



Former Local 3 President Paul Edgecomb gives the Oath of Office to the newly elected Officers and Executive Board members at the Installation.

ENGINEERS NEWS

VOL. 33, NO. 9 SAN FRANCISCO, CA SEPTEMBER 1982

EDITOR'S NOTE

Due to the special nature of this election issue, all columns and district reports, with the exception of the Business Manager's column, have been deleted in order to publish the results of the Local 3 election in as timely a manner as possible.

A look at our newly elected union officers

In this issue, *Engineers News* provides a brief historical background on the newly elected officers of Local 3. Future issues will contain similar information on the Executive Board members, as well as profiles on many of the new business agents that will be servicing the districts.

Tom Stapleton was born in Chicago and graduated from high school in South San Francisco. He served in the Navy as 1st Class shipfitter, specializing in underwater welding and diving. He joined Local 3 in 1946 and for the next ten years was a heavy Duty Mechanic/Welder, equipment operator, and supervisor.



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 Peterson, initiated 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 "Alcan" 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.

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 if it appears that the current dues rate creates a hardship for members in periods of economic slump and that the financial needs of the local union can be met by a lower dues rate."

The five line officers elected with Stapleton were: Harold Huston (incumbent) for President with 56 percent of the vote, Bob Skidgel for Vice President with 57 percent of the vote, James "Red" Ivy (incumbent) for Recording-Corresponding Secretary with 58 per-



Business Manager Tom Stapleton addresses the members following the swearing in ceremonies.

cent of the vote, Norris A. Casey for Financial Secretary with 57 percent of the vote and Don Kinchloe (incumbent) for Treasurer with 55 percent of the vote.

Other officers elected were: Patrick O'Connell, Ken Bowersmith and Wayne "Les" Lassiter as Trustees; Ron Wilson, Bill Markus and Jack Baugh as Auditors; William Burns as Conductor and Ted Wright as Guard.

Price Waterhouse was the auditing firm that conducted the election under the direction of the Election Committee. A letter dated August 27, 1982 from Price Waterhouse to the Election Committee gave the final vote tabulations and certified that the "procedures

followed in connection with the mailing, receipt and counting of the ballots were in accordance with the applicable provisions of Article XII, Section 3 (e) of the Bylaws of Operating Engineers Local Union No. 3."

ELECTION RESULTS

Office/Candidate	Number of Votes
Business Manager	
Bob Mayfield	7,009
T. J. (Tom) Stapleton	7,734
President	
Harold Huston (Inc.)	8,195
Kenneth M Green	6,489

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By T.J. (Tom) Stapleton, Business Manager

LOOKING AT LABOR

ENGINEERS NEWS

WIPA



PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

T.J. "TOM" STAPLETON
Business Manager
and Editor

HAROLD HUSTON
President

BOB SKIDGEL
Vice President

JAMES "RED" IVY
Rec.-Corres. Secretary

DON KINCHLOE
Treasurer

NORRIS CASEY
Financial Secretary

JAMES EARP
Managing Editor

ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$30.

Profiles of new officers

(Continued from Page 1)

Harold Huston, President, began his career as an oiler on a grease truck in 1943 — as the age of 15. 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 WWII, and serving in the South Pacific for two years, he resumed his civilian work 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

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 Business Manager, and I am especially grateful to have with me a team of highly qualified officers who are dedicated to working together to give you 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 they 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 members showed through the democratic election process that when you have to, you can buck 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 had to be terminated. But we had to look at what was needed for our union now. As far as your officers are concerned, anyone that works on the Local 3 payroll from now on will always be evaluated. If they reach a point where they are not doing the job, they're going to have to go, no matter who they are.

- 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 and Executive Board members for attendance at Executive Board meetings has been revoked for officers and district representatives and reduced by \$150 for Executive Board members.

- Three subdistrict offices—the Ogden, Salinas 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 Skidgel will be District Representative over the San Francisco district, Financial Secretary Norris Casey will preside over the Oakland district and Treasurer Don Kinchloe 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 I 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 your dues dollars that 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.

instrumental in the successful retention of Local 3 and stayed on after the new contract was negotiated.

In 1961 Harold was transferred to the Marysville District office and appointed District Representative. While holding that position he was appointed to the Missile Site Labor Relations Committee at Beale Air Force Base (established by President Kennedy's commission to handle 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, takes care of major contract negotiations assigned to him by the Business Manager, is involved in jurisdictional disputes, and is responsible for resolving 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 since 1973, bringing back the many suggestions of the members and their wives to the Board of Trustees of the Pension and Pensioned Health & Welfare Trust funds for their consideration — many improvements have thus been approved

and put into effect over the years.

Both Harold and his wife, Loretta, are community-minded people who have volunteered extensive time toward helping others. Harold states that it has been a real pleasure working for the membership of Local 3, helping with their problems, which are brought to him daily.

Robert "Bob" Skidgel, Vice-President, is an experienced and loyal member of Local 3. His employment background following his military discharge in 1946, reveals a well-rounded and Union oriented profile.



