His slate wins clean sweep

Stapleton elected Business Manager

Hundreds of Local 3 members packed into the conference room at Local 3's headquarters in San Francisco this month to witness former Local 3 President Paul Edgecomb call to order a special meeting to install the newly elected officers of Local 3.

The formal installation of Officers was held Sept. 1, six days after the conclusion of a heated union election in which T.J. (Tom) Stapleton, a former Recording-Corresponding Secretary of the union, was elected Business Manager, defeating Vice President Bob Mayfield by a 52 to 48 percent margin.

A full slate of officers campaigning with Stapleton made an almost clean sweep of the election, defeating a number of incumbents who were seeking reelection.

Following a short, light-hearted speech reminiscent of the days when he served as President, Edgecomb gave the oath of office to all the elected officers and Executive Board members. Business Manager Tom Stapleton then gave a brief acceptance speech in which he thanked the members for their confidence and willingness to speak out for new leadership of the union.

Stapleton and his slate campaigned on a platform of reducing union expenditures and reforming provisions in the union bylaws calling for automatic dues increases.

Stapleton was instrumental in drafting a resolution that was subsequently approved by unanimous vote at the July Semi-annual membership meeting, calling for the Executive Board to “review the financial conditions of the Local Union” prior to each semi-annual meeting, and based on this information, “recommend a permanent or temporary reduction in the dues rate.”

In the years that followed, Tom furthered his education with three years of law courses. He was one of the first instructors in Grade checking and Blue Print Reading classes established in Oakland. Tom, along with Don Kinchloe and Pete Palko, created the Apprenticeship Program at Laney College in Oakland.

Tom became a Business Representative in 1956 in Oakland. He was later transferred to San Jose, then to San Rafael.

After returning to California, Tom worked as a Special Representative in charge of the Contracts Department, handling negotiations, grievances, and jurisdictional disputes, successfully getting many benefits that past and present members enjoy today. During this time he used a provision in the historic “Akan” case to win thousands of dollars for Local 3 members deprived of work because employers hired non-union workers. He assisted Minahan, then Recording-Corresponding Secretary.

Tom is a graduate of the Harvard University Trade Union Program and has completed the executive course in computer operations at IBM in San Jose. From 1960-65 he held the elective position of Trustee, and from 1965-73 he was Recording-Corresponding Secretary. He has also served as Secretary of the Board of Trustees for the Pension Health & Welfare and Affirmative Action Trusts and the Operating Engineers Credit Union.

For the past eight years, Tom has served the Union as Technical Advisor and as Director of Computer Operations, he has implemented the most cost-effective Data processing system of any union in the U.S.
By T.J. (Tom) Stapleton, Business Manager

It's been a long time since I have written anything for the Engineers News as an officer of Local 3. I want you to know that I am deeply gratified to have the opportunity to serve as your new President, T.J. "Tom" Stapleton, and I am very gratefully grateful to have with me a team of highly qualified officers who are dedicated to ensuring that the best representation we possibly can.

Many of our members, I am sure, realize that this was not an easy election. For the first time in nine years there were two full slates of candidates and both sides worked hard to carry their message to the membership.

There is no doubt in my mind that this election will have a lasting impact on Local 3. It showed that the rank and file still have a voice in this great organization and we are willing to exercise it.

Anyone who is familiar with this election knows that our slate did not have the support or endorsement of the former administration. Yet, our candidates have shown through the democratic election process that when you have to, you can back the administration.

These last few days since the election have been long and hectic. I tell the members that if the officers look tired right now, it's because we are. It's not easy or pleasant to do some of the things that had to be done. But we are doing whatever it takes to put the union back on track. Here's a brief rundown of what has transpired so far.

