

"Regulated circumstances" are the operative words here because we, your union, and all employers who are signatories to our master agreement are regulated by this agreement as well as by the regulations of various federal code departments. The tried, proven, approved and maximally reliable gold standard for these circumstances is and remains the testing protocol your union has agreed to in the Joint Labor-Management Substance Abuse Policy.

The DWP of SAMHSA funded a two-year study in 1996 to see how accurate on-site testing really is. Its recently published report states that this testing methodology gives "a fair number of false positive and negative results." Fifteen devices were studied. None of them was as accurate as our present gold standard. Even more devices have come on the market in the meantime, and they sell because of the skillful marketing of their manufacturers.

Our present testing methodology provides true positives, called sensitivity, and true negatives, called specificity. The on-site devices were assessed in terms of their Positive Predictive Values (PPV) and Negative Predictive Values (NPV). These are standard analytical measures, but they are not standards on which I would decide whether a member is fit or unfit to work.

Some of our major employers are using on-site testing devices quite enthusiastically, citing the convenience of quick test results. Well, I urge those employers to reconsider until such time when DWP and SAMHSA have endorsed these devices, and they are included into a future master agreement.

The sweat test, also known as patches, has been sold with the promise that even drugs with a short test lifetime could be detected. So they were eagerly purchased for testing of prison populations and welfare-to-work citizens.

I don't know how the testing is working out with prison populations, but a number of welfare-to-work folks have been denied benefits, food and so on because of an excessive number of positive test results.

Innocent people, because of slick and persuasive sales pitches for these test patches, endured lots and lots of hardship. Finally, last month, a court in Contra Costa County, after reviewing all the evidence, ruled sweat test patches unreliable and forbade their use in the welfare system.

Hair testing as an alternative testing technology

That brings me to my least favorite alternative testing technology: hair testing. The headline of the drug testing industry newsletter "A Matter of Substance" reads: "Hair testing holds promise for pre-employment programs." It is now seen as the alpha and omega of all drug testing, even though it also has not been approved or endorsed by the appropriate federal agencies.

Lack of federal approval, however, does not discourage sales people. In fact, the absence of any federal approval seems to be perceived as an unlimited hunting license.

Sure, drug deposits will remain in the hair as long as it is left uncut. This, of course, provides longer detection windows, resistance to evasion, ability to obtain repeat samples, as well as increased accuracy and fairness — at least, that is how the sales pitch goes.

How did we get from drug-free workplace legislation and drug and alcohol testing as a deterrent to long detection windows — read surveillance — and an almost maniacal pursuit of increasingly intrusive testing? This is a very frightening change. Remember that hair will show more than just drug use. Hair mirrors your genes, if properly examined, and is a potential predictor of all your liabilities. This is a very frightening thought.

On the light side, however, we may be able to gum up the works. I suggest that in order to avoid detection of any illegal or legal drug in your system, you simply shave your head and your mustache. If the technician then proposes to harvest the required 40 strands of hair from your body anywhere between your neck and your kneecaps, you just call the vice squad.

NEWS FROM THE addiction recovery program



by
UWE GUNNERSEN
director

1-800-562-3277

IN MI:
1-800-842-4624



NEWS FROM THE districts

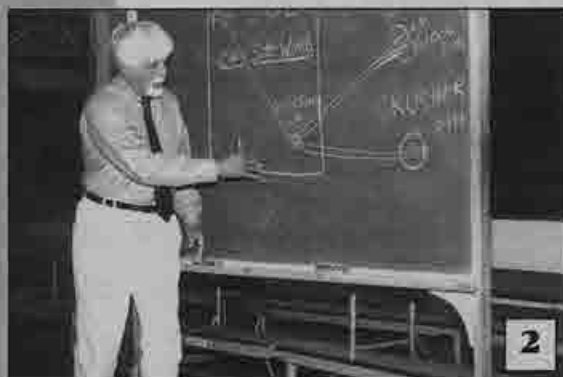
A TOUR OF HAWAII'S ROUND OF QUARTERLY MEETINGS

HONOLULU — Below are some photographs taken by Garland Rosauo, Local 3's director of public relations and political affairs, during a round of quarterly district and sub-district meetings in the Hawaii District in late June.

1. Just before the June 25 Hilo meeting are from left: Business Rep. Colin Kaalele, Recording-Corresponding Secretary Rob Wise, District Rep. Harold Lewis and Executive Board Member Speedy Kama.
2. District Rep. Harold Lewis explains on-site and off-site work.
3. The June 23 Maui meeting.
4. Officers, staff and members at the June 25 Hilo meeting.
5. Special Rep. John Bonilla, left, and District Rep. Harold Lewis, second from left, congratulate Michael Buen after being sworn in as a Local 3 member at the June 23 Maui meeting.



1



2



3



4



5

Hawaii brothers at work



From left: Morrison Knudsen's Operating Engineers Robert Ane (foreman), Llewellyn Flores (trucker) and Willie Adopho on the excavator do some tight excavation work on a sewer project in Kalihi. A laborer in the foreground looks on.

At right: Local 3 Journeyman Ben Ili (right) and Apprentice Darren Eko, in the seat of the excavator, at work on a Waikiki project.