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 (1965-1970) and for the following two years was the Apprentice Coordinator for the Hawaii Joint Apprenticeship

Committee. 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 membership 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 he had held for several years with the Fluor Corporation to accept a job as Business Representative with the Local Union. In 1964, he was elected Treasurer/Manager of the Credit Union and

(Continued on Page 5)



555 CALIFORNIA STREET
SAN FRANCISCO, CA 94104
415 393 8500

August 27, 1982

To the Election Committee of
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, California 94103

Dear Sirs:

We have completed our count of the ballots cast by members of the Operating Engineers Local Union No. 3 in the August 1982 election of Officers and District Executive Board Members of Operating Engineers Local Union No. 3. The procedures followed in connection with the mailing, receipt and counting of the ballots were in accordance with the applicable provisions of Article XII Section 3 (e) of the By-Laws of Operating Engineers Local Union No. 3.

Pursuant to Article XII Section 7 of the Local Union No. 3 By-Laws, James "Red" Ivy, Recording-Corresponding Secretary, cast one (1) ballot for each unopposed candidate in the election of District Executive Board Members.

The total number of ballots received, ballots challenged and those ballots determined to be invalid because of the absence of the member's signature on return envelope, or because the ballot was otherwise irregular are indicated on the accompanying tabulation.

In addition to the ballots noted on the accompanying tabulation, ballots were not mailed to 287 members of Operating Engineers Local Union No. 3, as identified on the computer

To the Election Committee of
Operating Engineers Local
Union No. 3

-2-

August 27, 1982

tabulation entitled "Transfers in, Deposit of Withdrawals, New Members, Reclassifications and Reinstatements Approved at the Executive Board Meeting of August 8, 1982" as these individuals were not included in the lists of members eligible to vote in the above election provided to us by the Union.

In our opinion, the accompanying tabulation accurately presents the results of the election based upon ballots received.

Yours very truly,

Enclosures -
As above



PROJECT

Bureau of Reclamation releases study on potential hydroelectric sites

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 on 86 potential hydropower sites selected from phase II of the study, which identified 2,628 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 (the depth of usable water behind the dam) of not more than 20 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 sites and has developed the basic technical information. Now, the non-Federal interests can develop the sites."

For the 57 economically feasible sites out of the 86 sites studied, the total installed capacity would be about 598,000 kilowatts and would generate about 3.3 billion kilowatt-hours annually that would serve about 400,000 people. This is equivalent to using 6.5 million barrels of oil annually to generate electricity. The installed capacity sizes selected range from about 1,200 kilowatts to 30,000 kilowatts with 34 of the sites greater than 5,000 kilowatts and 21 of the sites greater than 10,000 kilowatts.

New federal building announced for San Francisco

San Francisco — Congressman Phillip Burton announced this month that he has obtained approval for a new federal office building in San Francisco. Burton's announcement came after the House Subcommittee on Public Buildings and Grounds has unanimously approved his request for authorization for construction of a federal building at 3rd and Mission Streets. "This building will be a boon for

the city of San Francisco by insuring a federal presence and workforce for the future and will save taxpayers the million of dollars they now pay to rent federal office space in the San Francisco area," Burton said.

The new building will contain 570,000 occupiable square feet of space and will cost \$125 million. The subcommittee action today included a direction to GSA to expeditiously proceed with the exchange of their government-owned site at 49 Fourth Street with the city of San Francisco for acquisition of the city-owned site at 3rd and Mission streets. Burton remarked that, South of Market desperately needs new construction and the activity that will result from the presence of a major office building. This project, in addition to the new Moscone Convention Center, will be a turning point in the renaissance of this long-neglected part of the city. The construction will create many new jobs, especially for the building trades.

Council vote in Hayward backs big park

An ambitious proposal to move Marine World/Africa USA and the Golden Gate Fields and Bay Meadows racetracks to some East Bay marshlands easily cleared its first hurdle when the Hayward City Council unanimously approved the concept. The council voted to order city staff to work with Shoreline Associates, the plan's initiators to study the environmental, financial and related effect of creating a giant entertainment complex on 705 acres south of the San Mateo Bridge. Although city officials emphasized yesterday that they had made no formal commitment to the project, local government and community leaders are excited about its potential as a source of revenue.

Proponents say the recreation complex could create 2000 jobs and generate \$2 million in taxes yearly, with a major spinoff effect on related industries such as hotels and restaurants. Hayward is considering selling bonds to help pay for the project. Marine World is currently located in Redwood City, Golden Gate Fields in Albany and Bay Meadows in San Mateo. Each is visited by about a million people a year. Marine World is seeking a new home because it wants to expand and because its landlord wants to build offices on the present site of the wildlife and amusement park.

Incline Village gets \$3.2 million grant

A \$3.2 million federal grant has been awarded the Incline Village General Improvement District for expansion of an effluent 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

\$331,725 for a laboratory building at the Reno-Sparks joint water pollution control plant.

Oro Dam job is reshuffled

Oroville — The \$2.8 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 Oroville 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 Veatch 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 in Rodeo 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 lane, 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

A look at how election is conducted



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 certified 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. While working in this capacity, he has continued to assist the Credit Union management as Secretary/Treasurer on a non-salaried basis.

Norris A. Casoy, Financial Secretary joined Local 3 as an oiler, receiving Journeyman 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 Oakland 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 contract in that area and was successful in many organizing drives. He was appointed Conductor 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 Kinchloe, Treasurer, was born and raised in Oakland, California. He began his Union affiliation operating shovels, draglines, clamhells, backhoes, cranes, piledrivers and other equipment. He served 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, 5,000 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 1963 Don was elected to the office of Treasurer where he has served continuously for the past 19 years. He has served as Trustee on the Pension, Health and Welfare and Affirmative Action Trust Funds.