- We have made major cuts in the union payroll—partially for financial reasons to put the union on firmer footing—but primarily to provide what we feel will be more effective representation for the membership.
- Your officers are evaluating every employee on the payroll. Many of them have volunteered extensive time toward helping others. Harold states that it has been a real pleasure working with the membership of Local 3 and staying on after the new administration takes over.
- We have made an across-the-board cut in wages for every Local 3 employee not covered by a collective bargaining agreement. The cost of living increases for June 1982 and November 1982, that were approved last June were rescinded by the Executive Board this month.
- The per diem that has traditionally been paid to all District Representatives has been reduced by $150 for Executive Board members.
-
- Three subdistrict offices—the Ogden, Salmon and Kings Beach at Lake Tahoe—are being closed to reduce administrative costs.
- Our officers are among our most experienced personnel, and for the time being some of them will serve as District Representatives over several districts, in addition to carrying out their duties as officers. This will not only reduce payroll costs, but will bring more effective representation to the membership.

Vice President Bob Skidelg will be District Representative over the San Francisco district, Financial Secretary Dorris Casey will preside over the Oakland district and Treasurer Don Kincheloe will head up the Sacramento District.

These steps have been taken in less than two weeks’ time. They are only a beginning. Our ultimate goal as officers is to cut the fat out of the union budget to the point that we can reduce our dues and still keep the union on a sound operational basis.

I would like to state in closing a firm belief that we have always had as a member of Local 3. This union does not belong to me or the other officers or the business agents. It belongs to you, the members. You proved that in this last election when you spoke up for a change and elected us as your new leadership.

As we work to make Local 3 stronger, we will not forget that it is you, the member, that we are working for and it is you who are paying our salaries. We will see to it that you get the representation you deserve. Please give us your continuing support so that we achieve the goals that must be met.

Profiles of new officers (Continued from Page 1)

Harold Huston: President, began his career as an oiler on a grease truck in 1943—he was 15 years of age. He worked his way up to Operator in construction jobs and in tunnels, operating almost every type of construction equipment. After enlisting in the Navy during World War II, and serving in the South Pacific for two years, he returned to San Francisco and was appointed Business Representative in the Oakland District office. Simultaneously, he attended the University of California Extension, taking night courses relating to labor laws and labor management.

In 1958 Harold began working out of the Sacramento District office and was soon chosen to attend the 25th Trade Union Program at Harvard Business School, where he was elected Treasurer of his class. Upon his return, he was sent to Utah on special assignment to spearhead an organizing drive against the Mine, Mill and Smelter Workers who were trying to raid our bargaining unit of the Kennecott Copper Corp.; he was instrumental in the successful retention of Local 3 and stayed on after the new contract was signed. In 1961 Harold was transferred to the Marysville District office and appointed District Representative. While holding that position he served on the Salt Site Relations Committee at Beale Air Force Base (established by President Kennedy's Cabinet) and handled labor disputes at several missile bases. In appreciation of his expertise and accomplishments, Kennedy's commission awarded Harold a Certificate of Merit. In 1964 he was appointed Auditor, and was re-elected to attend the past seven International Conventions as a delegate for Local 3.

In 1973 Harold was elected President and now presides over all District Meetings, Semi-Annual Meetings and Executive Board meetings; he is a Trustee in all Fringe Benefit Trusts throughout our Jurisdiction, and handles all collective bargaining issues. He is able to resolve all contract grievances in Northern California that cannot be settled by the Business and District Representatives. He is also a member of the San Francisco Labor Council Executive Committee.

Harold states that one of his most rewarding duties has been to attend all of the Retiree's Association Meetings and handle their grievances. In 1972 he was appointed Business Representative and moved to Marysville and was later transferred to San Francisco as a Special Representative and Organizer.

Subsequently, he was assigned to the Fresno area and won his stripes as District Representative. From there he went to Redding in the same capacity and then back to San Francisco as a Special Representative. He moved to San Jose as District Representative in 1974 and for the following two years was the Apprentice Coordinator for the Hawaii Joint Apprenticeship Program. He returned to San Francisco in 1974 as Special Representative in charge of the Steward Training Program.