ESTABLISHING UNITY AMONG CRAFTS UNIONS IN HAWAII

HONOLULU — District Rep. Harold K. Lewis called a meeting of the basic crafts leadership in Honolulu. On May 17, a total of 37 individuals including a building trades executive and business managers, business agents and district representatives of the Apprenticeship & Training, Organizing, and Market Recovery departments of the Masons, Laborers and Operating Engineers unions got together for an unprecedented meeting.

At the meeting, Lewis spoke of the desire and need to put aside petty differences and unite in all aspects of organized labor. Organizing issues needing immediate attention as well as current and future legislative issues were identified.

Lewis also called for future meetings of the three heads regularly. Business Manager Ben Saguibo of Laborers Local



A handshake seals the agreement to hold future meetings of top building crafts leaders. From left: Masons Business Manager Nolan Moriwake, Local 3 Dist. Rep. Harold K. Lewis and Laborers Business Manager Ben Saguibo.

368, Business Manager Nolan Moriwake of Masons Local 1/Local 630 and Building Trades Executive Director William "Buzy" Hong, all responded in agreement.



FROM HAWAII EBOW HAWAII

District 17 Welcomes Back Frank Cluccio Construction!

Local 3 Operators Mike Allen on crane, Everett Goings (oiler) and Mark Medeiros assist in micro tunneling prep work on contractor Frank Cluccio Construction's \$20 million Nimitz Sewer Repair project.

NEWS FROM THE districts

FROM REDDING EBOW BEDDING

Lots of work and a **BIG TURNOUT** at this year's barbecue

REDDING — Dispatches in District 70 have brought the hall down to the 15 percent level. We have a lot of the membership working, and there is a lot of work on the books yet to begin. We will be going strong for most of the season, until the weather turns bad.

The District 70 barbecue at the Anderson River Park was a success. We served around 360 members and their families. Business Manager Don Doser, District Rep. Monty Montgomery and Rec. Corr. Secretary Rob Wise presented a gold watch to 1949 initiate Max S. Winter for 50 years of membership.

Four longtime members, who were unable to make it to the picnic, received their gold watches at their homes. Montgomery and Business Rep. Wilbur Chase presented 50-year watches to 1946 initiate Donald Griffith, 1949 initiate Ernest Henriques, 1949 initiate William Hosking and 1946 initiate Oscar A. Lolax.

The District 70 office would like to thank all the members, families and friends who so generously helped make this year's barbecue a wonderful experience for all.



1. Oscar A. Lolax, right, receives a 50-year gold watch from District Rep. Monty Montgomery.

2. Retired member Oliver Gomes, left, is served by Becky Wilson, wife of District 70 Dispatcher Al Wilson.

3. Ernest Henriques, center, receives a 50-year gold watch from District Rep. Monty Montgomery with Business Rep. Wilbur Chase, right.

4. Business Manager Don Doser, second from left, presents a 50-year gold watch to Max S. Winter with Rec. Corr. Secretary Rob Wise, far right, and District Rep. Monty Montgomery, far left.

5. From left are longtime member and professional bean stirrer Bob Currie, member Butch Kouffeld and retired District Rep. Tom Hester.

6. William Hosking, right, receives a 50-year gold watch from District Rep. Monty Montgomery.



NEWS FROM THE districts

FROM ELKO EBOW ELKO



Marcus Mariluch displays top form as he rides a miniature bull.



From left: Business Rep. Paul McKenzie, Charlie Mariluch, his son Marcus and Asst. Dir. of Organizing Jim Scott stand behind some of Marcus' miniature bull riding awards.

Local 3 sponsors young bull rider

ELKO — When 13-year-old Marcus Mariluch appears in the miniature bull riding events this summer, he will be thanking the members of Local 3 for their support by displaying a Local 3 emblem on his bull riding vest. Marcus comes from a long line of Operating Engineers, and it seems union membership is becoming a tradition in this family.

His grandfather, Martine Mariluch, who worked at

Newmont Gold, was a member from the time Local 3 began representing employees at the mine. Martine's son Charlie, who is Marcus' father, is also a Local 3 member working at Newmont. Brian Mariluch, another of Charlie's three sons, went through the apprenticeship program and is working for Granite Construction this summer. Third son, Brandon Mariluch, is a member of Local 12 in Las Vegas.

Another family member, Marcus' cousin Philip Spear, is also a Local 3 member.

When he competes in rodeo events this summer, Marcus, a potential Local 3 member, will be thanking Local 3 for their support, not only for him but for his whole family. Proud father Charlie and Local 3 wish Marcus good luck and long rides.

FROM RENO EBOW BEHO



In memory of Leonard Miller

RENO — Our dear friend Leonard Miller passed away on June 11. Leonard was a 52-year member of Local 3, and no one was more proud of his membership than Leonard. He visited the office regularly, sharing stories of his boyhood in the Midwest and his work on many construction jobs in Nevada. In his career as an Operating Engineer, Leonard earned the reputation as an exceptional blade operator. His co-workers

enjoyed a working relationship with Leonard where there was mutual respect, and Leonard was willing to share his vast knowledge with others. Leonard inspired us with his positive outlook, and he was the example we all hope to achieve in our retired years. We'll miss him, and we send our condolences to his wife Jeanne and daughter Alison.