Ken Bowersmith, 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 rigs in the San Francisco Bay area. He moved to Sacramento 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 28th and 29th International Conventions 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 coordinator for the San Francisco office.

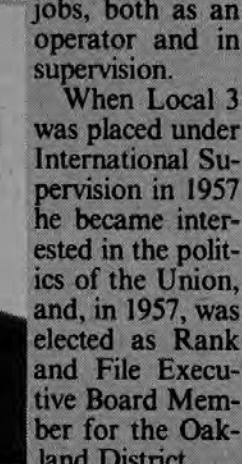
In 1973 he was elected Trustee and was re-elected to that office in 1976, 1979 and again in 1982. He was also elected delegate to the IUOE International Convention in 1976 and 1980.

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

Les Lassiter, Trustee, joined Local 3 in 1956. Initially employed as a crane oiler for about three months, he was reclassified to Operator, running cranes, gradealls, dozers and backhoes. In 1967, he was hired as a Business Representative covering southern, Central and Northern Utah. He was promoted to Assistant District Representative in 1977 and worked out of the Salt Lake area. With 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 President 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-

(Continued on Page 8)



October 18 is the deadline to enroll for Kaiser option

October is open enrollment month. Both Active and Retired Operating Engineers have until October 18th to change their Hospital-Surgical-Medical care election to or from Kaiser Health Plans.

Each year eligible members who live within a 30 mile radius of Kaiser Medical facilities, have this option of electing their health care coverage from the Comprehensive Insured Plan (Union Labor Life) or Kaiser Foundation Health Plans.

Operating Engineers can make this change from one Plan to the other only once each year in October for November coverage. Therefore, members are urged to carefully consider the merits of both Plans before making any choice. Once an election has been made it must remain in effect for the year. The only exception is if the member moves out of the 30 mile Kaiser service area.

MEDICAL CENTERS

Hayward Hesperian and Tennyson
Martinez 200 Muir Road
Oakland Broadway and MacArthur Blvd.

Redwood City Veterans Boulevard, near Maple
Richmond Cutting and Marina Way South
Sacramento Morse and Cottage
San Francisco Geary near Masonic
San Jose Santa Teresa Comm. Hosp. Cottle Rd. & Santa Teresa Blvd.
San Rafael 99 Montecillo Road
Santa Clara 900 Kiely Boulevard
South San Francisco 1200 El Camino Real
Vallejo Sereno Drive and Alameda
Walnut Creek Main Street and Newell

MEDICAL OFFICES

Antioch Opposite County East Shopping Center
Fremont 39400 Paseo Padre Parkway
Napa Jefferson Center
Richmond 901 Nevin Avenue
Roseville 1001 Riverside Avenue
Sunnyvale .. Grape near El Camino

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 forms will 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 Drug and Dental benefits for active 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, the 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.

FRINGE BENEFITS FORUM



By Art Garofalo
Director of
Fringe Benefits

Once each year, Treasurer, Don Kinchloe and I dedicate a few words about the importance of keeping your Beneficiary Card updated.

The reason is quite simple — your Beneficiary Card, and even the lack of one, governs who will receive the benefits payable from the Pension Plan, Health and Welfare Trust and Burial Fund in the event of your death. And this is a serious matter considering that an average Operating Engineer with 10 to 15 years in the trade has maybe \$40,000 or more in death benefits protection from the Pension Plan, \$4,000 of Life Insurance (higher in Hawaii), \$2,000 of Accidental Death coverage and another \$2,000 of Burial Benefits. Long-time members would have considerably more at stake in the way of Pension Plan.

We get concerned over the disputes that occur whenever an Operating Engineer fails to file or keep his Beneficiary Card current.

We had a 40 year old Operator who died in an accident leaving behind a wife and children. There was a total of \$48,000 in death benefits payable from the Pension and Health & Welfare Plans which ended up going to an ex-wife because he failed to refile a new Beneficiary card.

There was another Engineer whose designated his wife as beneficiary in 1960. By 1981 he had become divorced, remarried and had children but again failed to file a new Beneficiary Card. The ex-wife (with no children) collected his Life Insurance, Burial Benefit and gets over \$500 a month from the Pension Plan. His widow and children got only frustrated.

We also get Engineers who never file Beneficiary Cards. One of them

died leaving almost \$40,000 in benefits and no designated beneficiary. Three relatives claimed entitlement to the money and the case had to be decided in court. Two people lost out altogether and the eventual Beneficiary only received two thirds of the money — her attorney got the rest.

The moral of the story is clear. Each one of these unfortunate situations would have been avoided if the Operating Engineer had filed an updated Beneficiary Card. Because of his failure to do so, death benefits may have gone to someone other than he had intended. He might have assumed that the proper person would receive the money — but he left that to chance.

Designating a Beneficiary allows Operating Engineers to determine who will receive all the benefits in the event of their death. The Engineer can designate any one or combination of people he chooses. For example, he may name his spouse for Pension and Burial Benefits and his children for Life Insurance — any way he wants. Naming a beneficiary avoids the necessity of court probate and related delays in making Death Benefit payments at a time when they are needed the most.

At the same time, it places an obligation on all Operating Engineers to file a Designation of Beneficiary Card or rename the Beneficiary whenever it is appropriate. The Pension and Health & Welfare Plans provide that any benefits payable in the event of the Operating Engineer's death must be made to the most recent Designated Beneficiary. *You have the right to name anyone you want as Beneficiary and to change your Beneficiary at any time.* You may also name Contingent Beneficiaries — some to receive benefits if your Designated Beneficiary is also deceased.

Beneficiary Cards are always available from your District Office, the Fringe Benefit Center and the Trust Fund Office. They come with a preaddressed envelope for your convenience and they are filed with Local 3. Please do not fold or staple the card because it is used to enter your beneficiary onto the computer.

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 of the month following the month 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 extended coverage 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 low or no employment. Eligibility continues automatically 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 Payments

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 total of coverage and the right to make further self payments until the Engineer requalifies by working. Self payments are 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 hour bank shows at least 90 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 coverages. These rules are deliberately liberal because the trade is seasonal and affected sharply by the state of the economy.

Swap Shop: Free Want Ads for Engineers

FOR SALE: MAKE OFFER 4 MINERAL CLAIMS. Gold, silver and uranium, in Tuolumne Co. \$25,000. George Flagel, 3455 Walton Way, San Jose, CA 95117. Ph. 408/296-2440. Reg. #202769. 7/82

FOR SALE: TRAILER, 1978 30' FIREBALL. Fully self-cont. Air cond., heat, TV hookup & ant., 20'x15' awning. \$9,000. David Geier, 1422 Berling Way, Livermore, CA 94550. Ph. 415/443-6813. Reg. #125266. 7/82

FOR SALE: SAIL BOAT, 27'. 90% restored, wood sloop, has Oakland berth. \$12,500 OBO. Alexis Soule. Ph. 415/832-3709. Reg. #1896082. 7/82

FOR SALE: 40 ACRES, 3 BR, 2 BA, 120' well, septic, Class 2 & 3 soil. Suitable for orchard. Water dist. app. 100 mi. N. Sacramento. Ivil E. Wake, 21500 Meadowbrook Dr., Willits, CA 95490. Ph. 707/459-5634. Reg. #1897529. 7/82

FOR SALE: 1970 CHEVELLE. Nearly new radials, 6 cyl., auto, trans., exc. work car. \$800. Ph. 209/759-3427. Reg. #0738764. 7/82

FOR SALE: 8 and 85/100 OF ACRE irrigated pasture. Gd. location for building new home. Has older hs & barn, on Pioneer Ave. off Hiwy 120 bet. Oakdale & Escalon, CA. \$120,000. Ph. 209/847-2835. Reg. #052552. 7/82

FOR SALE: 1979 HARLEY DAVIDSON Sportster (XLS.) Exc. cond. Low mileage (2000 mi.) \$3,000/best offer. Ph. 415/820-4356. Reg. #1832660. 7/82

FOR SALE: LOT IN MOBILE HOME PK on New Melones Lake. Own a share of park. Magnificent view of lake. Price negotiable. Kenneth Downing, 2537 Lessley Ave., Castro Valley, CA Ph. 415/581-2482. Reg. #0387121. 7/82

FOR SALE: 1981 CHEVY LUV 4x4. Silver w/blue int. Still under warranty. \$1,500 dn, take over payments. Ph. 702/423-7683 ask for Steve or Leslie. Reg. #1872266. 7/82

FOR SALE: '79 FORD SUPER VAN. New furn., 48K mi., new battery, exc. cond. \$8,900. E. E. Norris, Ph. 415/228-8343. Reg. #0955117. 8/82

FOR SALE: INTL. T-9 SWING CRANE. Gd. cond. \$2,500. Ph. 916/221-1908. Reg. #0766489. 8/82

FOR SALE: SEARS CONSOLE COLOR TV. New pic. tube with proof of installation. Top shape. \$125. Manuel Romero, 1885 E. Bayshore Rd., #5, Palo Alto CA 94303. Ph. 415/326-4218. Reg. #0310699. 8/82

FOR SALE: SIX 2-ACRE PARCELS. beautiful Redwood trees, 2 mi. fr. Smith River. Abt 4 mi. N. of Crescent City, off 101. \$25,000 ea. Fred Barber, 161 Lakeview Dr., Crescent City CA 95531. Ph. 707/464-6040. Reg. #1152603. 8/82

FOR SALE: '79 DBL-WIDE MOBILE HOME. Like new. Deck, awnings, etc. Nr. Cr. City Boat Harbor. \$23,000. \$6,000 dn, bal. @ 12%. Fred Barber, 161 Lakeview Dr., Crescent City CA 95531. Ph. 707/464-6040. Reg. #1152603. 8/82

FOR SALE: 10 CATERPILLAR TRACTOR 1928 model. Fully restored. R. C. Smith, 17820 Strawberry Ln., Anderson, CA 96007. Ph. 916/365-2007. Reg. #0462544. 8/82

FOR SALE: 5 ACRES UNDEVELOPED LAND. nr. Auburn, CA \$47,000. Will consider trade for property nr Chico or Watsonville, CA Carroll Stott, 4203 Industry Dr., North Highlands, CA 95660. Ph. 916/483-2978. Reg. #0586517. 8/82

FOR SALE: CASE 310F DIESEL track loader w/ripper bar and tandem axle trailer. \$4,900 or offer. Gordon Burton. Ph. 415/692-1932 after 6 p.m. Reg. #0865499. 8/82

FOR SALE: 78 PONTIAC FIREBIRD, V6, PS/PB, 8 track, air, appro. 45,000 m., yellow, black int., sharp. \$5,500. Jim Halloran, 520 S. 2nd St., Rio Vista, CA. Ph. 707/374-2740. Reg. #1107400. 8/82

FOR SALE: 72 HONDA, SL 125, runs. \$300. 66 SUZUKI, 80, runs. \$75. 69 YAMAHA 250, runs. \$225. Jim Halloran, 520 S. 2nd st., Rio Vista, CA. Ph. 707/374-2740. Reg. #1107400. 8/82

FOR SALE: TRAILER PARK in Centerfield, Utah, 11 spaces completed, approved plans for approx. 12 addl. lots. \$75,000. B. Manwill, Box 173, Centerfield, Utah 84622. Ph. 801/528-3317. Reg. #1382405. 8/82

FOR SALE: STAR 71 CABLE TOOL DRILL RIG, Monitor 33 pump rig, 2 Dodge pu's, welding & burning equip., shop equip., misc. pipe & fittings. Pkg. \$20,000. Louis A. Wood, 2525 West Ave., 133, San Leandro, CA 94577. Ph. 415/357-2445. Reg. #0572750. 8/82

FOR SALE: HALF ACRE, 4 BR, 2 BATH, 2 car garage, one out bldg., exc. locale in Modesto, all 6' chainlink fenced. \$12,000 dn, assume loan. James N. Sutton, 916 Park-lawn Ave., Modesto, CA 95351. Ph. 209/537-4019. Reg. #369042. 8/82

FOR SALE: WANT A HOME/BUSINESS? 8 station salon est. 16 yrs, & 2 BR home, lg fenced back yd. Nr. stores, school, etc. Cash only \$79,500. Ph. 415/232-3444. Reg. #369042. 8/82

FOR SALE: 2 BR HOME nr Westpoint, CA, Calaveras Co. Low, low dn, assumable loan, county water & sewer. \$34,500. Marvin Collins, P. O. box 147, Wilseyville, CA 95257. Ph. 209/293-7920. Reg. #496057. 8/82

FOR SALE: CAD 1963, 4-DR, all power. Collector car. \$1,000. 73 Chev. Cheyenne 3/4 T pickup w/camper shell. Fact. air, PS, PB, exc. cond. \$3,000. Doll furniture, dolls, doll case. Cecil r. Hollars, 241 Pai Hana Cir., Citrus Heights, CA 95610. Ph. 723-2362. Reg. #1058704. 8/82

FOR SALE: PORTABLE WELDER with swinging boom, rod and tools, power saw. Gilbert Redmer, 2190 Prater Wy, Sparks, NV 89431. Reg. #0924969. 8/82

FOR SALE: 35' GREYHOUND BUS motor home. 671 GMC diesel eng. New 110 V gen. \$29,900. Mic. wave oven, new tires. Lewis McAfee, 605 Peach Ct., Suisun, CA 94585. Ph. 707/864-0505. Reg. #0388528. 8/82

FOR SALE: 1975 YUKON DELTA 25' houseboat. Sleeps 4. 75 HP Chry. motor. Exc. cond. W/new trailer \$8,000. W/out trl, \$6,500. Ph. 408/637-7918. Reg. #1862722. 8/82

FOR SALE: 1966 V8 DODGE ton truck, stock rack. \$2,750. Gilbert Edgerton, 2681 N. Bonnyview Rd., Redding CA 96001. Ph. 916/241-8441. Reg. #1025237. 8/82

FOR SALE: 1970 CASE 450 DOZER - angle blade, safety cab, under 500 hrs. since 1979. \$11,500. Ph. 916/637-4580. Reg. #1117499. 8/82

FOR SALE: DESERT ROSE FRANCISCAN WARE - 8 pl. settings, many svg pcs, matching wine glasses, used one month. Cost \$1,090. Will cons. trades comp. values. C. Greene, 1592-150th Ave., San Leandro CA. Ph. 415/278-2499. Reg. #1654141. 8/82

FOR SALE: HARLEY-DAVIDSON PAN HEAD Arlenness winning dhow bike. Beau. body/chrome/mech. cond. \$10,000 invested, sell \$7,800. C. Greene, 1592-150th Avenue, San Leandro, CA Ph. 415/278-2499. Reg. #1654141. 8/82

FOR SALE: HONDA 1978 LIMITED EDITION. Only 6,000 mi., fact. maintained, like new cond. 2 matching top of the line unused helmets & cover. All \$3,200. C. Greene, 1592-150th Ave., San Leandro CA Ph. 415/278-2499. Reg. #1654141. 8/82

FOR SALE OR TRADE: 1980 SUNDOWNER horse stock trailer 7 1/2 x 20' \$6,000. D6 9U Cat & Dozer \$12,000. 8 YD Carryall \$4,000. Trade for travel trailer or etc.

David L. Johnson, 41841 Rd. 144, Orosi, CA 93647. Ph. 209/528-6454. Reg. #1229853. 8/82

FOR SALE: 71 CONCEPT 24x50 MOBIL HOME, 2 BR, 1 bath, AEK, all redwood exter. w/w carp., fireplace. Must sell ASAP. \$17,000. Terry Ohman, 3836 Annapolis Ct., So. San Francisco CA 94080. Ph. 878-4282. Reg. #1834228. 8/82

FOR SALE OR TRADE: THOUSAND TRAILS Charter Membership for 24 to 30 ft. travel trailer or land around Grass Valley or Placerville. Ph. 414/462-5813. Reg. #1003124. 8/82

FOR SALE: TWO 10-ACRE Placer gold claims in Butte County. \$500 ea. W. E. Dixon, Ph. 707/448-6394. Reg. #0557469. 9/82

FOR SALE: CLEAN DUMP TRUCKS. 10 wheelers. Intl. Red Diamond 450 motor \$1850. Clean Garwood box & hoists. 8-10 yds, 13' long \$750. Power takeoffs \$25 ea. & pumps \$50 ea. for 4-5 yd. dump, 10 wheelers & semi-dump trks. L. E. Mulhair, 97 Southridge Way, Daly City, CA 94014. Ph. 415/333-9006. Reg. #154371. 9/82

FOR SALE: WALKING BEAMS for 1974 Eaton-Hendrickson, \$62.50 ea. 10:00x22 tires, tubes, flaps, some nr new, some nr new recaps, some mounted on 10 hole Budd wheels. Trade for 10:00x20 tires. L. E. Mulhair, 97 Southridge Way, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 9/82

FOR SALE: ARISTOCRAT. 13' stove, oven, pressure, water, bar faucet, ice box, hassock toilet, port. outside shower, dbl bed & hammock. 110 & 12v. Mike Jones, \$1,200 firm. Ph. 408/946-2904 eve. & wkends. Reg. #1244993. 9/82

FOR SALE: BRICK HOME ON 1.1 ACRE in Campbell, Missouri. 3 BR, 1 1/2 ba., lv rm w/fireplace, sewing rm or den, family rm, kit./dining rm, full basement, carport, cent. heat & air, attic, sc. porch. \$45,000. Jack Sheppard, 4141 Deepcreek Rd. Sp. 150, Fremont CA 94536. Ph. 415/792-9733. Reg. #1148393. 9/82

FOR SALE: 12x64 72 BROADMORE mobil home. 2 BR, one BA, expando living rm, add on rm., 2 metal sheds. 2 cabins, 1-19 ac., gd well, nr Lake Don Pedro. \$65,000. Williams, 13900 Park Ave., Jamestown CA 95327. Ph. 984-5087. Reg. #0848416. 9/82

FOR SALE: LAND-7.68 NR LEVEL ACRES nr. Marysville. Power & phone close, perk test OK, gravel road access. Asking \$25,000. Guy G. Jones, 916/671-1677. Reg. #232947. 9/82

FOR SALE: MOBILE HOME & 7.68 acres. Home fully furnished in like-new cond., w/power, phone, septic & 40 gpm well, work shop, covered carport, fenced & cross-fenced. 10% financing. Asking \$55,900. Guy G. Jones, 916/671-1677. Reg. #232947. 9/82

FOR SALE: 111A WABCO-D pull self-loading scraper. Exc. cond. \$14,000. Ph. 415/684-2094 Kit or Gene Telford. Reg. #1431591. 9/82

FOR SALE: M.F. 40 DIESEL Tractor w/200 loader, Ganan Scraper & indusco Disc. Six ton Miller trl. \$14,000. Dean Bailey, 1870 Bille Rd. Ext., Paradise CA 95969. Ph. 916/877-8534. Reg. #0529325. 9/82

FOR SALE: LINCOLN WELDER. 300 amp gas on trailer \$1,250. 225 gas air cooled onan compl. overhauled \$1,250. 180 amp gas air cooled \$850. All w/leads overhauled & painted. Finance. C. G. Wells, 124 Hermosa Ave., Oakland CA 94618. Ph. 547-0553. Reg. #0557433. 9/82

FOR SALE: CABLE TOOL WELL drilling rig, on Chev. 2-ton trk. 180 amp gas driven welder & plenty of tools. All for \$10,500 or make offer. Terms available. Jerry Boyle, P. O. Box 743, Corning CA 96021. Ph. 916/824-1363. Reg. #0671365. 9/82

FOR SALE: 2 1/2 ACRES, all fenced & level land. Dbl. wide Mobile home, 2 BR, 1 1/2 baths, cent. heat & air. New carpeting, new 40" elec. range. 2 car gar., swim. pool. \$55,000 or make offer. Owner financing at 10%. P. O. Box 743, Corning CA 96021. Ph. 916/824-1363. Reg. #0671365. 9/82

FOR SALE: TWO BEDROOM TWO BATH close to Rogue River 1/4 acre. Custom built, 2 1/2 yrs. old. \$60,000. Hosie Turner, 931 Fern St., Grants Pass, Or. 97526. Ph. 503/476-8599. Reg. #0661013. 9/82

RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap, or purchase. Ads will not be accepted for rentals, personal services or sidelines.
- PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.
- Allow for a time lapse of several weeks between the posting of letters and receipts of your ad by our readers.
- Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
- Address all ads to Engineers News Swap Shop, 474 Valencia Street, San Francisco, Ca. 94103. Be sure to include your register number. No ad will be published without this information.

Personal Notes

Sacramento: We would like to express our deepest sympathies to the families and friends of departed Brothers John Bailey, Lewis Belasco, Harold Bell, Jim L. Brown, Robert Corbettm Loy Creglow, Walter Crowley, Edwin Eilert, Donald Fine, John Gorman, Dale Haines, Samuel Isaminger, Harold Keeler, Edward Marshall, Amos McCoy, Twain McGoyn, James Merlini, Albert Regalia, James Riddel, Clifford Saunders, Paul Shelton, Frank Surritt, Charles Walters, and Lloyd Westberg.

It is with great sorrow we report the death of retired Brother Duke Stace, who passed away on July 11, 1982. Duke volunteered his time as Chairman for the Retirees Association of the Epsilon Chapter in Auburn. We extend our condolences to his wife Margrett.

Congratulations to Brother Tom George and his wife Theresa of Pacific House on the birth of their daughter Kimberly Dawn George. She was born on June 7, 1982, weighed in at 8 lbs. 4 1/2 oz.

Salt Lake: We would like to take this opportunity to express our condolences to Mrs. Donna Farrell on the death of her husband, George. He was well known by all members of Local 3 in Utah. To say the least, George has a multitude of friends and was well respected by all. His whole life was molded around the Union and he was very active in all its functions.

George served as a Business Representative, Executive Board member, as well as a top notch hand. He went to work at the Weber Job Corps Center as an Instructor through the International Union of Operating Engineers in 1971 and later became Western Regional Director of this program. He touched the lives of many young people through this position and helped them proceed to a useful and productive life. Farewell, George, you will be missed greatly.

ELECTION RESULTS

(Continued from Page 1)

Vice President	
Hugh Bodam	6,327
Bob Skidgel	8,191
Rec.-Corr. Secty.	
James "Red" Ivy	8,393
Claude Odom	6,247
Financial Secretary	
Harold K. Lewis (Inc.)	6,394
Norris A. Casey	8,251
Treasurer	
Don Kinchloe (Inc.)	8,054
Dale Beach	6,593
Trustees (Elect 3)	
Patrick O'Connell (Inc.)	6,978
Irvin "Arkie" Anderson	2,440
Ken Bowersmith	8,191
A. A. Alex Cellini	5,584
Wayne "Les" Lassiter	7,280
Wally Lean	6,594
Robert P. Marr	5,539
Auditors (Elect 3)	
Dick Bell (Inc.)	7,095
Dennis Wright (Inc.)	6,735
Jack Baugh	7,240

Gary Fernandez	6,098
Bill Markus	7,561
Ron A. Wilson	8,019

Conductor	
William (Bill) Burns	8,500
Tom Carter	5,912

Guard	
Paul Schissler	5,548
Ted Wright	8,929

Total number of ballots received	15,234
Number of ballots determined to be invalid	255
Number of ballots challenged and not counted	100

DISTRICT EXECUTIVE BOARD MEMBERS OPPOSED CANDIDATES

District Candidate	Number of Votes
District No. 2	
Tee Zhee Sanders (Inc.)	954
John Roderick	1,013
District No. 4	
John Ray Frederickson (Inc.)	66
John T. Bradbury	80

District No. 8	
Charles Brashears (Inc.)	494
Jim Brown	733

District No. 9	
Bill L. Dalton (Inc.)	645
Dick Weigel	617

District No. 10	
Dean Harlan (Inc.)	347
Robert "Gary" Wagnon	678

District No. 11	
Glenn Lein (Inc.)	427
George F. Kirkpatrick	403

District No. 12	
Lynn Barlow (Inc.)	809
Lake Austin	688

District No. 17	
Shoichi (Mala) Tamashiro (Inc.)	946
Clive Hingley Brown	442
Herbert Red Denning	112

UNOPPOSED CANDIDATES

District/Candidate	
Dist. 1	Jim O'Brien (Inc.)
Dist. 3	John Dorton (Inc.)
Dist. 5	Marion Whitson (Inc.)
Dist. 6	Robert L. "Bob" Christy (Inc.)
Dist. 7	Wilfred A. Houghtby (Inc.)

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.

September

- 9th **Santa Rosa:** Veterans Bldg., 1351 Maple St.
 15th **Salt Lake City:** Engineers Bldg., 1958 W.N. Temple
 16th **Reno:** Musicians Hall, 124 West Taylor
 23rd **San Jose:** Labor Temple, 2102 Almaden Rd.

October

- 5th **Eureka:** Engineers Bldg., 2806 Broadway
 6th **Redding:** Engineers Bldg., 100 Lake Blvd.
 7th **Yuba City:** Yuba-Sutter Fairgrnds., Arts/Crafts Bldg., 442 Franklin Rd.
 21st **San Rafael:** Painters Hall, 701 Mission Ave.
 27th **Honolulu:** United Public Worker Union Mtg. Hall, 1426 No. School St.
 28th **Hilo:** Kapiolani School, 966 Kilauea Ave.
 29th **Maui:** Cameron Center Aud., Conf. Rms. 1 & 2, 95 Mahalani St., Wailuku

November

- 2nd **Stockton:** Engineers Bldg., 2806 Broadway
 4th **Concord:** Elks Lodge No. 1994, 3994 Willow Pass Rd.
 9th **Fresno:** Laborer's Hall, 5431 East Hedges
 16th **Auburn:** Auburn Recreation Center, 123 Recreation Drive
 18th **Ukiah:** Grange Hall, 740 State St.

Dues Schedule 10/1/81-9/30/82

- Local 3\$144 (Per Qtr.)
 Local 3A\$141 (Per Qtr.)
 Local 3B\$144 (Per Qtr.)
 Local 3C\$141 (Per Qtr.)
 Local 3E\$141 (Per Qtr.)
 Local 3R\$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.

- | | |
|---|---|
| <input type="checkbox"/> Phone-A-Loan Application | <input type="checkbox"/> Membership Card |
| <input type="checkbox"/> Tax-Savers Certificate | <input type="checkbox"/> Money Market Certificate |
| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

(my name) _____

(social security number) _____

(address) _____

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
 P.O. 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 ADDRESS _____

CITY & STATE _____ ZIP _____

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



Biographical profiles of new officers

(Continued from Page 5)

tractor Master Agreement, the Rock, Sand and Gravel Industry Agreements, the Equipment Dealer Agreement, the Mining Industry Agreements and the Lumber Industry Agreements.

Bill Markus, Auditor, went to work as a welder for U & I Sugar following his graduation from high school, then eventually went to work at the Kennecott Copper Mine. He enlisted in the U. S. Air Force and received training courses at Mississippi and Texas A & M in auto mechanics diesel engine repair, welding and auto body repair. After 3½ years in the service he returned to Kennecott and worked as a Craneman/Oiler and Shovel Operator until 1972.

Bill joined Local 3 in 1966, serving as Job Steward, then Chief Steward. During that time he participated in contract negotiations, conducted safety meetings and first aid training, and handled contract grievances and jurisdictional disputes. In October of 1972 he continued his Local 3 work as a Dispatcher at the Salt Lake City office. In 1974 he became a Business Rep. for Sand and Gravel plants, Equipment Dealers and Service Shops, the Sawmills, the Underground Uranium and Copper Mines, and the Iron and Copper Strip Mines. In 1980 he was given the additional responsibility of representing all of the Construction Industry workers in the southwest quarter of Utah.

Bill has been actively involved in organizing and in negotiating contracts, jurisdictional disputes and grievances; he has been instrumental in establishing multi-craft seniority provisions and training programs in the mines and sawmills. He is a Committeeman on the Joint Apprenticeship Committee for Utah, and is the only representative for organized labor on the Utah State Private Industry Council. He is also a delegate to the Utah State Building Trades.

Jack Baugh, Auditor, received a degree in Business Administration at the University of San Francisco in 1977. After serving in the Army, he worked for the Alameda County Sheriff's Department. From 1969 through 1978 he was the Department Advisor for Workman's Comp. issues, spending much of his time in the field helping employees with claims, legal problems and other matters. He also lobbied in both houses of the Legislature on behalf of improved benefit bills and worked to lower retirement age for the employees.

In 1978 Jack joined Local 3 as a Business Representative, a covering Stanislaus and Tuolumne Counties. He negotiated many new contracts, worked on grievances and Workman's Comp. problems for the members and, in addition to other tasks, put in substantial time as an organizer.

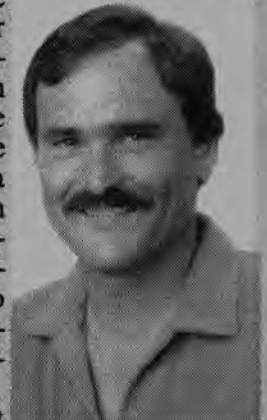
Ron Wilson, Auditor, was raised and still resides in Clovis, California. He completed the International Correspondence Course of Engineering (d'Anthony Engineering School) and, in 1938, worked for the government doing aerial photography and map surveying. He served in the Army during World War II (for which he received numerous medals, Bronze Stars and other awards,) then returned and worked for the County of Fresno on roadways and bridges and then as a Superintendent for Steward & Nuss.



After additional schooling with 'd Anthony in 1950, Ron transferred his card from Local 3-A to Local 3 Operating Engineers and became a Blade Operator and later a Foreman. Prior to the time a structured training program was put into effect, Ron saw the need and responded by loaning his own time to help members learn their craft.

Bill Burns, Conductor, is a second generation Operating Engineer. At 19 he entered the Apprenticeship Program out of the Sacramento Hall, then began working on the American River Project in a tunnel, and later on the Hell Hole Dam. In 1966 he worked on a pipeline job in Arbuckle, returning to the Redding Hall later to finish out his Apprenticeship Program.

After a short time in Hawaii, Bill worked on the California I-5 Project, and later on the South Folsom Canal, becoming a Master Mechanic. From there he worked on the 680 widening job from Concord to Alamo, and in 1975 worked on the Auburn Dam Project, where he served as Safety Committeeman for the Union. For the past four years Bill has been working at Warm Springs Dam, serving as Job Steward his first year, later becoming the beltline Foreman in charge of the mechanical setup. Last year he put in time on the Grievance Committee in Santa Rosa.



Ted Wright, Guard, was raised in San Francisco and Santa Rosa. Following his military discharge he worked in the Santa Rosa area as an Oiler, in Rock, Sand and Gravel and General Construction under Local 3-A membership. In 1963 he transferred to Local 3 and became a Hoist Operator on a Guy Derrick. Later, he became an Oiler under the Crane Agreement, and is now a Crane Operator.

In 1978, 1979 and 1980 Ted served on Grievance committees and in 1978 and 1979 as Job Steward.