In 1975, Bob was transferred to Oakland as a District Representative. Since that time the East Bay has been his home. He has been attending Hastings Law School on his own time for special training in arbitrations.

James "Red" Ivy, Recording-Corresponding Secretary, worked as Truck Crane Oiler, Heavy Duty Repairman and in supervision during his early years in Local 3.

In the late 1950's, while the Union was under International supervision, he was elected by the members of District 2 to represent the district as a Rank and File member of the By-laws Committee. This group met one weekend each month on Saturdays and Sundays for a year and a half, to completely rewrite the Union By-Laws.

In 1962, he left a supervisory position in the Union offices and was elected as the new Business Manager, and I am especialmente grateful to have with me a team of highly qualified Business Managers who have volunteered extensive time toward helping others. Harold states that it has been a real pleasure working with the membership of Local 3 and staying on after the new administration takes over.

Profiles of new officers (Continued from Page 3)
To the Election Committee of Operating Engineers Local Union No. 3

August 27, 1982

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Secretary of the Interior James Watt has announced the release of a Bureau of Reclamation study which evaluates potential sites for "low-head" hydroelectric development within the 17 contiguous Western States. Commissioner of Reclamation Robert N. Broadbent said, until recently little effort was made to determine the potential for small, low-head hydropower generation in the West. One major reason was economics. Now, however, the increasing demand for more electrical energy and the rising costs of other power generating fuels have made low-head production feasible.

The study, "Report on Assessment of Low-Head Hydroelectric Sites in the Western States," is the third and final phase of the low-head generation study. The purpose of the report is to describe the studies and evaluations of 1,262 sites having hydropower potential. These studies were an outgrowth of a Reclamation investigation called the Western Energy Expansion Study. The latest report defines low-head as having a net head of water behind the dam of not more than 50 meters (approximately 66 feet). "Publication of the results of this study," Broadbent said, "will encourage non-Federal interests to consider these sites for development. The Bureau of Reclamation has identified the potential hydroelectric sites and has developed the basic technical information. Now, the non-Federal interests can develop the sites."

For the $331,725 for a laboratory building at the Reno-Spark water pollution control plant.

Oro Dam job is reassigned

Orovile — The $2 million that was designated for the widening of Oro Dam Boulevard will be used for another project, but the state has assured the city of Orovile that its project will be funded.

Because the project will not be ready to go to bid until 1983-84, the state Department of Transportation has decided to put the $2.8 million toward the Highway 20 project near Nevada City-Grass Valley. The department told the city that it must allocate the money before Sept. 30 or the federal government will withdraw all the funds. But it also said the project will be backfilled from state funds when it is ready for construction.

The project, which would widen Oro Dam Boulevard to four lanes beneath the Western Pacific and Southern Pacific railroad passes between Lincoln Boulevard and Veech Street, is estimated to cost $6.1 million. A portion of the funds allocated to Economic Growth Centers. The Nevada City-Grass Valley area has also been defined as growth center along with the Crescent City North Coast area.

New East Bay ramp to ease traffic

The state is considering the construction of a single-lane, elevated bridge structure eastbound from the Bay Bridge toll plaza to Ashby Avenue in Berkeley as part of a $180 million plan to ease commute traffic on Interstate 80. State officials, at an informal meeting this month at the Berkeley Senior Center, also outlined proposals to install a diamond lane westbound from Willow Avenue to McBryde Avenue in Richmond.

"We're not in the design stage as such, but we're beyond the concept stage," said Mike Deasy, public information officer for the state Department of Transportation. Deasy said the state has already rejected a proposal to install continuous diamond lanes from the Bay Bridge toll plaza to the Carquinez Bridge, a plan that was outlined at a hearing last year in San Pablo. The elevated lanes from the Bay Bridge would reach just beyond the Ashby Avenue interchange and drop into an auxiliary lane that would finally merge into eastbound I-80 traffic, Deasy said. He said the project would cost anywhere from $30 to $50 million.