In 1997, Business Manager Don Doser presented Leonard Miller with his 50-year watch, while the officers looked on.

FROM FAIRFIELD EBOW EVIBEIFELD

Some Fairfield job sites are on and one big one is off and on

FAIRFIELD — Work in the Fairfield District is not moving as well, at this writing, as we thought it would. Kiewit's fiber-optic job in Elmira has been shut down for the third time, and we don't know when the company is going to start up. Soon, we hope.

- Rudolph & Sletton just started the American Canyon Wine & Art Institute, with Ghilotti Construction doing the site work. Fifteen Operating Engineers are working on the job.

- Independent Construction finished moving dirt in Vallejo for a big housing project. Top Grade is currently doing the streets and driveways.

- Walsh Pacific was low bidder on a \$13 million wastewater plant in American Canyon. At this time, the company hasn't been awarded this project, although there should be no problem there. The company still has a few hands at the Napa plant.

- California Engineering picked up the Rio Vista Bridge retrofit for \$4,387,957. They should start at any time.

- S. J. Amoroso was low bidder on the \$20 million transportation center in Fairfield. We're looking at several long jobs here.

- Asta Construction is doing work on the Robert Mondavi Winery upgrade. This has been a good long project.

- O. C. Jones & Son and Kiewit have finished the new parking area at Marine World, and R. C. Collett is wrapping up its Vacaville project. These jobs kept several hands busy through winter and spring.

- Ghilotti Construction is still going strong on the Vacaville Creek Walk project, keeping several members busy.

- FCI - Interbeton JV on the Benicia-Martinez bridge retrofit is in full swing with numerous sub-contractors

including Lucas Marine, C-S Marine, Becho Inc., Manson Construction and PLM Towing to name a few, which all employ several Operating Engineers in various classifications.

- The new Benicia-Martinez and Carquinez bridges are in the design stage and should go out to bid, we hope, before the end of the year.

- Napa Flood Control District had a big announcement party on June 11 to celebrate permit and funding approvals from the U.S. Army Corps of Engineers to proceed with the widening of the Napa River. This project will include rebuilding bridges and levees throughout Napa County and should employ many, many Operating Engineers.

All-in-all, it's shaping up as another good year with several more on the horizon.

by District Rep. Bob Baroni and Business Rep. Ted Wright

FROM FRESNO
EBOW EBESNO

Siblings without rivalry

Four brothers combine experience and talent to form one of Fresno's most successful paving companies

FRESNO — It's not often four family members can agree on much of anything, much less possess enough trust and harmony to form a successful family business. But the four Garcia brothers — Steven, Dolores, Mike and David — have managed to accomplish such a feat for over two decades.

In 1975, the four brothers decided to pool their skills and years of paving experience to form Garcia Paving, today one of the most successful paving companies in the Fresno area. The company last year was voted "Contractor of the Year" by Local 3's Fresno District.

"We were all working for different union paving contractors and helping them make money," said David, the oldest of the four brothers. "So we decided to join forces and make money for ourselves. At first we could only bid small jobs like driveways and parking lots. But once we signed with Local 3, business got much better."

Over the years Garcia Paving has developed a knack for making money off jobs other contractors considered "marginal." Today, the company owns three paving machines and employs up to 12 Operating Engineers during the busy summer months. "We'll bid any-

thing," David said. "We're not afraid to bid the bigger jobs because we know we can get skilled operators."

The four brothers' only disappointment over the years has been their inability to convince their fifth and youngest brother, Joe, to bring his non-union paving company into the union fold so that all five Garcia brothers can be one happy Local 3 family. "I just don't understand it," David said, as he swiveled his head back and forth in disappointment. "We've tried for years to convince him to go union, but he just won't do it."



Dave Garcia (left) and Steve Garcia

NEWS
FROM THE
districts

Doser and Wise tour robust Fresno District



1. From left are Fresno District Rep. Mike Brown, Lee Rasmussen, Ross Bustos, Local 3 Business Manager Don Doser, Larry Souders, K.C. Rahn, Don Wells, Kenneth D. Rahn, Dale Rhine, Philip Hernandez and Rec. Corres. Sec. Rob Wise.

2. From left are Business Manager Don Doser, Pete Marquez, Fresno District Rep. Mike Brown, Ron Bunting, Bryan Jorgensen and Rec. Corres. Sec. Rob Wise.

3. From left are Frank Rocha, Jason Daniels, Business Manager Don Doser, Phil Smart, Fresno District Rep. Mike Brown and Rec. Corres. Sec. Rob Wise.

4. Business Manager Don Doser meets Local 3 member Frank Rocha.

5. Standing next to an Hitachi EX1100 are from left Business Manager Don Doser, Kevin Veater, Fresno District Rep. Mike Brown and Business Rep. Ray Ronell.



FRESNO — During a recent visit to the Fresno District, Business Manager Don Doser and Recording-Corresponding Secretary Rob Wise visited job sites throughout the Fresno area.

Because the Fresno District is enjoying one of its best work seasons in years, Doser and Wise wanted to see for themselves how the work season is progressing. They met personally with many Local 3 members on a variety of projects.