The $170 million to $180 million total estimate includes the elevated lanes, the Willow Avenue to McBryde Avenue diamond lane and reconstruction of interchanges at Ashby, Central Avenue, San Pablo Dam Road and Highway 17 and Interstate 80.

Update

The $3.2 million that was designated for the incline Village General Improvement District for expansion of an affluent disposal project in the Carson Valley. The Environmental Protection Agency grant will be used for design, land acquisition and construction of incline’s "Wetlands Enhancement Project" in the valley. The EPA also granted Reno...
There is a lot more to conducting a local union election than merely gathering up the ballots and counting them. Special provisions must be taken to see that the Local 3 Bylaws are followed and that the secrecy of the members' votes are insured.

This year, as in several past elections, Price Waterhouse conducted the Local 3 election. The photographs on this page depict how the election is carried out.

Photo #1 Accompanied by members of the Local 3 Election Committee, a Price Waterhouse auditor obtains the ballot envelopes from the postmaster at South San Francisco. (Photo #2) The trays are loaded into a van for transport to the site of the election. (Photo #3) Price Waterhouse auditors are briefed on procedures to be used in handling the ballots.

Photo #4 The Business Reply envelopes, which are color coded by district, are sorted into separate trays. (Photo #5) The long process of alphabetizing the return envelopes is then undertaken. (Photo #6) Once the envelopes are alphabetized, the names on the outside are then checked against computerized lists to determine eligibility to vote.

Photo #7 Those ballots on which there is some question regarding their eligibility are brought before the Election Committee and a determination is made. (Photo #8) The Business Reply envelopes are then run through a slitting machine and the secrecy envelopes containing the ballots are removed, thus assuring that every member's ballot is kept confidential.

Photo #9 The secrecy envelopes are then opened and the ballots removed. (Photo #10) Once all ballots for a given district have been removed from the secrecy envelopes, they are placed into a computerized card counter. The votes are then tallied and a print out is made. This process is repeated for each district until all votes have been tallied. (Photo #11) The final step in the election process is the formal certification of election results, which are delivered by Price Waterhouse officials to Robert Baldwin and Curly Spence of the Election Committee.
Biographical profiles

(Continued from Page 2)

served in that full time position for nine years. In 1973, he was elected Recording-Corresponding Secretary of Local 3. Working in this capacity, he has continued to assist the Credit Union management as Secretary/Treasurer on a part-time basis.

Norris A. Cooney. Financial Secretary joined Local 3 as an oiler, receiving Journeymen status in 1948. He worked on pipelines, in the dirt and on plant jobs, both as an operator and in supervision.

When Local 3 was placed under International Supervision in 1957 he became interested in the politics of the Union, and in 1957, was elected as Rank and File Executive Board Member for the Oak-land District.

In 1960 he was appointed as a Business Representative and served in that capacity until 1964, when he was transferred to Nevada as a District Representative.

In 1967, Norris returned to Oakland as District Representative and was active in the Building Trades Council in Alameda and Contra Costa counties, serving as Vice-President and later as President. He worked with all contractors in that area and was successful in many organizing drives. He was appointed Councilor in 1969.

In 1976 he was hired as Business Representative for the Public Employees Council. In 1978 he took the position of Business Representative for construction jobs, the rock plants and the Alameda County Employees in Public Works and Flood Control.

Don Kilchoan, Treasurer, was born and raised in Oakland, California. He began his Union affiliation operating shovels, draglines, clamhells, backhoes, cranes, pipedrivers and other equipment. He served three months, he was in the South Pacific with the Seabees during World War II.

Don was hired by Local 3 as a Business Representative in Oakland (District 2) in 1955. While employed in this capacity he was selected by the Executive Board of the local union to attend the Harvard University Trade Union Program.

Following this, he served as District Representative, first in Sacramento, the second largest district in the Local Union at that time, and later in Oakland, which with approximately 3,000 members is the largest district. Having proven his administrative ability, Don was transferred to the Local 3 main office in San Francisco where he has participated in major contract negotiations, the drafting of contract language, settlement of jurisdictional disputes, board of adjustment hearings and many other phases of union administration.

In 1967 Don was elected the office of Treasurer where he has served con- tinuously for the past 19 years. He has served as Trustee on the Pension, Health and Welfare and Affirmative Action Trust Funds.

Ken Bowseramth, Trustee, worked as a Fireman on derrick barges in Northern California prior to entering the armed services. Following his discharge from the Army in 1955, he transferred into Local 3 as the youngest operator of steam rags in the San Francisco Bay area. He moved to Sac- ramiento in 1963 to work on the Pioneer Bridge and was soon elected to serve on the District 8 Grievance Committee. Later, he was elected as delegate to the 26th and 27th International Conven- tions and the District 8 (Sacramento) Executive Board.

Ken has operated cranes in Northern California. Patrick O'Connell, Trustee, is a 17-year member of Local 3. Following his graduation from high school, he enlisted in the Air Force, where he served from 1959 to 1963. In 1965 Pat became a member of Local 3, operating scrapers, dozers and loaders.

He was hired as a dispatcher for the Santa Rosa office in 1967 and five years later was appointed apprenticeship co-ordinator for the San Francisco office.

In 1973 he was elected Trustee and was re-elected to that office in 1976, 1979 and again in 1982. He was also elected delegate to the IUOE Interna- tional Convention in 1976 and 1980.

Pat has been a business representa- tive for the Santa Rosa office since 1977. He has also served as Secretary of the JAC in the Santa Rosa office, delegate to the building trades in Sonoma, Lake and Mendocino counties, and delegate to the Sonoma County Central Labor Council.

Les Leedsier, Trustee, joined Local 3 in 1956. Initially employed as a crane operator for about three months, he was reclassified to Operator, running cranes, gradalls, dozers and back- hoes. In 1967, he was hired as a Business Repre- sentative covering Southern, Central and Northern Utah. He was promoted to Assistant District Representative in 1977 and worked out of the Salt Lake area. With in two years he advanced to District Representative for the State of Utah, a position he retained until recently.

During his term as Utah District Representative, Les served as Vice Presi- dent to the Utah Building Trades Council, Executive Board Member to the AFL-CIO, Secretary to the Joint Apprenticeship Committee, Health and Welfare Trustee for Utah and Trustee of the Joint Apprenticeship Committee.

He was appointed to the State Apprenticeship Council by the Governor of Utah and served as President of the Utah Heavy Highway Committee. He has assisted in the negotiation of all major agreements in the State of Utah including the Associated General Con-
October 18 is the deadline deadline to enroll for Kaiser option

If you wish to change your current coverage or if you want additional information, please complete the attached form, cut out and mail to the Fringe Benefit office at 474 Valencia Street, San Francisco CA 94103. Election must be mailed to you directly. Your election must be made no later than October 18th for November 1982 coverage. The principal difference between the two plans is that Kaiser members must utilize Kaiser facilities for their Hospital-Surgical-Medical needs. These services are provided by Kaiser at no cost to the Operating Engineer. Comprehensive Insured Plan (Union Labor Life) members choose their own physicians and facilities for services. The Plan covers 90% of the first $3,000 of hospital expenses and 100% thereafter and 90% of all other surgery and medical expenses. All other benefits such as Death and Dismemberment, Visual Care, Prescription and Dental benefits for Operating Engineers and their members will continue to be provided directly by the Trust Fund regardless of which medical coverage you elect.

If you do not wish to change your Hospital, Medical and Surgical coverage — no action is required.