"It's really great to come out here and shake hands with the members," Doser said. "I hear a lot about the great work they're doing down here; it's nice to see it first hand. I'm real proud of the quality of construction work that our members are providing our employers."



NEWS FROM THE districts

FROM MARYSVILLE
FROM MARYSVILLE

Changes in the District 60 office

MARYSVILLE — The Marysville District office has gone through some leadership changes this past month with Dan Mostats taking over as District Rep. and Jerry White moving to Business Rep. after serving many years as apprenticeship coordinator. Travis Tweedy has taken the other Business Rep. job in Marysville. Our goal is still the same — providing our members with representation that makes Local 3 the best and strongest union.

Lots of work in the area

The work picture is looking good for Marysville and the surrounding area. Baldwin Contracting is doing most of the work, with jobs everywhere in District 60.

- Baldwin Contracting and Butte Construction are doing road improvements between La Porte and Quincy. This job should last all of this year and next year.
- Yuba Sutter Motor Plex is coming along, with Baldwin starting the roadwork in June and projections of it really got going in July.
- Baldwin is paving on I-5 in various locations from Williams to Corning.
- Baldwin is also overlaying Clark Road from Hwy. 70 to Paradise.
- We are happy to report that we successfully negotiated a new contract with Baldwin Contracting. The material producers agreement had only four no votes from members at

the ratification meeting in Oroville.

- Bechtel is gearing up for the Calpine Power Plant in Sutter County. This plant will be a state-of-the-art natural gas fired plant and will be practically pollution free. It will employ about six to 15 members for two seasons, using members from gradesetter to crane operator and various other machines in between. It got going around mid July.
- Kiewit is doing a stretch of road on Hwy. 70 between Marysville and Oroville. The road is to be completed sometime in November, and it will make the drive much nicer for everybody.
- Monterey Mechanical is in the finishing stages at the Chico sewer expansion project.
- Teichert will move in to pave as soon as Monterey Mechanical completes its work on the new structures. There were as many as 12 operators at peak production times in the last two seasons at the expansion site.
- The District 60 hall has been below 15 percent unemployed since May 11. In addition, there are some jobs that will start when state funding becomes available.
- We signed Bauman Landscaping near Bangor to an agreement. Right now, Bauman has five local operators, but it plans to bring on more if work picks up and a second shift is added. Bauman is also supplying the rock for the Kiewit job on Hwy. 70.

Two members receive 50-year recognition

Edward Nisonger, an honorary Local 3 member, was initiated in August, 1949. Most of his Local 3 work history has been in the Marysville-Yuba City area. He began his career on the levee system for Hemstreet & Bell and for H. Earl Parker. Both companies are no longer in operation.

Ed worked for Granite-Ball, JV, on several stretches of I-5 and for Granite Construction on several reaches of the Central Valley Irrigation Project and the West Side Canal, which runs from



Edward Nisonger, left, receives his 50-year watch and pin and congratulations from Marysville District Rep. Dan Mostats.

Red Bluff to the Vacaville area. He also worked throughout the area for Baldwin Contracting Company Inc. on streets and road jobs. In earlier years, he worked on Chico city streets for Richter

Brothers and on pipelines in Honolulu and throughout Nevada and Utah for Bechtel.

Nisonger has been retired for several years and says he is enjoying his retirement.

Cliff Roper joined Local 3 in February, 1947. At the time, he was land leveling for Les Collette and was instrumental in organizing the company. Most of his earlier years of employment were spent in the Marysville-Yuba City area working for H. Earl Parker, Hemstreet & Bell and L.A. Roper. All three employers, who are no longer in business, were once large contractors in the area.



Fifty-year member Cliff Roper, left, receives congratulations and his honorary watch and pin from Marysville District Business Rep. Jerry White.

Cliff worked for H. Earl Parker on the Glen Highway in Alaska and, locally, on the levee break in the Feather River. Beginning in 1964, he worked for Oro Dam Constructors on the Oroville Dam in Oroville, Calif., until the dam was completed. He then worked for Harmes Brothers on the Hwy. 70 job in Oroville and, from 1967 to 1969, on the Bullards Bar Dam in Yuba County. He also worked on various Granite Construction jobs, including I-5 and the West Side Canal.

In 1976, Granite sent him to Oklahoma on a job and, in 1980, he returned to the Marysville-Yuba City area to retire. He is enjoying every minute of his retirement.



Pictured with Local 3's parade entry are, from left: Member John Bramlage, retired contractor Bernie Richter, DWR driver and member Curtis Trujillo (kneeling), members Dennis Moreland and Ron Turner, Ironworkers Union member Stu Shaner, and Teamsters Bill Dinksonoe and Charley Logue, and Roy Jensen (above, on the low bed).

Parade and monument honor dam builders

MARYSVILLE — Held annually in Oroville, Calif., the Oroville Dam Parade commemorates all who constructed the dam. Local 3 offers thanks to DWR for helping us with our parade entry. To participate in the parade, DWR furnished Local 3 with a low bed, backhoe and driver. Local 3 member Curtis Trujillo. Also, thanks to Local 3 for donating hats for each member in the event.

A permanent commemoration dedicated to the men who died working on the Oroville Dam is nearing reality. A monument with the names of the 23 men who lost their lives during its construction has been approved by DWR Manager Roland Williams. We are grateful for DWR's support, and we offer thanks, too, for the many generous donors who are making building the monument possible.

What a wonderful picnic!

This year, our Marysville District picnic was a tremendous success. Even the weather was lovely — a far cry from last year, when it was so cold with wind, rain, hail, and thunder and lightning.

I would like to thank everyone for coming out to our picnic in May. Many thanks, too, to everyone who donated funds, raffle prizes and their time to help ensure success for our picnic. The staff in the Marysville District office appreciates your generosity, both at picnic time and throughout the year.

I hope all had plenty to eat and drink, that you enjoyed yourselves, and that we will see you at next year's picnic. Again, thanks to all for a job well done.

by District Rep. Dan Mostats and Business Reps. Jerry White and Travis Tweedy

FROM OAKLAND

Worker safety becomes a concern for Tosco



Business Rep. Walt Powers (holding sign) is joined by Local 3 members and staff at the entrance to Tosco refinery.

OAKLAND — On June 14, numerous district representatives and business representatives, under the direction of Business Manager Don Doser and Special Rep. John Bonilla, held a meeting to address the safety of all Local 3 members working at the Tosco Avon Refinery at Martinez, Calif. At the meeting, numerous members raised concerns that untrained, non-Local 3 employees of Dillingham, Performance Mechanical and Babcock & Wilcox were being assigned to run deck cranes and boom trucks, even

though trained and qualified Local 3 members employed by Bigge Crane were on site and available to operate the rigs.

Business Reps. Walt Powers, Russ Burns and Roger Wilson had previously met with Tosco's construction manager as well as superintendents at Dillingham, Performance Mechanical Inc. and Babcock & Wilcox about the unsafe working conditions created by allowing other crafts to operate equipment that is Local 3's jurisdiction and which Local 3 members have been trained to operate safely and efficiently. However, the concerns of the business reps. had fallen on deaf ears.

Within hours of the start of Local 3's safety meeting, Tosco's construction manager contacted Bonilla and Powers and, agreeing with Local 3's safety concerns, gave a written directive to Dillingham, Performance Mechanical and Babcock & Wilcox. From now on, all cranes, including carry decks, and all boom trucks will be operated only by Local 3 members employed by Bigge Crane.

This incident shows again how committed Doser, the officers and Bonilla are to the safety of Local 3 members and their resolve to protect our historical jurisdiction on equipment.

Thanks, also, to the members for their strong support.

by Business Rep. Walt Powers



DISTRICT PICNIC SCHEDULE

Sunday, August 8 – FRESNO DISTRICT

Where: Lost Lake in Friant

When: Noon until ended.

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

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

For more information call (559) 252-8903.

Saturday, August 14 – SALT LAKE CITY DISTRICT

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

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

What: Hot links, tri-tip, salads, dessert and raffle prizes.

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

For more information call (801) 596-2677.

Sunday, September 12 – OAKLAND DISTRICT

Where: Marina Park (Seagull Area), San Leandro

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

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

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

For more information call (510) 748-7446.

Sunday, September 26 – FAIRFIELD DISTRICT

Where: Peña Adobe Park, Vacaville

When: 11 a.m. till done

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

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

For more information call (707) 429-5008.

Sunday, September 26 – STOCKTON DISTRICT

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

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

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

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

For more information call (209) 943-2332.



meetings AND announcements

DISTRICT MEETINGS

All meetings convene at 7 p.m.

AUGUST 1999

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

SEPTEMBER 1999

- 2nd **District 10: Rohnert Park, CA**
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928
- 9th **District 90: Santa Clara, CA***
VFW Hall
1313 Franklin Street
- 14th **District 17: Honolulu, HI**
Washington Intermediate
School Cafeteria
1633 So. King Street
- 15th **District 17: Maui, HI***
Waikapu Community Center
22 Waiko Place
Wailuku
- 16th **District 17: Kona, HI***
King Kamehameha
Kona Beach Hotel
75-5660 Palani Road
Kailua-Kona
- 23rd **District 20: San Leandro, CA**
Sheet Metal Training Center
1720 Marina Blvd.

OCTOBER 1999

- 14th **District 30: Stockton, CA**
Stockton Waterloo Gun &
Bocci Club
4343 N. Ashley Lane
- 19th **District 40: Eureka, CA**
Engineers Building
2806 Broadway
Eureka, CA 95501
- 20th **District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 21st **District 60: Marysville, CA**
Friday Night Club Live
(Old Packard Library)
301-4th Street
- 28th **District 80: Sacramento, CA**
Engineers Building
4044 N. Freeway Blvd.,
Ste. 200
Sacramento, CA 95834

* Please note location change.

HONORARY MEMBERS

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

Arthur Anderson	1166468
Henry M. Banuelos Sr.	1142668
George Bernal	1148445
Darwin Bradford	1095840
Lewis E. Burkhart	0899530
Gerald Chamberlain	1087671
Donald L. Colburn	0987326
Joseph K. Galindo	1161162
Paul W. Hayden	0685675
Wayne E. Kaffka*	1112918
Clarence K. Kapaona	0997642
Raymond E. Myhren	1148365
William L. Nash	1112944
Nicholas G. Patron	1166652
Ivar D. Peterson	1155467
Douglas Portlock	1161128
Carl A. Prescott	0622789
Cecil D. Spencer	1143200
William H. Stevens	1025307
John Tonozi	1101988
Masao Uyeda	1166776
Harold White	1159518

*Effective April 1, 1999

SEMI-ANNUAL MEETING

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

Radisson Hotel
500 Leisure Lane
Sacramento, CA

FREE WANT ADS FOR MEMBERS

FOR SALE: 1996 Elkhorn Camper, excellent condition, (530) 675-2808, #1669903.

FOR SALE: 1973 Sea Swirl, 18 ft., 4 cyl., mercury cruiser, like new, 368 hrs. with 1998 9.9 Yamaha 4 stroke trolling motor, C.B. radio, VHF radio, impulse depth finder, 1993 trailer spare, launching guides, stand up canvas over seats, all for only \$7,000.00, (916) 423-3357, #1051382.

FOR SALE: 1959 Mercedes Benz classic, 190B eng., standard shift, 4 door, new paint (maroon), reasonable gas mileage, good tires, \$10,000/offer, (808) 961-3531, #1264978.

FOR SALE: 1988 Teton homes 37' 5th wheel with slideout, washer/dryer, micro, awning, AC, very good condition, \$13,000.00/offer, trades possible car, truck, sport bike, dirt bike, (831) 663-4326, (408) 397-4062 pager, #2149346.

FOR SALE: 1993 Dodge One Ton, Cummins, power everything, AT, LS diff., PS, PB, new brakes, tow package, (530) 675-2808.

FOR SALE: 34' Superliner 5th wheel with exspando, self contained, \$3,000.00 firm, railroad steel for cattle guard 12' lengths, \$125.00, selection of manuals, price books and service manuals for heavy equipment and autos, call Tom (209) 984-5716, #1054919.

FOR SALE: 1981 Winnebago Brave Class A, 26', roof air, 3 pull out awnings, 454 Chevy engine, fully self contained, for sale or trade, \$11,000/offer, (775) 355-3292, #1883872.

FOR SALE: 1983 Plymouth Sapporo, original owner, 5 spd., new tires, recently rebuilt trans., sunroof, clean interior, power windows, \$1,350.00, (408) 307-6251, #0835689.

FOR SALE: 1987 35' Vogue Motorhome, 65,000 miles, CAT 300 HP diesel engine, Allison trans., diesel generator, crown bus chassis, full awnings, central air cond., solid walnut cabinets, earth tone colors, very clean, other extras, \$55,000.00, (925) 447-2267, #0786950.

FOR SALE: 1990 Toyota Deluxe 4X4, V6, 5 spd., MT, AC, PB, AM/FM cass player, tool box, bed liner, tow package: front and rear (RV tow ready), \$7,900.00, (530) 675-2808, #1669903.

FOR SALE: 1994 Hi Point Pro Motorcycle trailer fully equipped, 21 ft., \$4,500.00, (707) 446-1956, #1566808.

FOR SALE: Telescopic type camper needs some light work. Jacks included, \$400.00/offer, Robert or Tammy at (209) 845-8709 anytime before 9pm., #2342394.

FOR SALE: 1978 Chevy Suburban, new 454 motor, radiator recently flushed, new hoses, gas tank cleaned, replaced lines, all previously named items guaranteed for 55,000 miles by GM, new front and rear brakes including all seals and cylinders, rear end flush, new exhaust system, all repair work guaranteed, \$6,500.00/offer, (510) 797-4457, #0876142.

FOR SALE: 40' MC-9 Motor home conversion by Classic Coach of Florida, complete updates 96/98, 8V-92TA Diesel, 5 spd. Allison, etc., too much to list, \$138,000.00, serious inquires only, CLARKE, 3969 Wellington Sq. San Jose, CA 95136, #0750266.

FOR SALE: 1990 FXR LRCS, brand new motor, paint, fully custom, too much to list, \$30,000.00, (707) 446-1956, #1566808.

FOR SALE: YZ 250, JN suspension, renthal

FOR SALE: In Victor, Montana, 3 bdrm, 1 bth house with added bdrm with full bath. Separate, new cottage 1 bdrm with full bath & kitchen, 4 stall horse barn, 5 car garage and RV hook-up, currently producing 140 tons of hay on 40 acres, Fred Vaughn (406) 642-6335, #1036954.

FOR SALE: One week time share at Thunderbird Resort Club in Sparks, NV., can be used at many other resorts, Large 2 bdrm, 2 bth condo with fireplace and kitchen, \$8,000.00/offer, great investment for the future, (775) 945-5775, #2287427.

WANTED: Used ATV, ARGO Response or MAX IV, must be good cond. and reasonable price, Cliff (925) 447-3856, #1666247.

FOR SALE: 1 pull tank Herbside strip sprayer, p.i.o., 200 gallon stainless steel tank, \$1,500.00, (209) 634-5767, #1065265.

FOR SALE: 1987 Southwind Eagle Motorhome, 34', 454 engine, auto trans., 10,000k, 3 new batteries, microwave, 2 furnaces, 2 roof air cond., eng. air cond., CB radio, AM/FM radio, double bed in rear, overhead bed in front, table converts to bed, 6000 watt Onan with low hours, non smokers, good condition, \$24,800/offer, (530) 221-2532, #1181680.

FOR SALE: 1996 21' Terry Fifth Wheel, exc. cond., has everything, sleeps 4 to 5, \$12,000.00/offer, (559) 877-2820, #2329945.

FOR SALE: 1975 Silver Streak trailer, 26 ft., fully self contained, A/C, must see to appreciate, also 5kw Onan generator 88hrs, (925) 676-9643, #0661093.

FOR SALE: 55 gal. barrel side bung hand pump filter water trap, \$78.00, (707) 768-1777, #1123477.

FOR SALE: 1964 Aristocrat Travel Trailer, 15ft., good for staying on the job, very clean, everything works great, reg. till 6/2000, \$850.00/offer, Jeff (408) 226-4688 leave message, #2330134.

FOR SALE: Air-o-fam spray rig, 500 gallon tank, fold industrial engine V8, \$1,800.00, (209) 634-5767, #1065265.

FOR SALE: Metaboburn for weight-loss and energy, \$26.50 for 120 capsules, (801) 754-3477, #0664011.

FOR SALE: 1995 Ford Thunderbird LX Coupe, 2-door, low mileage, trustees sale \$12,995.00, call Duaine at (707) 678-1777 or (707) 664-9044, #1123477.

FOR SALE: 1998 YZ 250, JN suspension, renthal bars/sprockets, FMF pipe/silencer, killer graphics, etc., shift gear never worn, reg. until 6/2001, \$4,300.00, Jeff (408) 226-4688 leave message, #2330134.

FOR SALE: 2 Billy Goat hi-weed fields and brush mowers, 11 hp Honda, 250 lbs, Luke Walker (707) 544-9565, #0876129.

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

FOR SALE: 1995 Marlin cuddy, low hours, mec 5.0, I/O, 18' 6", tilt steering, stereo, sun top, custom tandem trailer matches boat, (916) 771-3827, #2191781.

FOR SALE: 1982 Chev, 6.2 diesel engine, long bed pickup, \$1,600.00, (209) 634-5767.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: Well cared for 8 year old country home near Brownsville, CA. 3bdrm, 2 bth, 2 car garage on 1/4 acre, satellite dish and RV hook up, extra shed, a must see, \$93,000/offer, (530) 679-2391, #0826930.

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1987 Wright trailer, 22' with dual tires, \$3,500.00, 1974 INTERNATIONAL Dump Truck with 6 yard dump, \$4,000.00, (209) 481-6547 or (209) 478-7186, #1446474, #0486196.

swap shop

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. No phone-in ads please. Limit 2 ads per issue.

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

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

Or fax ads to:
SwapShop
(510) 748-7471

Or e-mail to:
www.oe3.org

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



DEPARTED MEMBERS

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

Oscar Aguiar	Kaneohe, HI	06-14-99
Marvin Barnes	Roseburg, OR	05-24-99
David Bolender	Fresno, CA	06-23-99
Ed Christian	Forbestown, CA	05-23-99
Clifton Comer	Paradise, CA	06-07-99
Elmer Constanz	Fresno, CA	06-14-99
Edwin Dockter	Concord, CA	12-15-98
Timothy Donley	Morgan Hill, CA	06-15-99
Clarence Enos	Sacramento, CA	05-27-99
Loren Garcia	Manteca, CA	06-02-99
Olen Gee	Turlock, CA	06-12-99
Eugene Gurney	Bethel Island, CA	05-28-99
Thomas Hall	Denio, NV	05-29-99
George Hall	Concord, CA	06-28-99
Arvin Hansen	Murray, UT	06-15-99
Walter Henriques	Kaneohe, HI	06-20-99
Lee Hockaday	Chico, CA	06-26-99
James Hunt	Pine Grove, CA	06-03-99
Milford Inglet	Salt Lake City, UT	05-28-99
Fay Kerby	Longview, WA	06-06-99
Harry Krause	Reno, NV	05-25-99
Nick Marazzo	Marysville, CA	06-16-99
Leonard Miller	Sparks, NV	06-11-99
John Plunkett	Pearl City, HI	06-18-99
Howard Robinett	San Francisco, CA	06-10-99
Michael Roylane	Orem, UT	05-25-99
Harry Serrano	Stockton, CA	06-10-99
C. Smart	Fallon, NV	06-01-99
Rhebon Smith	Anderson, CA	05-22-99
Robert Steele	Concord, CA	05-31-99
Roger Sterni	Stockton, CA	06-11-99
Milton Stocke	Gilroy, CA	06-07-99
John Thomas	Aptos, CA	06-26-99
James Thornock	Vacaville, CA	05-18-99
Rudy Vega	Riverside, CA	06-03-99
Marvin Vetter	Bakersfield, CA	05-26-99
Ernest Walker	Kimberly, ID	06-24-99
William Withers	Calipatria, CA	05-25-99
James Wright	Kerman, CA	05-30-99
Joseph Wylie	Pea Ridge, AR	06-07-99
Milton Young	St Helena, CA	06-06-99

DECEASED DEPENDENTS

Meda Fae Erickson, wife of Albert Erickson	05-26-99
Eleanor Gondola, wife of Charles Gondola	06-08-99
Shanna Laplant, wife of Alex Laplant	06-10-99
Mary Lievanos, wife of Robert Lievanos	06-26-99
Wendy Lopez, wife of Bill Lopez	05-27-99
Anne McDonald, wife of William J. McDonald	1990
Sharon Meagher, wife of James Meagher	04-1999
Azuba Rasmus, wife of Gordon Rasmus	06-21-99
Mary Richey, wife of H.L. Richey	06-01-99
Marie Ryason, wife of Paul Ryason	06-23-99

1999 \$500 Special SCHOLARSHIP WINNERS

Ben Anderson
Castro Valley, CA
Father: Greg Anderson
Reg#: 1845618

Katie Anderson
Galt, CA
Father: Harold Anderson
Reg#: 2017994

Jennifer Bruno
Bay Point, CA
Father: Dennis Bruno
Reg#: 2084432

April Cole
Newark, CA
Father: Robert Cole
Reg#: 1975438

Ashley DeBenedetto
Sanger, CA
Father: Stephen DeBenedetto
Reg#: 1742484

Cory Fowlks
West Valley, UT
Father: Ned Fowlks
Reg#: 1745545

Carl Hartsell
Wells, Nevada
Father: Renic Hartsell
Reg#: 2217938

Natalie Stover
American Canyon, CA
Father: Robert J. Stover
Reg#: 1913447

Brian Iverson
Penn Valley, CA
Father: Donald Iverson
Reg#: 1904182

Melissa Kovatch
Spanish Fork, UT
Father: Marvin Kovatch
Reg#: 1908225

Colleen McNeil
Burlingame, CA
Father: Larry McNeil
Reg#: 1251275

Maureen McNeil
Burlingame, CA
Father: Larry McNeil
Reg#: 1251275

Joseph Montesano
San Francisco, CA
Mother: Joan Monetsano
Reg#: 2291079

Monica Morrill
Brentwood, CA
Father: Paul Morrill
Reg#: 1754906

Phuong Nguyen
San Jose, CA
Father: Cong Nguyen
Reg#: 2157232

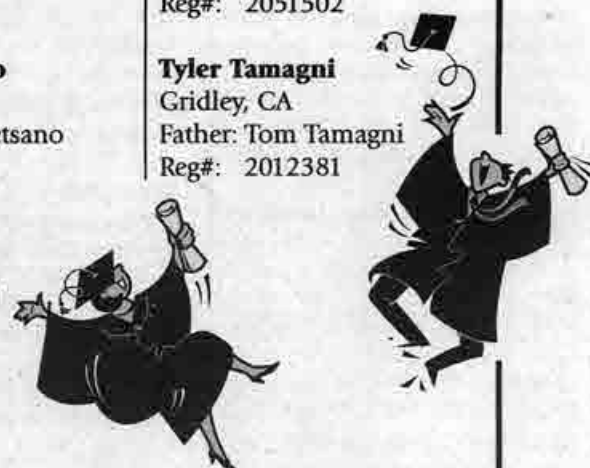
Nicholas Pacini
Ukiah, CA
Father: Alec Pacini
Reg#: 2249552

Deidra Perino
Visalia, CA
Father: Jerry Perino
Reg#: 2163773

Gina Pesenti
San Rafael, CA
Father: John Pesenti
Reg#: 2019704

Lucinda Roberts
Sierraville, CA
Father: Steven Roberts
Reg#: 2051502

Tyler Tamagni
Gridley, CA
Father: Tom Tamagni
Reg#: 2012381



Operating Engineers Local Union #3 Federal Credit Union, P.O. Box 2882, Dublin, CA 94568 (800) 877-4444

AUTHORIZATION FOR AUTOMATIC PAYMENT OF UNION DUES FROM MY CREDIT UNION SAVINGS ACCOUNT

Pay my dues (select one): ☐ Quarterly ☐ Annually ☐ Cancel my Auto Dues

I authorize the Credit Union to deduct from my savings account and pay to (print Union name) _____ my union dues in the manner I have selected above. I acknowledge that the origination of ACH transactions from my account must comply with the provisions of U.S. law. Deduct Union dues at the rate certified by the Union at the time such deduction is processed to maintain me as a Member in good standing. (This authorization does not apply to the deduction of Union dues associated with membership Fees or Travel Service Dues)

The automatic payment of dues will continue until I cease to be a Member in good standing of the above named Union due to suspension, withdrawal, etc. or I cancel this authorization. I understand that such cancellation on my part must be in writing and be received by the Operating Engineers Local Union #3 Federal Credit Union no less than 10 days before payment is scheduled.

I also understand that automatic payment of Union dues cannot be made unless I have available money in my savings account for the dues payment, the minimum savings balance and any amount pledged as security on a Credit Union loan.

Print name

Social Security Number

Address

City

State

Zip

My Signature

Date Signed

Auto Dues. pgs 2/99