The benefits provided by each Union Labor Life are described in the Health and Welfare Booklet. Kaiser Health Plan benefits are described in a separate brochure. Both are available at your District Office, Fringe Benefit Center and the Trust Fund Office.

NAME

S.S. No.

ADDRESS

□ ACTIVE □ RETIRED

I wish to change from the Comprehensive Insured Plan (Union Labor Life) to Kaiser.

I wish to change from Kaiser to the Comprehensive Insured Plan (Union Labor Life).

I need a Kaiser Brochure/Health and Welfare Booklet.

A review of how they work

Health & Welfare eligibility rules

Recession or Depression, many Operating Engineers find themselves running low on hours for Health and Welfare eligibility this year. Many more members have had to rely on their hour banks or self-payments to keep their health coverage in force. Misunderstanding about the Health & Welfare eligibility rules could be catastrophic. Here is the Health and Welfare Plan eligibility rules work.

Initial Eligibility

Operating Engineers and their dependents initially become eligible for all Health & Welfare benefits in the first three months following the month in which they have worked a total of 270 hours over a 3 month period. A total of 90 hours are needed for each month of eligibility, therefore these 270 hours will provide the first 3 months of coverage.

Continued Eligibility

Operating Engineers must work at least 90 hours each month to have continued coverage. All hours worked and reported go to the member's hour bank and each month the required 90 hours are withdrawn to provide eligibility for the next month. Hours worked in excess of the 90 remain in the bank to provide eligibility for months when less than 90 hours are worked.

Operating Engineers can 'bank' up to 1080 hours to provide extended Health & Welfare eligibility during months they have no or few operating hours. Health & Welfare benefits continue for a minimum of 90 days as long as there is at least 90 hours remaining in the bank. When the hour bank falls below 90 hours, the member and his dependents become ineligible for Health & Welfare benefits unless a self-payment is made.

Self-Payment

Operating Engineers can keep their Health & Welfare coverage in force by making monthly self-payments directly to the Trust Fund. Self-payments can be made for up to 3 consecutive months for full benefits (currently $185 per month) and for up to 9 consecutive months for the Hospital, Medical, Surgical and Burial benefits (currently $140 per month).

Self-payments must be made immediately following ineligibility from the hour bank and they must be made continuously. Selecting only specific months for self-payments is not allowed. Any gap in payments results in a lapse of coverage and the right to make further self-payments until the Engineer qualifies for operating hours. Self payments can be made through the Trust Fund Office and must reach them no later than the 15th of the month for that month's Health & Welfare coverage.

Operating Engineers must keep track of their hour banks and monthly eligibility when they are unemployed to determine when their hour banks run out and when to make their self-payments. Members who need assistance or information about their hour bank should contact their District Office or the Fringe Benefit Center.

Reinstatement

Engineers whose coverage has terminated will again become eligible the first day of the calendar month after the last operating hours, if this occurs within the 12 calendar month period immediately following the loss of coverage. If a member fails to work and accumulate the required 90 hours within that 12 month period, the hour bank is voided and he must meet the initial eligibility requirements.

All benefit programs must have eligibility rules to operate effectively and fairly. Local 3 recognized that responsibility and has designed these rules to protect Operating Engineers actively engaged in the trade from losing valuable health care coverage. These rules are deliberately liberal because the trade is seasonal and affected sharply by the state of the economy.


FOR SALE: TEKRAIL PARK in Centralist, Utah. 11 space campsites. Phone: 554-4009. For info. 209/345-3393.

FOR SALE: 40 ACRES. 3 BR, 2 BA, 120' well, septic. Class Wood, 2525 West Ave., 133, San Leandro, CA 94577. FOR SALE: TWO 10-ACRE Placer gold claims in Butte RULES FOR SUBMITTING ADS

FOR SALE: 3 BR, 2 BA. Located in Oak Grove Estates, 5000 Meadowbrook Dr., Sacramento. E.mail E. Wake, 5000 Meadowbrook Dr., Sacramento. Tel: 916/365-2007. Reg. #0462544. 8/82


FOR SALE: TRAILER. 1970 30' FIREBALL. Fully self-cont. 2,440 sq. ft., 3 BR. $3,500 or offer. Sale to be made to J.B. Shepperd 374-2740. Reg. #0738764. 7/82

FOR SALE: 1/2 ACRE, 4 BR, 2 BATH, 2 car garage, one pump, 209/528-6454, Reg.#1229853. 8/82


FOR SALE: 21/2 ACRES. all fenced & level land. Dbl. wide mobile home, 2 car garage, 40 x 80 well. $5,000. Johnson, 916/671-1677. Reg. #232947. 9/82

FOR SALE: 2 BR HOME, 21/2 BA, expando living rm, add on rm., 2 metal sheds, 2 pumps $50 ea. for 4-5 yd. dump, 10 wheelers & semi-pump rig, 2 Dodge pu's, welding & burning equip., shop equipment, tools & stock. For financial reasons, must sell. Contact: Lewis McAfee, 605 Peach Ct., Suisun, CA 94585. Ph. 707/454-5045. Reg. #0557469. 9/82


FOR SALE: 2 BR, 2 BA. 85's mobile home, 33' x 72' All new. Excellent condition. Located at 10002 Dixie Rd.请你阅读自然语言转换后的文本内容。
ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

<table>
<thead>
<tr>
<th>September</th>
<th>October</th>
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<tbody>
<tr>
<td>9th Santa Rosa</td>
<td>5th Eureka</td>
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<tr>
<td>10th Salt Lake</td>
<td>6th Redding</td>
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<tr>
<td>L. C. Engineers</td>
<td>7th Yuba City</td>
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<td>Bldg.</td>
<td>8th Yuba City</td>
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<tr>
<td>18th Reno</td>
<td>9th Honolulu</td>
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<td>Musicians Hall</td>
<td>10th Honolulu</td>
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<tr>
<td>124 West Taylor</td>
<td>United Public</td>
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<tr>
<td>San Jose</td>
<td>Worker Union</td>
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<tr>
<td>Labor Temple</td>
<td>Mgr. Hall</td>
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<tr>
<td>2102 Airman Rd.</td>
<td>1426 No. School</td>
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**Dues Schedule**

| Local 3 | $144 (Per Qtr.)  |
| Local 3A | $141 (Per Qtr.) |
| Local 3B | $144 (Per Qtr.) |
| Local 3C | $144 (Per Qtr.) |
| Local 5E | $141 (Per Qtr.) |
| Local 5R | $141 (Per Qtr.) |
| Local 3D | Variable by Unit|

The dues rate for the periods indicated above apply regardless of when payment is made. Due to the variation in the wage structures of the 3D and Industrial Units, the members will be notified of applicable dues for their respective units.

**LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:**

Attn: M. Kelly, Operating Engineers Local Union No. 3, 474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club
My name is: (PLEASE PRINT ALL INFORMATION)
Address: (Street number & name, or box number)
City, State & Zip Code
Social Security Number

**CREDIT UNION INFORMATION**

Dear Credit Union:
Send me the following brochures, kits or applications.

- Phone-A-Loan Application
- Membership Card
- Tax-Savers Certificate
- Money Market Certificate
- Vacation Pay Kit
- Save From Home Kit
- Easy Way Transfer
- Loan Plus

(money)

(social security number)

(address)

(city) (state) (zip)

Operating Engineers Local Union No. 3 CREDIT UNION PO. Box 2082, Dublin, CA 94566

**IMPORTANT**
Detailed completion of this form will not only assure you of receiving your ENGINEERS NEWS each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

REG. NO.

LOCAL UNION NO.
SOC. SECURITY NO.

NAME

NEW ADDRESSES

CITY & STATE ZIP

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed.