

Engineers News

VOL. 49, NO. 9

OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

SEPTEMBER 1991

Women Operators

**Their numbers are
increasing and so are
their achievements.**

Ginger Beus is a veteran scraper operator out of Utah, whose father (now deceased) was also a Local 3 member. She is pictured here working for Ford Construction Co. on a Hwy. 1 project in Marin County.

Important Notice

Please see back page for Important Information regarding the new location of the Local 3 headquarters building.

Photo by James Earp



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

Malcolm Forbes once said, "If you have a job without aggravations, you don't have a job." I guess we all strive to achieve an "aggravation free" environment in our work. But as far as being Business Manager of Local 3 is concerned, I quit counting the aggravations a long time ago. On the other hand, I love this great union and the people I've worked with over the years and wouldn't want to give it up - aggravation and all!

That's why I want to take this opportunity to thank the membership

of Local 3 for the vote of confidence this administration has received in this last Local 3 election. Because there was no opposition, the Recording-Corresponding Secretary cast a white ballot for each unopposed office on August 12, and we were sworn in on Saturday, September 7.

As one who has worked for the members a long time - and who has been through many union elections - I have always favored elections with honest and qualified opposition. The democratic process has a way of keeping the membership more involved in the workings of their union. It also encourages our business representatives to work a little harder.

I have told those on the union payroll that this white ballot election in no way means everything is "hunky-dory" or "A-OK." This is the worst year our members have had economically since the deep recession of 1982-83. I receive letters from members who have not worked a day in the industry since last November. It is extremely disheartening. In this kind of climate, the bottom line is, we must do everything we can do to help our members get the work they need to provide for themselves and their families.

The economic reports we receive from a number of sources indicate that the work is beginning to improve, but by no means do I expect any upturn in the work picture to result in even an average year. The pension hours reported to the California Trust Fund are running at least 1.5 million hours behind last year. That represents a lot of unemployment.

All I can say is we are doing everything we can politically to see that highway jobs and other public funded projects are expedited to get as much work on line as we can before the end of the season. We have succeeded in getting the Governor to sign legislation into law that will inject an additional \$1.8 billion into the highway program, and we are scheduled to meet with Caltrans personnel to learn how soon we can expect this money to translate into real work.

On a happier note, I am pleased to report that the Pension Board of Trustees has approved the following improvements to the pension plan:

- Effective October 1, 1991, a retiree receiving a pension with an effective date of October 1, 1991 or earlier, based on at least 10 years of Credited Service, will receive a permanent increase on \$25.00 a month. This increase will be reflected in the monthly benefit check for October 1.
- Effective November 1, 1991, a new pension award with an effective date between November 1, 1991 and October 31, 1992, based on at least 10 years of Credited Service, will be increased by \$50 a month. This extends our policy first implemented in 1987 to assist retirees in meeting the increased cost of self-payments for Retiree Health & Welfare coverage.
- Effective January 1, 1992, the Benefit Crediting Factor will be increased from 2.5 to 2.6 for all contributions made for work in covered employment beginning January 1, 1992. This will result in a 4% increase in the monthly benefit earned for all work on or after January 1, 1992.

Cal-OSHA investigates safety inspection fraud

Cal/OSHA's criminal investigative unit is looking into allegations by business owners that individuals posing as Cal/OSHA safety consultants are involved in schemes to defraud employers, the Department of Industrial Relations has announced. These questionable activities are related to a recent provision of the law, SB 198, which requires employers to have an injury and illness prevention program in place.

"While an injury and illness prevention program is required of all employers under SB 198," said Department of Industrial Relations director Lloyd Aubry, "we do not want to see those very employers who are attempting to comply with the law fall victim to fraud."

Aubry advises employers to request identification from anyone claiming to be a Cal/OSHA representative. If the person cannot produce official state identification then the employer should report the incident to the nearest office of the Department of Industrial Relations, Division of Occupational Safety and Health. "Cal/OSHA consultants will enter a business only at the request of the employer," he said. "They assist the employer, at no cost, in developing ways to prevent workplace injuries and illnesses."

Although not rampant, these schemes have surfaced in Chico, Modesto, Palm Desert, Palm Springs, Sacramento, San Bernardino and Ventura, as well as in other locations, according to Aubry.

In some cases, an individual will enter or telephone a business establishment representing himself as an employee of Cal/OSHA. The individual explains that he is working as a consultant to ascertain whether businesses

are complying with the requirements of SB 198. The "consultant" will stress that failure to have an injury and illness prevention program in place will result in monetary penalties and possible incarceration. The "consultant" then offers to sell the employer a program for an inflated price.

In a similar scheme, a business is telephoned by a caller who uses the name of a Cal/OSHA official, telling the business owner that an injury and illness prevention program must be in place or the employer will face serious penalties. Soon thereafter, the business is visited by a "consultant" who also attempts to sell the employers an injury and illness prevention program.

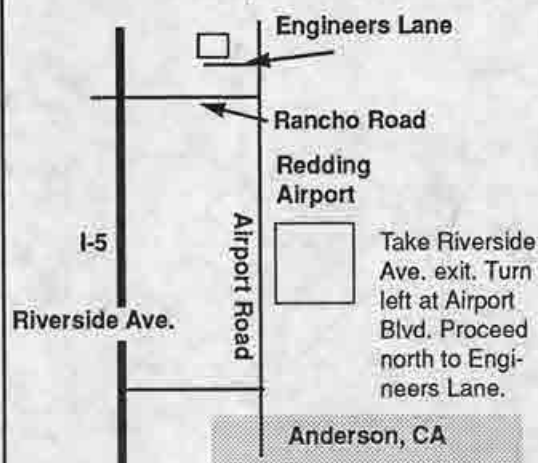
In virtually every case the alleged consultants exaggerate the amount of penalties an employer may be assessed and make claims of possible incarceration for failure to have an injury and illness prevention program.

"Clearly, the focus of this law is on prevention of workplace injuries and illnesses," Aubry advises, "and although the potential for penalties does exist, these harsher punitive measures are required only in rare instances for the worst offenders."

Aubry cautions that before contracting for services, an employer should closely scrutinize the credentials of the consultant and attempt to discern the reputable consultants from those who lack the necessary expertise in occupational safety and health.

Dedication of new Redding Office

This is an invitation to Local 3 members to come celebrate the opening of the new Redding District office building. A dedication ceremony will be held on Saturday, October 5, 1991, 12 noon at the new location on Engineers Lane (see map below). Hamburgers, hotdogs, beer and soda will be served. See you there!



Engineers News

WIPA



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Officers take oath of office



IUOE Representative Gordon MacDonald administered the oath of office to Business Manager Tom Stapleton, the Officers and Executive Board at a specially called installation meeting Sept. 7 in San Francisco. All officers and Executive Board members were unopposed in the election, which is conducted every three years. In accordance with the Local Union Bylaws, recording Corresponding Secretary William Markus cast a white ballot for each unopposed candidate on Aug. 12.

Legislation helps ease bay dredging crisis

If you've been reading Bill Dorresteyn's column lately — he's Local 3's dredging and crane representative — you know how slow the dredging industry has been in the Bay Area. One of the major culprits of the slowdown, in addition to the recession, has been an on-going inter-agency dispute over the safety of chinook salmon spawning, an argument that has halted almost all dredging in the San Francisco Bay.

The problem started when the National Marine Fisheries Service stopped permitting dredging in the bay back in December. The agency contended that dredging material dumped elsewhere in the bay was harming the winter run of chinook salmon, which were down from 70,000 in 1985 to about 200 this year.

The U.S. Army Corps of Engineers investigated and found no evidence that the fisheries service was right. But under the Endangered Species Act, the corps cannot resume issuing dredging permits until it has convinced the fisheries service that all is well. The fisheries service so far hasn't provided any information to justify its claim.

As a result, a maritime industry that provides 100,000 jobs and pumps \$5 billion a year into California's economy is in jeopardy because

the San Francisco Bay ports are silting up and hindering ships en route to docks.

At the Port of Oakland, largest on the bay, some 7.5 million cubic yards of silt must be dredged and removed annually to accommodate large new container ships with deeper drafts. At San Francisco, only one pier, Pier 35, the passenger ship terminal, has been dredged this year. Several ships have reported touching bottom in formerly safe channels.

Leaders of building and construction trades councils and central labor councils, along with local politicians and port managers, are rallying behind two congressional bills that would reroute water from agriculture land in the Central Valley Project to dried-up wetlands, which are home to fish and waterfowl.

The two companion bills, one sponsored by Rep. George Miller, D-Martinez, the other by Sen. Bill Bradley, D-N.J., would scale back the water allowed to clients of the Central Valley Project and divert the flow of fresh water through the Sacramento Delta and into San Francisco Bay. If passed, the legislation would provide millions of acre feet of fresh water for the bay, which could ease the dredging crisis.

Amendments that Rep. Ronald Dellums, D-Oakland, attached to the federal dredging au-

thorization bill that President Bush signed into law in mid-August are also expected to help the crisis. The amendments provide \$3 million for dredging the Oakland Inner Harbor channel to 38 feet from its current 35-foot authorized minimum.

The amendments also designated a location about 50 miles off the Golden Gate, known as the L03 site, as the first priority for disposing of silt dredged up from the channel and named the now-closed Alcatraz dumping site as the second option. This action is expected to give the corps added leverage in its negotiations with the fisheries service for approval of dumping on those two sites.

The Dellums amendments also instructs the corps to use \$250,000 currently available to start planning the Sonoma Baylands Wetlands project, which would require dredging silt to build up low islands and hummocks for wildlife habitat in tidal flats along the north coast of the bay. Also provided is \$2.7 million for the Long-Term Management Strategy Study of dredging in San Francisco Bay.

The two bills pending in Congress and Dellums amendments could give dredging what it needs to move forward once again and save thousands of union jobs.

Women operating engineers

Their numbers are increasing and so are their successes

By Steve Moler
Assistant Editor

The familiar expression, "A woman's place is in the home," began its transformation from truism to cliché after passage of the Civil Rights Act of 1964 and other affirmative action laws of that era began to bring some semblance of equal opportunity to the American work place. A more appropriate phrase in today's work world might read, "A woman's place is anywhere she wants it to be."

Tougher enforcement of these laws and changing social norms and values allow women in the 1990s to choose the career of their dreams rather than the career that society expects. Women in larger numbers are swimming against traditional social currents and finding their vocational niche in occupations previously held exclusively by men.

In the quarter century since the civil rights act was passed, women have advanced in such traditional male professions as medicine, journalism, engineering and business administration. Even the U.S. military, with over 220,000 active-duty women, is 11 percent female. And now female equality and opportunity are also finding their way into the construction trades.

In the past five years, Local 3 has seen a significant increase in the number of women apprentices and journey-level heavy equipment operators, mechanics, surveyors and graders. Through the late 1970s, there were virtually no women operators in the union. By 1985 that number crept up to about 40, and today the figure has climbed to 236. It's now common to see several Local 3 women operators on major job sites, especially the publicly funded projects.

Karen Roberts, now a grader operator with Oliver de Silva Construction, was one of the first women to break into the operating engineers in 1979. In her first nine years on the job she worked with only one other woman operator. But in just the past two and half years, she has worked with 10 different female operators.

Five years ago, there were no female operators working in Teichert's Sacramento District. Today the district has 10 women operators on its payroll, and that figure is expected to double in the next five years. Almost all the other large union con-



Above: Rosella Guillermo, a fourth-step apprentice, operates a paddle-wheel scraper. She became accustomed to operating equipment while growing up on a farm in the San Joaquin Valley and was encouraged to get into the trade by her father and brother-in-law, who was an operating engineer.

Right: Grader operator Sandy Goodner, left, passes information to Blade Operator Lyman Winther during construction of the Upper Farmington Canal near Oakdale, Calif. Operating equipment on the ranch where she grew up influenced her decision to become an operating engineer.

tractors — and lots of smaller ones — have reported similar increases.

Some explanations for the influx can be found in the country's shifting economic tides and the loosening of rigid sex roles. As women have become heads of households and family breadwinners over the past 20 years, they have begun to shun the traditional low-wage, dead-end female jobs in favor of careers with higher pay, better benefits and more security. The operating engineers, regardless of sex, rewards its members with a gratifying occupation with good wages and excellent benefits.

Lisa Sidor, now a fourth-step apprentice crane operator, started her construction career as a non-union laborer earning minimum wage and no fringe benefits. After almost four months on the job, Lisa got fed up with the slave wages and poor working conditions and set out to "find a union job so I could earn a decent living and have health and welfare benefits."

Lisa found employment as a union laborer with Gallagher and Burk earning four times the pay and generous fringe benefits. A few months later she got accepted into

Local 3's apprenticeship program. Today Lisa is about to reach journey status as a crane operator.

More encouraging for women interested in the construction trades has been the tougher enforcement of federal laws requiring contractors working on publicly funded projects to hire more women and minorities. Contractors and subcontractors that perform under government contracts must establish an affirmative action plan that includes the goal of hiring at least 6.9 percent women, or if this



number is unattainable, the company must make a "good faith effort" at reaching the goal.

As a result, union contractors have not only opened their doors to women but are asking for more. To meet the demand, Local 3's apprenticeship program and the Northern California Surveyors Joint Apprenticeship Program have been working closely with women's groups, the California Employment Development Department, job fairs, churches, high schools and colleges to draw more women into the trade. The recruitment drive has brought in 186 women operators in the past five years.

Despite the effort, Local 3 and the other construction trades have yet to attain their recruitment goals. In 1990, only 4.9 percent of construction apprentices in California were women, down from 5.1 percent in 1988. The Rancho Murieta Training Center and the surveyors apprenticeship program have fared somewhat better, averaging about 12 percent female enrollment. Still, the construction work force nationwide remains less than one percent female.

One major obstacle to recruiting women is that construction often requires workers to travel long distances to the job site and spend lengthy periods away from home. Women with child-rearing goals tend to forgo such careers in favor of working closer to home.

And the myth that operating heavy equipment requires strength, or that it's strictly "men's work," hasn't helped recruitment either. These figments couldn't be further from the truth, for today's machines, with their hydraulic controls, air-conditioned cabs and other advanced engineering, are much easier and more pleasant to operate than earlier models.

Once women enter the apprenticeship program, they have to meet the same requirements and perform the same competency tests as their male counterparts. All apprentices spend the first 10 weeks of training in residence at the Rancho Murieta Training Center receiving basic instruction before being dispatched to their first job, where they receive up to 8,400 hours of on-the-job training from a journey-level operator.

"At first I didn't think I'd get any good women apprentices," said Doug Haden, a superintendent for Teichert Construction in Sacramento. "But I'd have to say that I'm surprised at the quality of female operators. We're getting some pretty good ones. I'm surprised at the results."

Doug Ferguson, a dispatcher at Teichert's Woodland office, agreed with Haden: "When women first

started coming into the trades, I thought they should be at home. It surprised me that they have done so well. Most are very professional and do their job well. I don't think anything of it now; it's no big deal. But there's probably still some hold outs that think women should be at home."

During this period of on-the-job training, which lasts from four to five years, many women apprentices experience some of the frustrations of being a female operator in a predominantly male profession. While most women generally have positive experiences during training, they have at times felt alienation, become victims of discrimination and been subjected to various forms of harassment.

From the moment the female apprentice arrives on the job, expectations of her are sometimes different than those for men. "If two new apprentices show up for their first day on the job, one male and one female, you tend to think the male can do the job," Ferguson said. "A female has to prove herself on the rig more than the man. What happens, though, is that the female operator often ends up doing better because she gives more effort to overcome

the prejudice."

Rosella Guillermo, a fourth-step apprentice scraper operator, feels that all apprentices, male or female, have to prove themselves during training, especially at the beginning. But women, she says, are scrutinized much more closely. Mistakes by male apprentices tend to be treated as part of the learning process, while mistakes made by female apprentices tend to reinforce existing stereotypes of women's inability to handle the work.

Because of these prejudices, it's not uncommon for first-step female apprentices to find themselves placed in jobs for which they are overqualified, such as flagging and delivering parts. But once they make their preferences known, they usually find their way into the job they want.

"I went into the field in the early 1980s when there was a lot of old-timers who didn't like the idea of women coming into the trades," said Roberts. "There was a little bit of discrimination, but for the most part, my training was fabulous. The foremen were good to me. They took me under their wings and protected me."

But even under the best condi-

tions, a woman breaking into a man's domain can be fraught with unexpected difficulties. While everyone understands why a young man has arrived on the job to begin his training, there are some who may not fully understand a woman's intentions. Is she there to find a husband, fill an affirmative action quota or take a journeyman's job away?

These suspicions have contributed to some incidents of sexual harassment. Women operators at times have been on the receiving end of annoyances ranging from subtle teasing and sexist jokes to overt insults and unsolicited sexual advances. Whatever the occurrences, the experiences aren't flattering. More often than not they lead women to feel frustrated and discouraged.

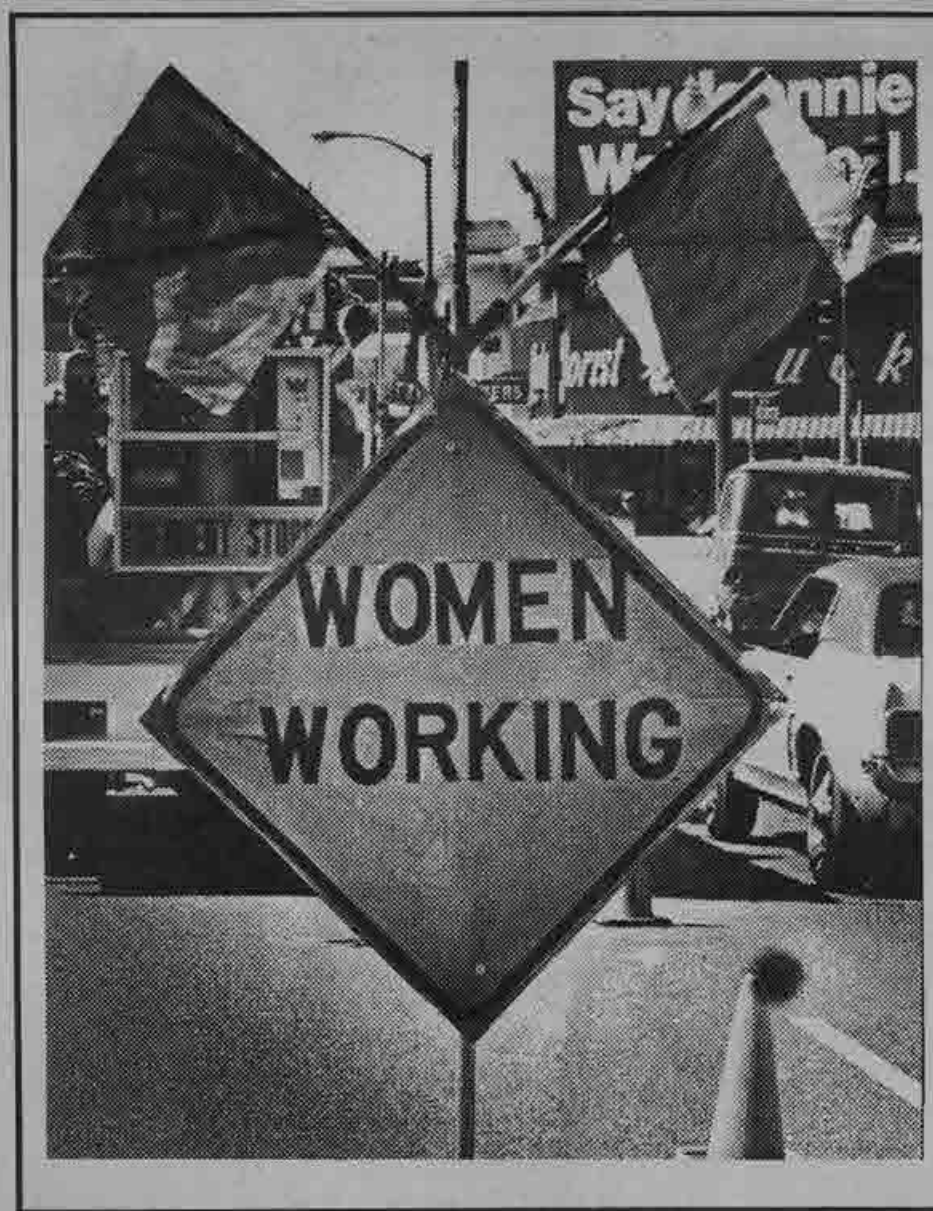
"The work is hard enough without having to deal with the attitudes of some men," said Beth Youhn, a fourth-step apprentice crane operator. "Even some men who mean well are sometimes so bothered by women having to do heavy work that they hinder us learning and practicing our trade. As we're learning, we really appreciate more advice and help from more experienced men, but we don't need a man to do our job for us."

Most union contractors are taking tradeswomen seriously, so the companies have instituted policies that discourage sexist behavior. "We have to be concerned about our job habits, the language we use and the attitudes we have," Haden said. "We're trying to get men to change their attitudes. If they don't, we take action."

To help female operators deal with the realities of working in a man's world, Local 3 women have established the Operating Engineers Women's Support Group. The organization sponsors occasional potluck get-togethers where Local 3 sisters can network, seek emotional support from peers and celebrate successes. The group's ultimate goal is to provide services that will help women stay in the union.

The next potluck will take place September 14 at 2 p.m. at Beth Youhn's house in Oakland. For more information on the potluck and the group, contact Beth at (510) 835-2511 or Lisa at (510) 769-0340.

The success of the support group and other recruitment and retention efforts will determine, to a large extent, whether Local 3's signatory contractor will be able to comply with federal regulations and maintain a skilled work force into the next century. But for this to happen, and for Local 3 to remain the best, women operators will have to receive fair and equal treatment.



Photo/Ann Meredith

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Horse(shoe)ing around at the Fresno picnic

FRESNO — Fresno's annual district picnic was held August 10 under warm, sunny skies. We had a great turnout. About 300 steak dinners were served, along with salad, beans and French bread, as well as lots of cold drinks.

There were several teams that joined in on the horse-shoe tournament that ran throughout the afternoon. The children — young and old — joined in a water balloon toss, which was a refreshing part of the day.

Our congratulations go out to the raffle winners. We hope to see you all again next year for another round. Until then...

Top: Kimberly and Erle Hogue were the winners of the 50/50 raffle.

Below: DeAnn Rigg, left, sells raffle tickets to Merlene Littleladder, middle, and Gladys Searcy.

Bottom: John Porras, left, and Jason Daniels show their winning form in the balloon toss.



Biggest district picnic

SANTA ROSA — It was wet and wild at the Santa Rosa picnic; it was also sold out, with the last of the 700 tickets sold the week before the picnic. The event was held at the Windsor Water Slide on August 4.

Maybe it was the tender salmon, the juicy steaks, the ideal weather, the cold beer and soda, or just the easy-to-reach location. Or maybe it was the four water slides, the swimming pool and children's pool, the video arcade or the super raffle and door prizes. Whatever it was, the Santa Rosa picnic was the largest district picnic ever for Local 3.

With over \$4,000 worth of donated prizes, our raffle was a huge success. Nearly all the 12 packages included a bed and breakfast for two, wine and Local 3 belt buckles. The door prize went to Local 3 member John Kavasnick, a job steward for Ghilotti Brothers.

An assortment of local politicians showed up and gave short speeches, like Sheriff Mark Ihde, Assemblywoman Bev Hansen, Congressman Frank Riggs, state Senator Mike Thompson and two of our county supervisors, Tim Smith and Jim Harberson.

We would like to extend a very special thank you to the more than 30 volunteers who did all the work and made it all happen. And thanks to Brad Faria for displaying his ultra-clean dragster at the gate.

Remember, we'll be doing the same thing next year, so keep it in mind, and be sure to get your tickets early. If you have any suggestions for next year, let us know. We expect another sellout. We don't want any disappointed late-comers.

Bob Miller, Business Rep.



In addition to the water slide and pool, the food line was a busy place.



Above: Business Agent Bob Miller, middle, congratulates Greg Gumheim, right, who won the swim and tennis club membership sponsored by El Rancho Tropicana.

Below: The Windsor Water Slide pool was one of the picnic's main attractions.



SAFETY

By Jack Short, Safety Director



Good supervisors inspire a winning team

We all want to feel good about ourselves and what we do for a living, and supervisors can help employees develop positive attitudes that

will inspire them to do a good job. When this happens, everyone wins. Chances for promotions and raises are greater when profits are up and people like each other better.

Think of yourself as the team coach. You're the one with the big picture who can see where the team is headed and what the problems might be. You're in the best position to know each player and what strategies might work in which situations.

On any team there are strengths and weaknesses. One player is fast but not quite as strong. Another is

smart and a great receiver. A third has slower reaction times but helps people keep their spirits high.

Knowing the players means using their strengths and working with their weaknesses.

Skill is just one part of what makes a winning team. The players' attitudes are at least as important. In sports, and on the job, attitude reflects how you feel about yourself and your teammates. We all know people who have a good attitude. They try to do their best; they cooperate; they look forward to learning new things; they help those who know less than they do; they care about other people's feelings.

Self esteem affects your attitude. Self-esteem means whether you like yourself. People with negative attitudes and low self-esteem often repeat negative things to themselves: "I can't do this job." They may be afraid to try new things: "I'll never understand computers." People who are stubborn may actually have low self-esteem, so they are afraid of

change.

Inspire the team

Anyone can learn to have a better attitude. Often it begins with wanting to please someone who is encouraging.

As supervisor, you can inspire your team to have a good attitude. If you focus on what people do wrong, so will they. Instead, tell them what you like. They'll do things to try to please you, like make an extra effort to come to work on time.

Try this: for one week make a list of what people are doing right and what they're doing wrong. Then, for one month, take time each day to tell people what they're doing right. "John, thanks for cleaning up that spill." "Jane, it's been great to see you on time this week." At the end of the month, make a new list. Now compare it to the old list. Chances are there will be more "right" behaviors than on the first list.

Look at your team. Think about each player's strengths and weak-

nesses. Is there a way to help Joe feel more successful? Can you help Sue turn her weaknesses into strengths? Write down your ideas and try a few.

Take the time to talk to people about their jobs. Listen to their concerns. Encourage them when they are insecure about a new job. If they feel you're concerned about them personally, they will be more likely to feel inspired to do a better job.

Good supervisors ask for and listen to employees' suggestions. People who feel listened to and respected enjoy their work more. Keep an open mind. Don't assume that just because "we never do it that way," it can't be done.

If you do need to criticize, be specific. Let the employee know what the behavior was and why there's a problem with it. You'll soon find you're the coach of a winning team.

Wisconsin DLHR Mine Safety News, January 1991, Vol. 3, No. 1

TEACHING TECHS

By Art McArdle, Administrator



New season of hands-on training

We are making plans for the next season of hands-on training and hands-on competition. If you have any input or suggestions for this program, please write to us at 8105 Capwell Drive, Oakland, CA 94621 or call

us at (510) 635-3255. We appreciate any and all ideas.

I attended the Oakland District union meeting on August 13. There were very few surveyors in attendance and **no apprentices**. The main tone of the meeting was political involvement and how important it is to vote in all elections. The first political involvement should start with your union meetings. The union belongs to you. There are many changes constantly occurring, so your input is needed. Make your union meetings and classes mandatory. It's your future.

The Folsom (Calif.) Historical Society has opened a major surveying exhibit at the Folsom Museum. Some of the artifacts are as old as 2,000 years. The event runs through October 30. Over 250 items illustrate the development of surveying over the centuries.

The purpose of the exhibit is to increase public knowledge of the contributions to society of the pioneer surveyors. The event also commemorates several other very special occasions: the centennial of the 1891 California law that provided for the licensing of land surveyors, the 50th anniversary of the founding of the American Congress on Surveying and Mapping, the 40th anniversary of founding of the Northern California Section of the American Congress on Surveying and Mapping, and finally the 25th anniversary of the founding of the California Land Surveyors Association.

It appears that 1991 is a very special commemorative year for land surveyors. Make plans to visit the museum and exhibit at 823 Sutter Street in Old Folsom. Hours are Wednesday through Sunday, 11 a.m. to 4 p.m. Closed Monday and Tuesday. Admission is free. Call (916) 985-2707.



Above left: This mining Gurley is one of over 250 items on display at the Folsom Museum surveyor's exhibit, which runs through October 30.

Above right: This poster on display shows a Buff & Buff instrument.



Training notice

In accordance with SB 198, there will be a safety training session for all Local 3 members at the Oakland District office on Wednesday, Sept. 11 at 7 p.m. For information call (510) 635-3255.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



Kaiser medical plan enrollment

You may join the Kaiser Permanente Medical Plan this month with coverage effective November 1. While Kaiser Permanente's critics some-

times complain about Kaiser's service, many health care analysts are quick to point out that Kaiser Permanente offers medical services second to none, beginning with each Kaiser Permanent member's choice of a personal physician, who works with the member to coordinate all health care needs, including referrals to specialists.

Some commonly asked questions about Kaiser have been:

• **What happens if I am on vacation and get sick?**

If you travel outside of a Kaiser area and need emergency services, Kaiser will cover you for emergency treatment at a medical facility until you can be transferred or travel to the nearest Kaiser facility.

• **Is there a charge for doctor visits?**

Under the active plan, there is no charge for doctor visits or hospital stays. For retirees, Kaiser in Northern California and Hawaii charge \$3 for each doctor's office visit. This is a Kaiser requirement for all retiree plans.

• **Are routine checkups covered?**

Complete physical examinations are covered at Kaiser including all lab tests ordered by your doctor.

• **Does Kaiser have chiropractors or podiatrists?**

Kaiser doesn't have chiropractors, but it does have orthopedic specialists and complete physical, occupational and speech therapy treatment. Podiatry services are covered with proper authorization from your doctor.

• **Open enrollment choice by Oct. 15**

October is the open enrollment month for Kaiser Permanente. Both active and retired members in Northern California have until October 15 to change their hospital-surgical-medical care election to or from Kaiser Permanente. Active and re-

tired members in Hawaii have an open enrollment in April each year and will receive a special mailing near that time next year.

Northern California Operating Engineers can make this change from one plan to the other only once each year, in October for coverage beginning November 1. Therefore, members are urged to carefully consider the merits of both plans before making any choice. Once a choice has been made, it must remain in effect for the year. The only exception is if you move out of the 30-mile Kaiser service area.

All other benefits to which you are entitled will continue to be pro-

vided directly by the trust fund regardless of which medical coverage you elect. These include prescription drugs, vision care, dental care for active participants and families, as well as life insurance and accidental death benefits for active members and burial benefits for all eligible Local 3 members.

If you wish to change your current coverage or you want additional information, please complete the attached form, cut out and mail to the trust fund. Kaiser enrollment applications will be mailed to you directly. Your election must be made no later than October 15 for coverage beginning November 1.

YOUR CREDIT UNION

By Bill Markus, Treasurer



The answer to all your financial needs

Credit unions were established on the principal of people helping people. Members pool their savings to provide low-cost loans for members needing to borrow. Our members are joined together by a common bond, and we serve only our members. There are no outside stockholders. Once expenses are paid, earnings are paid to our members in the form of dividends.

Is my money safe?

Absolutely! Your credit union is chartered under the terms of the Federal Credit Union Act and supervised by the National Credit Administration, a U.S. government agency. Each member's savings are insured up to \$100,000 by the NCUA. Any funds over \$100,000 are insured by the National Deposit Insurance Company. Your credit union's regulatory capital exceeds 9 percent of assets, making it one of the strongest financial institutions in the country.

Meeting your needs

Can the credit union take care of all of your financial needs? For most people, the answer is yes. Your credit union offers a full line of deposit services, such as savings accounts, no-fee checking, certificates and IRA's. We also offer many types of loans for home improvements, automobiles, boats, trailers and personal needs. Loans are available for most any reason at low interest rates and flexible terms. Our three choices of VISA cards with low fixed interest rates makes it easy to access credit when you need it.

Your credit union has other programs and services to meet your financial needs:

- American Express travelers checks and gift checks for purchase.
- Free notary services.
- Commercial money orders sent by Western Union.
- Government checks or payroll checks placed on direct deposit so they arrive at the credit union when issued.

All this and more is available at your credit union.

The credit union's popularity is due to the quality of service provided to its members. Your credit union now has nine branch offices to serve you, with branches in Redding and Alameda opening in October. Visit or call one of our offices and see how the credit union can meet all your financial needs.

Area code change

The area code for our Dublin office has changed from 415 to 510. Although either area code will work for now, only 510 will work after January 27. There's been no changes in our 800 numbers.

KAISER ENROLLMENT

- _____ I wish to change from the Regular Plan to the Kaiser Plan
- _____ I wish to change from the Kaiser Plan to the Regular Plan
- _____ I need a Kaiser Permanente brochure
- _____ I need a Health and Welfare Booklet

Name (Please Print): _____

Social Security Number: _____

Address: _____

City/State: _____ Zip: _____

Date: _____ Signature: _____

I am: ☐ Active ☐ Retired

Clip above and mail to:

Operating Engineers Trust Fund
642 Harrison St.
San Francisco, CA 94107

Union Briefs

Construction improves slowly

Builders boosted construction of houses and apartments by 3.7 percent in July, according to government statistics. This was the fourth consecutive monthly increase this year, an indication that the housing recovery is still on track. But economist warned that the recovery nationwide is pretty weak.

June contracts for future construction in the Bay Area also showed some gains, according to F. W. Dodge, a division of McGraw-Hill, Inc. In metropolitan San Francisco, which includes San Mateo and Marin counties, the total was \$92.6 million, an increase of 8 percent over the corresponding month of last year. San Francisco's non-residential building total was \$68.2 million, a 27 percent increase over June of 1990. Non-residential activity in Oakland was \$63.7 million in June, for a 28 percent increase over the same period last year.

But when residential and non-residential totals are added up for the first half of 1991, the figures aren't so bright. San Francisco is down 13 percent from last year, and Oakland is down 22 percent.

Strikebreaker campaign continues

Now that the House of Representatives has passed legislation to ban the permanent replacement of striking workers, another campaign to achieve the same feat in the Senate has begun. But the Senate is expected to pose a much tougher challenge.

The Senate version of the bill, S. 55, may have to muster 60 votes to end an expected filibuster by opponents. The AFL-CIO is consulting with Democratic leaders so that timing of the Senate vote can be carefully gauged to maximize the chance for passage. Meanwhile, labor will gather its forces at the grassroots level. The main thrust of the campaign will be to make sure all members of the Senate hear from their constituents.

The Senate bill has 33 co-sponsors and labor predicts it can find more than the 51 votes needed for passage. But AFL-CIO will have to pull out all the stops to muster the necessary 60 votes to force cloture on a filibuster. Even more votes, a two-thirds majority in both the Senate and the House, would be needed to override an expected presidential veto.

Transportation bill in jeopardy

Chances of overhauling federal highway and transit programs before they expire September 30 suffered a severe blow when House leaders withdrew a \$153.5 billion transportation bill before it came to a floor vote. The Senate approved a \$115 billion package in June.

The House is adjourned until September 11. Though a new bill will be ready when the House returns, final action by September 30 is doubtful. If no reauthorization bill becomes law by October 1, there would be about \$6 billion in unobligated authorization available and \$1.4 billion for interstate completion. Congress would have to pass appropriations allowing those funds to be obligated.

The House bill called for a 5-cent-a-gallon fuel tax increase, which would have raised \$6.6 billion a year and pushed highway spending well above the \$123 billion allowed in the Senate bill.

Prevailing wage reform

A bill introduced by Sen. Edward Kennedy, D-Mass., to reform the Davis-Bacon Act would raise the threshold for application of the federal prevailing wage law to \$100,000 for new construction and to \$15,000 for repair and renovation contracts.

The current \$2,000 threshold is "out of date," Kennedy said. He predicted that the higher amount would "significantly reduce the burdens associated with administering small contracts." Under the bill, weekly payroll reporting requirements under the Copeland Act would be reduced to a monthly interval, and new enforcement procedures would be instituted.

The U.S. Labor Department would be prohibited from issuing prevailing wage determinations based on what Kennedy called "out of date wage data." There would also be statutory definitions of "apprentice," "helper" and "trainee," and their use on federal projects would be limited to prevailing local practices.

How to turn home equity into retirement income

For most people their home is the largest, most important investment they will ever make. The long-term appreciation in a home's value can represent a large portion of an estate and be a major source for borrowing or retirement income. There are some tax and financial strategies available to homeowners that you may want to investigate.

The appreciation value in a house is taxed only when the house is sold, allowing homeowners to build sizable equities tax free. Mortgage interest and property tax deductions help lower the homeowner's overall income tax bill.

Sale-leaseback

Your personal residence or vacation property also has the potential to do even more good for you. If you rent your vacation property for fewer than 15 days during the year, you don't need to include the rent you receive in your gross income. When you rent your vacation property for 15 days or more, you must include the rent in your income. In this case, however, you can also deduct expenses and depreciation attributable to the rental.

For instance, suppose you and your wife are retired and live in a home you've owned for many years. The house has grown in value but your income hasn't kept pace with inflation and you need additional income to make ends meet.

One possible solution is for one of your children in a high tax bracket to buy the house, for fair market value, and then rent it back to you at a fair rental price. This is called sale-leaseback and produces tax and financial benefits for both parties.

You can invest proceeds of the sale, thereby converting your equity into monthly income. You

continue to live in your home under terms of the lease. If either seller is over age 55, he or she can take advantage of a one-time option to exclude up to \$125,000 of gain on the sale of a principal residence, or if a husband and wife own the property jointly, they may take advantage of the \$125,000 exclusion if either of them is at least age 55. This exclusion is allowed only if the home was the taxpayer's principal residence for at least three of the last five years. In other words, the first \$125,000 profit goes untaxed.

Reverse mortgage plan

Reverse mortgage essentially works like this: a lender gives money to the homeowner and takes back a mortgage based on equity in the home. The homeowner might receive a lump sum or an annuity or a line of credit.

When reverse mortgage originated, they generally required repayment of the loan after a certain number of years, which could result in the homeowner being out in the street. The system has been refined so that the homeowner receives payments every month for life with repayment not due until the owner dies or sells the house. Another alternative is to have the monthly payments end after a certain number of years without requiring repayment of the loan.

Also, there is no tax on a gain that is "rolled over" into another home. If a person sells a home for profit and buys another house of equal value or greater or uses the profit for improvements in the new home two years before or after the sale, the profit won't be taxed. Few investments match the tax benefits of home ownership.

Kaelynn Tuckett

HOW TO REVERSE THE RECESSION

by A Leading Economic Expert





Left: Operators put the finishing touches on the lake's clay liner. The clay material was stripped from the job site, which used to be a fig orchard, and stockpiled during excavation. Once the lake was dug, the operators moved the clay material back into the hole to build the 2-foot thick liner.

Below: Grade Setter Fran Hanford.
Below center: From left are Todd Wilson of Wilson Developments, Superintendent George Wilson and Foreman Roland Bibb.
Bottom: Business Agent Bob Sheffield spends a few moments with Dozer Operator Cricket Foster.

A lake does n subdivision n

A Fresno developer and union contractor believe subdivision will prove the contrary

*Photos and article by
Steve Moler
Assistant Editor*

If a housing development is only as good as its lake, then Wilson Developments is definitely on the right track with the Lake Van Ness subdivision, which is under construction in the exclusive northwest section of Fresno.

The 23-acre lake that will be stocked with trout, bluegill and catfish is the centerpiece of this fashionable development, where custom lake-front estate homes will sell for \$500,000 to \$650,000 apiece and rest on spacious lots. Residents will be able to fish from the banks of their own back yard or paddle to their favorite spots in a rowboat.

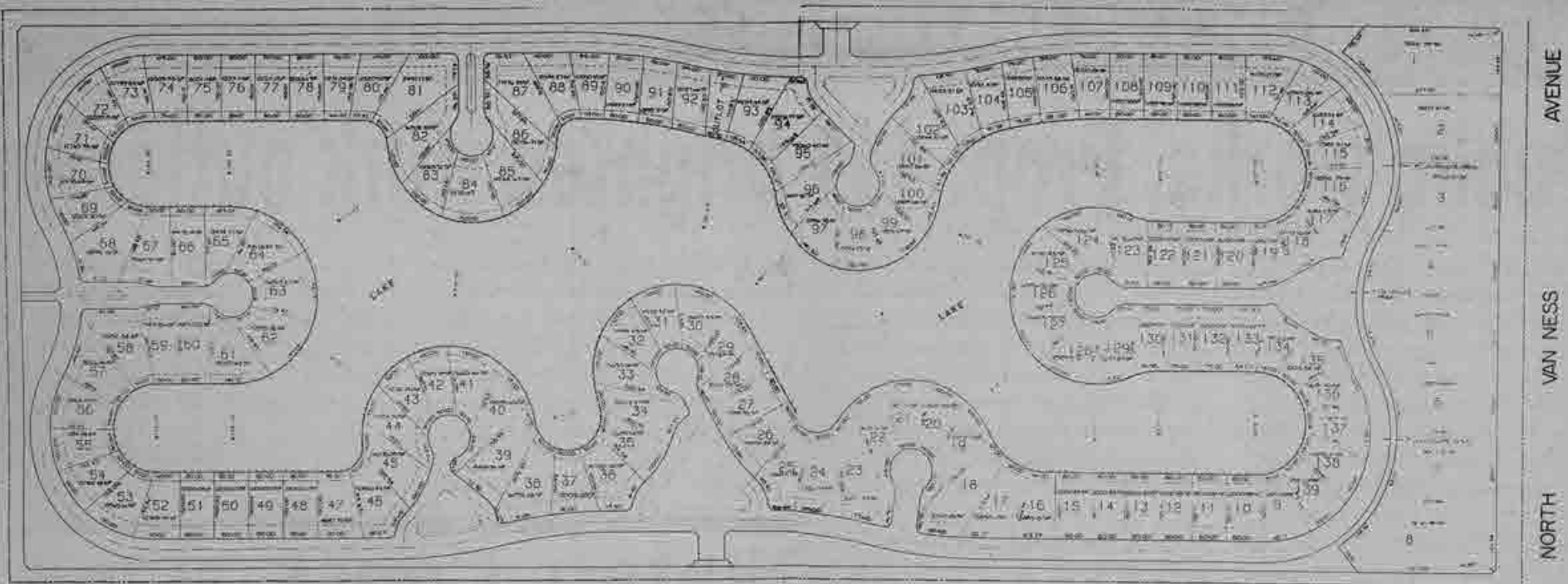
In mid-February, crews from American Paving Company, which is doing the \$1.5 million site preparations, began excavating the project's 750,000 cubic yards of dirt. March rains delayed the project for a month, but once work resumed, about 23 operators cranked it up and worked five 10-hour days and eight hours on Saturday to finish the project by mid-June, when a subcontractor was scheduled to begin construction on a concrete retaining wall around the edge of the lake. On a good day, the hands moved up to 20,000 yards.

The 100-acre job site located near the San Joaquin Country Club was ideally suited for the project. The former fig orchard contained a layer of clay soil that could be used to line the lake sides and bottom. So American used a series of operations to accomplish the excavation. First, operators using 623 and 633 Cat scrapers stripped the clay from the west section of the site and stockpiled the material nearby. Next, they went in and dug the west portion of the lake, ripping through 2 to 5 feet of hard dirt before reaching sand. Once that was accomplished, the operators moved the stockpiled clay back into the lake to build the 2-foot thick liner. The same steps were repeated to finish the east portion of the development.

In all, four 623 scrapers, three 633 scrapers and a D9 and a D8 were used to do the stripping and ripping and to dig out the lake. Three Cat 140 blades, three compactors and three water trucks worked with the scrapers to spread out and compact to 95 percent the 140,000 yards of liner.

Once the lake was finished, 45 aerators were installed at various points throughout the lake bottom. These pumps will help circulate water so





LAKE VAN NESS SITE PLAN

SPRUCE

not a hake?

the Lake Van Ness

Below: Blade Operator Bob Daniels.

Below: Grade Setter Clyde Broyles.

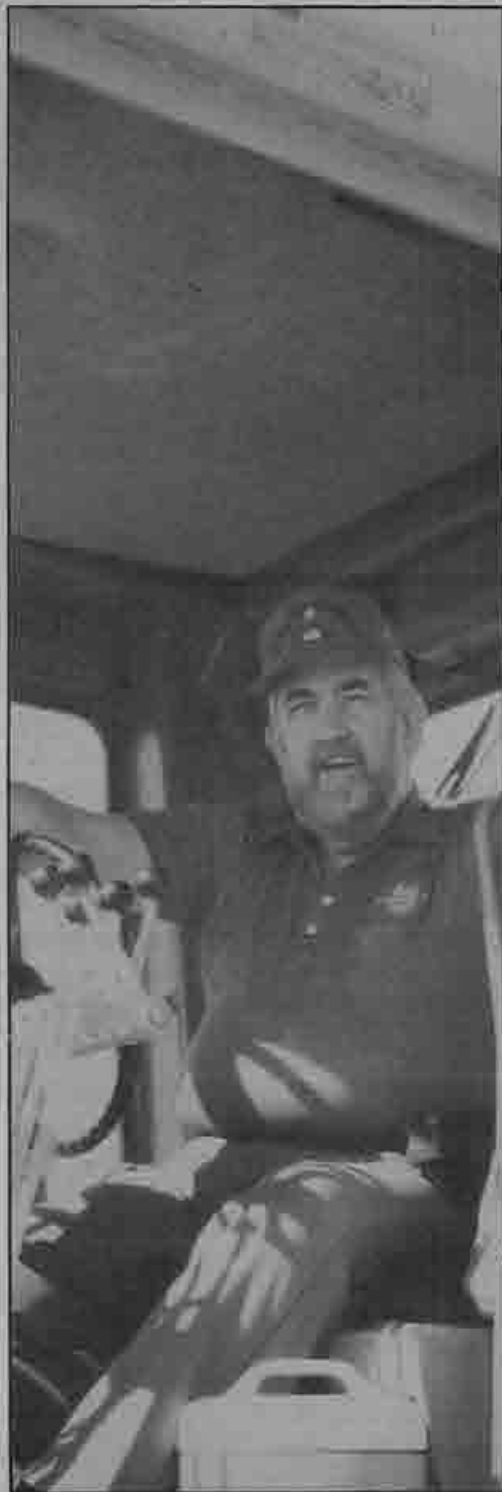
Below: HDR Bob Davis of David Price Equipment Rental.

that colder currents flow downwards and keep the lake's ecosystem in balance. Special vegetation will be planted along the water's edge as part of the lake's ecological community.

American also prepared 139 house pads and several residential streets and cul-de-sacs. In mid-August, another crew moved in to begin pouring concrete for rolling curbs and gutters and asphalt for the streets. American will also be rehabilitating the four city streets adjacent to the development.

Construction is moving along so smoothly, in fact, Wilson Developments has opened up an on-site sales office. More than 65 of the 139 lots already have been sold. By summer's end, Wilson and other custom home builders will begin constructing some of the houses, which are expected to be mostly two-stories, with abundant windows, large lake-facing porches and steep roofs made of slate or mission tiles.

When homeowners eventually move in and peer through their back yard windows at the sight of blue water, they'll discover that the lake indeed makes Lake Van Ness an extra special place to live.



NEWS FROM THE DISTRICTS

Public works, Prop. 111 brighten work outlook

SANTA ROSA – Members often ask me what the work picture looks like for next year, and if I had to guess – and remember this is only a guess – I'd have to say that the publicly funded market will continue to grow. We will start to see the effects of Props. 111 and 108, and public agencies will realize they can get more projects for their budget dollar. In the private sector, since the recession seems to be ending, I feel interest rates will drop, which will increase home buying and therefore place more demand on building subdivisions.

Here's what's currently happening in my area:

- The reconstruction of Santa Rosa Avenue from Todd Road to Hwy. 101 is underway, and so is the open grade on Hwy. 12 from Brush Creek Road to Los Alamos Road. Both projects are located in Santa Rosa.

- Argonaut was low bidder on the Soda Bay water system project, a \$1.3 million project in Lake County. Argonaut is also working on the old courthouse square renovation and was low bidder on the Wilson-Lakeville Street project for the Sonoma County Water Agency and the Rohnert Park Expressway widening for the city of Rohnert Park.

- Don Dowd Company was low bidder on the Sonoma Reservoir for the Sonoma County Water Agency, Sunnyslope Avenue, a \$1.4 million project for Sonoma County in Petaluma, and the reconstruction of Morgan Valley Road in Lower Lake. I see a lot of public works jobs coming up to bid, but most of them are smaller jobs such as overlays and drain replacements.

I didn't realize how important the

private subdivision work is to our industry. This work puts a lot of our members to work, which is the missing ingredient to an improved work picture. The contractors with the subdivision work have more of our members working. North Bay Construction, for example, has picked up the majority of the private work and a good share of the publicly funded work and is able to keep its employees working up to 58 hours a week.

The well drillers in my area are continuing to stay busy, but the equipment shop I represent are still feeling the effects of the recession and are hoping to make it through the year.

In August we sponsored a booth at the Thursday night market in downtown Santa Rosa. For two Thursday nights – we were limited to only two nights – we were able to educate the public about unions and about issues our members are concerned with. A good example is the gravel mining problem we are facing in Sonoma County. The market gave us an opportunity to pass out information about both of these issues.

One of the duties I enjoy the most is visiting our retirees who are unable to attend the semi-annual meetings to receive their 50-year watches. I delivered one to Robert Lacy in Middletown and one to Ralph Glover in Bodega Bay. When reflecting on their years in the union, they both told me about the importance of belonging to the union. Ralph said he would not have been able to enjoy his retirement if it wasn't for the union. Robert's wife, unfortunately, had been very ill and just passed away. She required a lot of medical attention and medication, which Robert would not have been

able to afford had it not been for the union's pension and health benefits.

I believe we learn from our elders. And from my visits with Ralph and Robert, I learned that you must believe in your union, for it will provide for you when you need it the most.

I would like to thank all the mem-

bers and their families who attended the Santa Rosa District picnic and made it a huge success. A very special thank you goes out to all the volunteers who helped out. I know we could not have done it without you.

*George Steffensen,
Business Rep.*

Waters Const. signs with Local Union 3

SANTA ROSA – As the season continues along its summer road, several items of interest have surfaced that I'd like to share with you this month.

Our office extends a warm welcome to our newest signatory contractor in Mendocino County: Waters Construction of Willits. Wayne Waters and eight of his employees – Shawn, Randy and Chad Waters, Scott Terry, Randy Leishman, Ralph Holquin, Brad Lebert and David Barr – have signed with Local 3.

Remember our suggestion box. It has produced many interesting ideas, many of which have resulted in policy changes for Local 3. Keep them coming in. Just drop them by or mail any suggestions to: Suggestion Box, 3900 Mayette Avenue, Santa Rosa, CA 95405. This is the easiest way for you to help improve your union. Thanks!

Congratulations are in order for Patty and Mark Baldry. Their daughter, Taylor Nichole, was born on June 20. Despite being five weeks early, she weighed a healthy 6 pounds. Brother Mark has been a member and employee of Pacific Coast drilling for seven years.

Our sympathy and best wishes go out to the family of Alfred H. Huntington. Alfred was one of the founders of Huntington Brothers Construction Company of Napa. Fred died on July 16 at the age of 93. He had been a Local 3 member since Aug. 10, 1934 and had remained active and involved with company jobs right to the end.

It gave me great pleasure to present brother Ernie Freitas with his 50-year gold watch and pin on July 19. Ernie still isn't retired; he's still running a job for Parnum Paving at Branscom Road in Laytonville. All the hands gathered to admire Ernie's new time piece. I left the job with a warm glow. It's people like Ernie who make Local 3 what it is – strong.

Syar Industries and all its employees in Sonoma County would like to express their thanks to everyone involved in helping Syar defend itself in the gravel wars.

Bob Miller, Business Rep.

Kern River Pipeline going strong

SALT LAKE CITY – There have been some big changes in Northern Utah that will make for a difficult adjustment for our retirees and members in that area. The dispatch office in Ogden has closed. Long-time dispatcher Jim Cologna, who has been in this office taking care of all the members' needs since January 1974, will retire.

Jim has been a dedicated servant to Local 3 members and the union cause for 18 years and will be missed by many people around Utah. As an agent covering the northern section of the

state, I have relied on Jim's help and expertise, and I will always remember and appreciate the effort Jim brought to his job. Everyone in Local 3 will miss you, Jim. Good luck to you in your retirement.

50-year retirees

In last month's *Engineers News*, there was a picture of retirees receiving their 50-year watches at the semi-annual meeting in San Francisco. One of these good members was Bill Hodges, father of Lew Hodges. Bill was initiated into Local

3 in July 1941 and Lew initiated in August 1961. That's 80 years of unionism for the Hodges family. Lew is presently working for Associated Pipeline near Coalville, Utah, and made the trip to San Francisco to be with this father when Bill received his watch. Bill and Lew are proud and dedicated members of Local 3. Congratulations to Bill on his 50-year achievement.

Kern River Pipeline

Speaking of pipelines. Associated Pipeline has
(Continued on page 13)

NEWS FROM THE DISTRICTS

Kern River Pipeline

(Continued from page 12)

the roughest section of the Kern River Pipeline project and some of the hands have started to drag up. According to job steward Gary Anders, some areas are so steep some of the hands can't look over the edge, including myself. I've been across most of the project and this is no place for beginners.

We have some of the best right-of-way hands on this project, such as Robert Justice. He says it's just another day in the seat. Right you are Bob. All you hands keep up the good work.

Negotiations

We've been in negotiations the last several weeks with many of our contractors here in Utah. A few contracts recently ratified are with Shurtleff and Andrews Corp., Acme Crane Rental Company, Alpine Crane Rental and Burbidge Concrete Company. The Utah staff is pleased to report these are good contracts, thanks to our fair contractors and the concern of everyone involved in negotiations.

Gibbons and Reed Company in Ogden and Salt Lake have been keeping a few hands busy around the northern part of the state. Gibbons and Reed picked up a project at Lakeside and should be starting there soon. This should be a good winter's job for a few hands.

On-going projects

W. W. Clyde and Company has picked up more work at Knolls at the waste disposal dump there and should keep a few hands going for four or five months. This is a Hazmat project and our members are now getting to use training received through Local 3's Hazmat training program.

Granite Construction is still going strong on the Jordanelle Dam project and has hired quite a few hands this summer.

Acme Materials and Concrete Company has completed one lane of the Hwy. 40 project near Heber City and will be starting the other lane very soon.

The work across the state has been good this year thanks to the Kern River Pipeline project and both dam projects.

Let's hope it continues next year.

U.S. needs better federal hwy. policy

Use of America's highways and bridges has risen 23 percent since 1983 and the overall condition of our nation's car and truck transportation system ranges from poor to fair. According to the U.S. Department of Commerce, road conditions will continue to deteriorate in the next five years.

The Building Trades-Heavy Highway unions throughout the AFL-CIO are urging Congress and the Bush Administration to act now to reduce the declining state of our infrastructure through legislation. Such an undertaking could generate as many as 300,000 jobs. More importantly, it would begin the needed and overdue process of restoring a viable economic foundation to our country.

Under the Reagan Administration, America's highway policy changed drastically from the time Congress heeded Harry S. Truman's advice and funded a system of efficient and safe roads and bridges.

The National Council on Public Works Improvement reported the federal government's share of the infrastructure dropped from 31 percent in 1960 to less than 25 percent in 1988.

The decreased Congressional spending is attributed to Ronald Reagan's "New Federalism" policies that shifted some federal government financial responsibilities — one of them being highway funding — to the states. Many necessary repairs were never made as many states were already financially overburdened.

When states began clamoring for money, the federal government found it difficult to provide due to a growing federal budget deficit caused by Reagan's defense programs.

In 1987, President Reagan vetoed a highway bill reauthorizing congressional highway spending. That spring, Congress overrode the President's veto and saved 800,000 summer construction jobs. Federal highway funds for construction were again capped, and the allocation was insufficient to begin the cure for America's growing highway problems.

Ironically, funding was reduced during a period of extraordinary growth when usage of our highways increased dramatically and good roads were necessary to sustain the growth.

By 1995, deficient roads will cost the U.S. economy a 3.2 percent loss in gross national product, a 2.2 percent



Ten people died when this bridge on the New York State Thruway collapsed in 1987, a tragic example of how road conditions on our nation's highways have deteriorated in the past 10 years.

reduction in employment and a 3.6 percent decrease in labor productivity in non-manufacturing industries.

By September 30 this year, the 102nd Congress must pass legislation authorizing new highway spending. This will determine the future direction of our highway policy. The Bush Administration wants the indebted states to carry more burden while Congress sits on a \$16 to \$20 billion surplus in the Federal Highway Trust Fund.

While our highway system continues to decay, several groups in Washington want this surplus used for projects other than for road and bridge construction. Our economic competitiveness is at stake and also the health and safety of every man, woman and child using America's roads and bridges.

With the interstate highway system to be completed in 1992, Congress must meet the infras-

tructure needs with adequate resources to rebuild it. The U.S. Department of Transportation estimates it will take \$750 billion to fully repair America's system, and this by the year 2005.

A study shows the \$40 million the transportation department says is needed to repair America's roads would create 87,000 jobs within a year and nearly 450,000 within 24 months. In the peak year of this program, 943,000 jobs would be created, with more than 100,384 in California alone.

Certainly, our economic future, as well as our mobility, depends on this bill since all of us use the roads in this country.

Kaelynn Tuckett

NEWS FROM PUBLIC EMPLOYEES

Union protects bailiffs' rights after shooting

The shooting appeared on all the Bay Area network news programs the evening of July 18. The 20-second segment showed paramedics wheeling a man out of a Salinas courtroom on a gurney while administering cardiopulmonary resuscitation.

The man, Daniel Mendoza, a convicted murderer who was being arraigned in Monterey County Municipal Court on several felony charges, tried to snatch a gun from the holster of bailiff Bob Mondo. Two additional bailiffs, Don Wallich and Jim Estill, were summoned to assist. But when Wallich tried to handcuff Mendoza to remove him from the courtroom, Mendoza grabbed Wallich's gun. In the ensuing scuffle, Mendoza was fatally shot in the chest, and Wallich was shot and slightly wounded in the hip.

After the shooting, the City of Salinas, which has police jurisdiction over the courtroom, and the Monterey County district attorney's office began their investigations. The three bailiffs were sequestered while investigators took statements from courtroom witnesses.

But before any questioning of the bailiffs began, Estill remembered one of the most important parts of the police officer's bill of rights. Whenever an officer is involved in an incident that might result in punitive action, he or she has the right to have a representative present during the interrogation.

Because Local 3 represents the bailiffs, Estill called the union's Public Employees Division office in Oakland. Attorney Lynn Faris advised Estill not to give any statements to any-

one until she arrived at the courthouse. This recommendation is given to all officers involved in shootings to protect them from making statements that could later be used against them in a criminal or civil case. Faris

constitutional rights.

If the officers refuse to waive their *Miranda* rights and remain silent, the agency can give them what is known as the *Lybarger* warning, which informs the officers that they are obli-

then met individually with the three officers to hear their versions of what happened, and to determine if any potential crimes might have occurred. Once those tasks were completed, the interrogation began.

and all the people in the courtroom were in mortal danger, drew his service revolver and shot Mendoza once in the chest.

Mendoza died shortly afterwards at Salinas Valley Memorial Hospital. Wallich

was treated for the superficial hip wound and released; Mondo and Estill were treated for minor injuries and released.

The shooting occurred one day after Mendoza tried to hang himself in his jail cell, where he was being held on charges of armed robbery, burglary, assault with a deadly weapon, receiving stolen property and carry a concealed weapon. He made a knot from his jail jumpsuit and tied it to a ventilation panel on the ceiling. But the attempt failed when the knot slipped and deputies found Mendoza lying on the floor. Mendoza, who was convicted of murder in November 1977 and paroled in April 1987, told correctional officers at the

county jail the day before that he expected to receive another long jail sentence and feared going back to prison.

Because no laws or regulations were violated and investigators determined that the shooting was justified, all three bailiffs were cleared and authorized to return to work. Mondo went back to work the following Monday, while Estill and Wallich returned the following week.

"I was really pleased about how Barbara and Lynn responded," Estill said. "I was really impressed. I do have a little better view of unions now. I used to be somewhat anti-union, but I've changed my mind."



Bailiff Don Wallich is wheeled out of a Salinas courtroom after being slightly wounded during a shooting.

and Business Agent Barbara Cullinane then drove immediately to the courthouse.

"After going through this experience," Estill said, "My advice to all the other police officers in Local 3 is that if you're involved in a shooting, wait for your representation. If the representative isn't available right away, know and follow your officer's bill of rights."

Under the Public Safety Officer's Procedural Bill of Rights, law enforcement agencies can conduct internal investigations of shootings and other similar incidents independent of any criminal inquiry. But if prior to or during the investigation the officers might be charged with a crime, they must be informed of their

gated to answer questions concerning the investigation. If they refuse, the officers can be disciplined or fired for insubordination. If they answer questions, none of the information obtained in the interview can be used in any subsequent criminal case against them.

These complicated legal protections are reasons why peace officers represented by Local 3 should always call the Public Employees Division office immediately following a shooting. The union, in turn, will give them advice until an attorney and business agent arrive.

Once at the courthouse, Faris met with the investigators to find out how the inquiry would be conducted,

After each bailiff was questioned for about 45 minutes to an hour, investigators learned that, although witnesses said they heard four to five shots, only three were actually fired. The first shot went off in Wallich's holster seconds after Mendoza grabbed the gun. The bullet struck the metal lining at the bottom of the holster and split into two pieces, one fragment grazing Wallich's hip, the other striking Mendoza in the stomach.

The second shot went off when Wallich and Mendoza fought for control of the gun, the bullet apparently piercing the courtroom ceiling. The third shot was fired when Estill, realizing that he and his fellow officers

NEWS FROM PUBLIC EMPLOYEES

Dunsmuir employees respond to toxic spill

REDDING — Late on the evening of July 14 a Southern Pacific Railroad tank car derailed and spilled some 19,000 gallons of the herbicide metam sodium into the upper Sacramento River at Dunsmuir. Shortly after the disaster struck employees of the City of Dunsmuir, who are represented by Local 3, began to respond.

Public works employees and police officers fanned out along the river to warn residents of the spill and the

possibility of an evacuation. Other employees answered telephone calls from anxious residents who were both angry about the lack of information provided by Southern Pacific and scared of possible toxic exposures.

All of the city employees rose to the occasion, working hard to handle a very difficult situation and provide assistance to all Dunsmuir citizens.

Just prior to the spill, two young entrepreneurs, Scott Lidster and Paul Kassis, had begun to market drinking water purchased from the City of Dunsmuir. The timing of the accident couldn't have been worse, for everyone assumed that this water came from the Sacramento River, when in fact it actually came from the Whitney Glacier high on the slopes of Mt. Shasta. The water runs underground for miles and is naturally filtered during this journey. The spring water is collected in a natural underground reservoir and piped to the city. Called Shastine Spring Water, this stuff is the purest and sweetest tasting water in the world.

If you would like to purchase some of this water for your home, just call (916) 235-2848. By ordering you will be helping to ensure decent pay and benefits for our members because the City of Dunsmuir receives revenue from this business.

Henry Denton, Business Rep.



Above: Police officer and dispatcher Diane Van Heest was one of the many City of Dunsmuir employees who responded to the July 14 Southern Pacific train derailment. Diane is also a job steward.

Right: City of Dunsmuir public works employees who helped out during the train derailment emergency are from left: Kent Catani, Bill Willman, Mike Parnell and Carl Morzenti.



Long-time public employee, Capt. Dino Papadopoulos, dies

MARYSVILLE — Linda Fire Department Capt. Constantine "Dino" Papadopoulos, 53, of Marysville died July 28 at Fremont Hospital in Yuba City.

Dino was born on Long Island, N.Y., and lived in the Yuba-Sutter area for 41 years. He had been with the Linda Fire Department for 20 years and a member of Local 3's Public Employees Division for 16 years. He was also a job steward and served on various negotiating committees.

After graduating from Marysville High School, Dino attended Yuba College. He was a semi-professional pitcher for the Twin Cities Giants and played in the softball Bar League Association on the Marysville Elks Lodge team.

Dino was also a member of the Greek Orthodox Church of the Annunciation in Sacramento, the Linda Firemen's Association, the Yuba-Sutter Bowling Association and the Northern California Umpires' Association. He was an eighth-year member of the Marysville Elks Lodge No. 783 and was

active in the Olivehurst-Linda Little League.

Dino is survived by his wife Gwendolyn, son Stephen, daughter Julie, brother William C. Papadopoulos of Simi Valley near Los Angeles, sister Alice Amantea of Orangevale and four grandchildren.

Attending his service were fire and law enforcement personnel from throughout the area. They led a funeral procession in which his casket was placed on top of a Linda fire truck with other area fire trucks following with their red lights flashing as a show of respect, tribute and love for their friend and fellow firefighter.

Dino was more than a job steward. I personally knew him not only from being his business agent but also a teammate on the Yuba College baseball team. We also played together on the Twin Cities baseball team.

He made many contributions to his department and the community. He will be missed by many.

Robert R. Criddle, Jr., Business Rep.



Captain Constantine "Dino" Papadopoulos.

NEWS FROM Rancho Murieta Training Center

Women in apprenticeship

More than 50 women are currently working as apprentice operating engineers

Today it's common to see women operators, mechanics and gradesetters on the job site. Just as you are pulling out your work boots and lunch pail from your truck, there is often a woman operating engineer parked next to you who is doing the same thing. These women have acquired the skills for operating equipment and are pulling their share of the work load. Each of them must complete the requirements for the minimum journey-level competency test before they can reach journey status.

This year there are 17 new women in the apprenticeship program. Overall, 52 women are currently working as apprentice operating engineers.

This month the Rancho Murieta Training Center feature some of our successful women apprentices who are out there on the job. The women that are mentioned here are only a small representation of the many other female operators who are in the program and doing outstanding work. Time and space doesn't allow us to address every female apprentice operating engineer, but here are just a few of these dedicated, hard-working women whom you might find out there on your next job site.

Regina Jackson is a first-period apprentice just starting her career. She has been working for O. C. Jones in the Bay Area.

Down south in the Fresno area is one of the few women mechanics. **Heather Donohue** is a second-period apprentice working for Gentz Construction. Her employer has nothing but positive comments about her work.

In the Stockton area, you can find **Rozella Guillermo** who works for Don Lawley Company. She was featured recently in a local Stockton newspaper. She's a fourth-step apprentice almost ready to turn out.

Out of the Sacramento District is **Elizabeth Gillespie**, a CEO employed with Granite Construction. Liz is a second-period apprentice and oiler on a large Hitachi excavator.

Working for Gallagher and Burk near the University of California, Berkeley campus is **Lisa Holmbein** who's operating a finish roller.

Hot, dirty jobs on a paving crew doesn't stop **Tami Castillo**, who has been working with Bay Cities Paving in the Oakland area.

The RMTC would like to extend our appreciation to all women apprentices for their dedication and commitment to the apprenticeship program.

Duane Beichley, Media Coordinator



Above left: Heather Donohue has been turning wrenches for Gentz Construction.



Above right: Operating a finish roller for Bay City Paving is Apprentice Tammi Castillo.



Left: Elizabeth Gillespie operates a Hitachi Excavator leased by Granite Construction.

Center: Working for Gallagher and Burke for the past year is first-period apprentice Lisa Holmbein.

Right: Regina Jackson is a first-period CEO, who works for O.C. Jones.



NEWS FROM THE MINES



Some of the more than 400 people who attended the picnic.



Business Agent Siemon Ostrander, right, presents Lance Paul, a steward at Newmont Gold, with a gift.

Big crowd finds Elko picnic a big cake walk

ELKO – The Elko picnic, which was held August 10 at the city park, isn't like the rest of the district picnics. Because our members work three shifts, we kept the food lines going all day and into the evening,

from 10 a.m. to 8 p.m. to be exact. We served more than 400 meals that consisted of steaks, hamburgers, hot dogs, beans, salad, garlic bread and homemade cookies.

Newt Robinson and his bluegrass

band entertained the group throughout the day, and there was lots of games for the children, like hourly cake walks and sack races.

Earl and D'Lyla Longo, Wolfie and Nancy Acree and daughter Amanda, Debbie Joseph, Vicki Dickey and Pam Venters of our picnic committee spent several days and many hours going from business to business in Elko and Carlin soliciting prizes for our raffle and door prizes. They were able to get donations from about 95 different businesses. The large number of prizes made the raffle

fun; almost everyone went home with a gift.

A big thanks to all the merchants in our area and thanks to the ladies who spent their time making the picnic fun for all who attended. Local 3 staff from the Reno and Salt Lake District offices also helped out.



Above: Sack races were among some of the childrens' activities. Below: These youngsters prepare for one of the many cake and cupcake walks.

Top right: Jim Scott, left, was the picnic's master of ceremonies. Bottom right: Local 3 Treasurer Don Luba speaks to the group.



HONORARY MEMBERS

As approved at the Executive Board Meeting on August 18, 1991, the following retirees have 35 or more years of membership in the Local Union, as of August 1991, and have been determined to be eligible for Honorary Membership effective October 1, 1991.

John Bernhardt	0892424
Jake Clayton	0679091
Monroe Cordell	0657288
James Day	0892456
Richard Donohoe	0854241
James Donovan	0892461
Harry Dunn	0833902
Mitchel Eliskovich	0817523
Carroll Featherston	0873203
Joseph Freitas	0808145
Thomas Glage	0783777
James Gruber	0676326
Roy Harrison	0854373
Roger Heric	0671440
Harry Horn	0738743
G. Howe	0535843
Francis Hutchings	0609866
Denny Jones	0848272
George Kerr	0701941
Amasa Lowder	0892793
Timothy Lynch	0876179
Dick Martin	0494275
Vernon Mattson	0892543
Verne Michel	0883664
Joe Miles	0389061
Norman Morell	0800960
Norman Mueller	0524824
Les Norris	0693685
Lloyd Northup	0249928
Elwin Peterson	0845455
Manuel Peralto	0883839
J. N. Pickering	0892569
Gordon Santos	0679058
John Self	0892587
Clede Smith	0892729
Carl Young	0892630

District Meetings

District meetings convene at 8 PM with the exception of District 17 meetings, which convene at 7 PM.

*

Recording-Corresponding Secretary William Markus has announced the following changes in the schedule of District Membership meetings were approved by the Executive Board at its meeting on Sept. 8, 1991.

September

11th	District 12: Salt Lake City
	Engineers Building 1958 W. N. Temple
12th	District 11: Reno
	Musicians Hall 124 West Taylor
19th	District 10: Santa Rosa
	Labor Center 1701 Corby Ave.
24th	District 4: Fairfield
	Holiday Inn 1350 Holiday Lane
26th	District 9: San Jose
	Labor Temple 2102 Almaden Rd.

October

*3rd	District 1: Marin
	Alvarado Inn
	6045 Redwood Hwy., Novato
8th	District 17: Kaula
	Wilcox Elementary School
	4319 Hardy Street

9th	District 17: Kona
	Konawaena School Kealahou
*15th	District 4: Eureka
	Engineers Building 2806 Broadway
*16th	District 7: Redding
	Engineers Building 100 Lake Blvd.
*17th	District 6: Marysville
	Engineers Building 1010 "I" Street
22th	District 17: Maui
	Wailuku Community Ct.
	Lower Main St., Wailuku
23th	District 17: Hilo
	Kapiolani School 966 Kilauea Ave.
24th	District 17: Honolulu
	Kalihi Waena School
	1240 Gulick Ave.

Departed Members

Business Manager Tom Stapleton and the officers of Local 3 extend their condolences to the families and friends of the following deceased:

JUNE

Frank Anderson of Fernley, Nevada, 6/27; Phillip Blay of Lakeville, Mn., 6/24; Maurice Briggs of Vernal, Utah, 6/23; John Chartrand Jr. of Kaneohe, Hawaii, 6/23; George Cipriano of Captain Co, Hawaii, 6/7; Leonard Cooley of Modesto, Ca., 6/19; Walter Johnson of Oroville, Ca., 6/17; Alma Kinder of Murray, Utah, 6/17; L. G. Lee of Norwich, Ohio, 6/28; Irbin I. Mills of Shawsville, Va., 6/19; Sam Noble of Livermore, Ca., 6/15; Thad H. Odell of San Diego, Ca., 6/24; Harold Ricks of Central Pt., Oregon, 6/29; L. Roper of Roseville, Ca., 6/21; Kay Shakespear of Panguitch, Utah, 6/21; Leslie Wyman of Crescent City, Ca., 6/28;

JULY

Joseph Aguirre of Reno, Nevada, 7/3; Fred W. Baldridge of Winters, Ca., 7/24; Leroy Bennett of W. Sacramento, Ca., 7/9; H. E. Bethel of Selma, Ca., 7/20; Harold Clark of Watsonville, Ca., 7/3; Jep Cole of Coarsegold, Ca., 7/11; Ernie Dallas of Isleton, Ca., 7/1; Kenneth Delaserna of Kapaa, Hawaii, 7/9; Barney Disney of Modesto, Ca., 7/22; Pedro Dorrego of San Francisco, Ca., 7/7; Arthur Feaver of Merced, Ca., 7/3; Jack Ibara of Kailua, Hawaii, 7/19; Glen Wm. Jennings of Redding, Ca., 7/8; Guy Kelsay of Santa Rosa, Ca., 7/7; John E. Lawrence of Watsonville, Ca., 7/9; Floyd L. Long of Oakland, Ca., 7/25; Mary N. Newnam of Lakeport, Ca., 7/10; H. O. Owens of Grass Valley, Ca., 7/25; Elton Pressero of Reno, Nevada, 7/28; Edwin Rader of Vallejo, Ca., 7/10; Edward Schupp of Cupertino, Ca., 7/28; Jack S. Smith of Salinas, Ca., 7/2; A. Urricelquit of Concord, Ca., 7/1; Robert Vincent of Citrus Heights, Ca., 7/2; L. J. Warner of Yuba City, Ca., 7/4.

DECEASED DEPENDENTS

Roxanne Folley, wife of Michael 6/7. Marie Lockwood wife of Bruce 6/27. Frank Moore III, son of Frank 6/26. James W. Tolbert, son of Douglas 6/27.

RETIREE MEETINGS

AUBURN - September 3, 10AM

Auburn Rec. Center
123 Recreation Dr. Auburn, CA

CLEARLAKE - September 19, 10AM

VFW Post #2337
14460 Robinson Ave. Clearlake, CA

SANTA ROSA - September 19, 2PM

Labor Center
1701 Corby Ave. Santa Rosa, CA

IGNACIO - September 24, 10AM

Alvarado Inn
250 Entrada Novato, CA

FAIRFIELD - September 24, 2PM

Holiday Inn Fairfield
1350 Holiday Lane Fairfield, CA

WATSONVILLE - September 26, 10AM

VFW Post 1716
1960 Freedom Blvd. Freedom, CA

SAN JOSE - September 26, 2PM

Holiday Inn Park Center Plaza
282 Almaden Blvd. San Jose, CA

District Election

On October 22, at 7pm, at the regular quarterly District 17 Membership Meeting, there will be an election for Grievance Committeeman, to fill the unexpired term left vacant by resignation. The meeting will be held at the following address:

Wailuku Community Center
Lower Main Street
Wailuku, Maui

DRIVE A BARGAIN

Magic Kingdom Club members-even ones as goofy as these two characters-receive valuable discounts on rental cars at most National Car Rental locations across the U.S. For details, see Club Membership Guide.



To obtain your Disney package clip & fill out coupon and send to:
Operating Engineer Local Union No. 3
474 Valencia St.

San Francisco, CA 94103

Attn: Public Relations

Name _____

Address _____

City _____

State _____

Zip _____

Social security # _____

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop.* Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

*All ads must include Member Registration Number.

** All ads should be no longer than 50 words in length. 3/31/91

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: '83 Ford, 4-door wagon, radio, air cond, new tires. '80-440 Hondamatic motorcycle in good cond. 20,774 mi., new tires. Sell or trade. Call Ken Mahoney-Ham radio Sta. K60PG 282-4807. 2036 Revere Ave. San Francisco 94124. Reg.#883769 7/91

FOR SALE: '72 Mack COE, 871 Detroit, 13sp., 3ax., air ride, air slide 5th wheel. New paint/interior/FR radials. low miles. clean. \$5,500, OBO. Call Mark (916)346-8853. Reg.#2067088 7/91

FOR SALE: '69 Tollycraft, 24' Cruiser, fiberglass, exc. cond., w/self loading trailer, VHF, depth finder, flush toilet, 100 hp engine, recent outdrive overhaul. \$10K OBO. Call Ray (209)772-2705/leave message. Reg.#1060122 7/91

FOR SALE: '72 Ford IT, extra gas tank, dual wheels, good cond., 305-4spd., all tires exc. cond., steel flatbed ext. mirrors, \$2K, call Jan (702)972-6857 after 5pm. Lowell Hunt, 7645 Halifax Dr., Reno, NV. 89506 7/91

FOR SALE: Beer & Wine Bar in Tehama Co., 2400 sq. ft., cement block building w/2bdrm, 1ba., on approx. 3 level acres-under irrigation. 125' deep well w/1 year old submersible pump, new compressor, patio & shgs bldg., plenty of parking & room for expansion. \$69,950. Call Joe (916)243-4302 or (916)223-1026. Reg.#865537 8/91

FOR SALE: '89 Chevy Silverado, fleet-side 1500, fuel injection 350 ci, auto OD, posi trac rear, bright red, matching delta top load tool box, low mileage, fully loaded, power everything, top of line, immaculate condition, assume loan balance thru Oper. Engineers credit union, 100% financing on approved credit. Must sell immediately. Call Randy (707)765-9116. Reg.#2007468 8/91

FOR SALE: Backhoe 580 C, 5,1200 X 1650 goodyear tires, membership in a private hunting club, 12 Ga. auto (Remington Brown) shot gun, shooting glasses Ray-Ban. Call Mike (415)731-7015. Reg.#0758302 8/91

FOR SALE: 2 Oregon lots priced for one, zoned for mobile home/house on secluded private drive. Co. property adjoining city of Salem w/city utilities. Walking distance to 2 lg. grocery stores, fast food, good restaurants & lg. mall. \$22K for both or \$14K & \$10K. Call Thomas (503)588-2754. Reg.#1066695 8/91

FOR SALE: '67 Mercedes, in good condition. Air, power steering, front disk brakes \$3K. Call John (209)685-8267. Reg.#1003101 8/91

FOR SALE: '86 Ford, 250 diesel, excell cond, blue/white color, swing mirrors, running boards, bumper, spare tire, AM radio, heater AC, auto trans, 2 fuel tanks, 5th wheel hook-up, trailer brake hook-up. 40K miles. like new. \$8,250. Will consider

small-pick in trade. Call Angelo (916)527-3199. Reg.#1006579 8/91

FOR SALE: Tools, \$20K manuals, impact gun, etc. for sale. Combination wrenches, ratchets up to 3/4 drive, etc. to much to list. for more info. call Earl (707)226-1965. Reg.#0305916 8/91

WANTED: Old bottles, paying up to \$1K for old whiskey and bitters bottles also buying all types of old bottles. Turn them to cash. Write Richard, P.O. Box 3818 Santa Rosa, Ca. 95402. Reg.#1025301 8/91

FOR SALE: '89 Mustang, GT, 5.0 litre - Automatic, loaded, silver/red, xtra clean, 21,500 mi. High list \$12,615, sell at \$11,800. Call Dennis (707)747-5741. Reg.#2077139 8/91

FOR SALE: '89 Komfort, 5th. wheel, 32' Micro wave, queen bed, stereo, forced air furnace, cold weather kity, cable and generator ready, swivel chair, new type booster tv antenna like new, asking pay off or refinancing, 19K, call (702)575-5638 after 7pm. Reg.#2105292 8/91

FOR SALE: '80 Four star, Motor home, 26', 440 Dodge, 35,500 mi., Onan generator, roof air, dash air, twin beds, rear bath, awing roof ladder, CB plus xtras. \$12,500/or trade. William Dunn, 3566 Field Rd., Pleasant Grove, Ca. 95668. Reg.#538710 8/91

FOR SALE: '66 Plymouth, Barracuda, v8, auto, brown w/white interior, new brakes, 5year battery, halogen headlights, anti-fire switch, burglar alarm, good rubber, 113K mi., never bumped/wrecked, 1 owner. \$3,500. Call (408)462-1636. Reg.#0982943 8/91

FOR SALE: Scale weights, 4 each 50 lbs. cash for HJK Co. All R.G.Letourneau and Westinghouse co-operator publications from 1946-73. Call Paul (916)533-2466. Reg.#636971 8/91

FOR SALE: '83 Holiday Rambler Imperial, 35', self contained, 3 way refig, queen bed, central vac, microwave, 4 speaker stereo, breakfast nook, awning, full bath, lots of closet space. TV inc. sleeps 6 \$14K, Call (916)934-4345. Reg.#826892 8/91

FOR SALE: '84 Pace Arrow, 31', 26K mi., 454 GMC eng., mint condition, loaded with extras, 6.5 onan gen. twin roof A/Cs, rear twin beds, 3 way ref/frz r., microwave, CB, color TV, wall vac. & more. Sm. Cavalier st. wgn, tow car. New alum.12' boat w/extras, 7hp. mercury, 2-1/2hp. johnson motors used only once. Naco-thousand trails-RPI gold card park membership. All for \$48K. Call Merle (916)241-6748. Reg.#1157858 8/91

FOR SALE: '91 Toyota extra cab, 4x4, 8K mi. custom chrome pushbar w/fog

lights, excell condition. White w/blue interior + carpet, AM/FM, 5 speed, Call Russ (707)255-7490. Reg.#1825969 8/91

FOR SALE: '85 Komfort travel trailer, self contained, built in microwave/stereo, frig. and stove. Air condition and central heat. full bed, 2 bunks, sleeps 6. extra room w/d, closet or bathroom. mini blinds,awnings. Ex. cond., deliver w/in reason. \$10K or best offer. Call (415)803-0666. Reg.#202615 8/91

FOR SALE: Property & Mobile home Bullhead City, Arizona Biltmore 12x60, Ramada, 2 add'l rooms-1 each side mobile, 3 lots, each 105x 43, mobile centered middle w/carport. \$79K. Call Bob (408)238-3489. Reg.#1181795 8/91

FOR SALE: '89 Ford F250 XLT Lariat, 460 V8, auto, towing package, loaded + with xtras. Excellent condition, low miles. \$14,200. Call Gerald (707)894-3813. Reg.#2093048 9/91

FOR SALE: Lincoln Idealarc R3R 400 Amp, 3 phase D.C. welder. Excellent shop welder, set up for stick welding. \$550 or BO. Call Jim (209)982-5432. Reg.#1519720 9/91

FOR SALE: Tournament Soccer football table. Heavy, strong, very good condition, not coin operated. Paid \$400, asking \$200 OBO. Leave message (916)427-3076. Reg.#1977241 9/91

FOR SALE: '85 Coachman Travel Trailer, excell cond., nice layout, sleeps 9, used only 6 months, will sacrifice for \$9K. '88 Cadillac Seville, baby blue, fully loaded, excell cond. 45K miles, must sell \$14K. Call (702)423-1196. Reg.#2005752 9/91

FOR SALE: Far West mobile home, East Biggs, Ca. 60'X24' double wide, 2bd/2ba on 0.53 acres, new carport, double pane windows, lg. front porch and awnings, new washer/dryer/alum foam roof (20 years guarantee) /vents/wood stove & hearth, 8 almond trees, 4 walnut, one lg. ash shade tree, well water, 1-16'X10' wood storage shed and loft, 1 metal shed. \$75K. Call L.B. (916)868-1644. Reg.#0822741 9/91

FOR SALE: Tools & Service Truck Fully equip. w/aerial crane in RR corner. 11HP air comp;pressor, air greaser. Torches. Tire hammer and irons. Will sell together or separately. Priced to sell. Call Fred (415)589-1379. Reg.#1862373 9/91

FOR SALE: Quarter Horse Gelding head or heel roping horse. \$2K firm. Call Ronald (209)532-5979 or (209)532-7296 after 6pm. Reg.#1157835 9/91

FOR SALE: Charter Membership Holiday adventure resorts of america with access to Coast to Coast resorts. Illness forces sale. \$2,500 small down and payments or trade for ??? Call before 9am (916)273-2712 or write P.O. Box 1632 Cedar Ridge, Ca. 95924. Reg.#0994102

Personal Notes....

Ceres: Congratulations to Steve and Samantha Dollard on the birth of their daughter Devyn Ann 4/4, also to Hector and Kim Rocha on the birth of their son Eric Joshua 5/21.

We would also like to express our sympathy to the families and friends of departed Carl LeMond 6/2, Leonard Cooley 6/19, Barney Disney 7/22, Doyle Mimms 7/27 and Yarl Moller 7/31.

Fresno: We extend our sincere sympathy to the family and friends of those recently passed on; Jeff Ringer 6/2; Arthur Feaver 7/3; Jep Cole 7/11; Hershel Bethel 7/20; Dee Reynolds 7/24; Alvin Martin 7/28; Walter Millsap 7/28; James McCrory.

Sacramento: We would like to express our sympathies to the families and friends of departed members Fred Baldridge, Leroy Bennett, Phillip Blay, William Cass, Ernie Dallas, James Greenseth, Robert Haack, Jack Hill, Dellis Johnson, Gerald Larmer, Harley Owens, John Parker, Harry Peer, Lawrence Roper and Robert Vincent.

Our sincerest condolences go to Alvin Catlin on the death of his wife Jeraline, to William Fred Tenhufeld on the death of his wife Anna, to Frank R. Moore III, on the tragic death of his 11 year old son Frank Jr. and to Onofre Sanchez on the tragic death of his 16 year old son Jonas.

9/91

FOR SALE: Mobile home Fleetwood, 24'x52' double wide w/7'x11' tip out. 2bd/2ba family room w/wood burning fireplace. Located in Kalama, Wa. within 3 mi. of year round fishing in the Columbia and Kalama rivers. Lots of xtras. \$32,500. Call Bob (206)673-2941. Reg.#0437966 9/91

FOR SALE: D7E cat hyd ripper & dozer w/tilt, salt tracks, extreme service pads, new trans/converter, 71 white water truck 3300 bal, 8v det. 13 speed (5) cab controlled air spray heads berkley pump self loading. 416 4x4 backhoe enclosed cab, heater, air, 4 in 1 bucket, exstendo hoe, new valves. 3 buckets. Call (916)626-6245 or (916)622-0723 after 6pm. Reg.#346961 9/91

FOR SALE: '79 Skyline 2bd/2ba mobile home, shower in tub 8x12 shed floored w/elect. close to store in nice park. Porch w/new rug, will sell furnished \$29K. Call (503)535-3283 Medford, Or. Reg.#347239 9/91

FOR SALE: Home 4bd/2ba Citrus Heights, Ca. north Sacramento suburb. Lg corner lot, close to schools and shopping, completely fenced, ideal for children or pets. Will trade for like property in Santa Rosa, Ca area. Call (509)422-1214. Reg.#1174957 9/91

FOR SALE: Pontoon Boat Trailer 28', 20HP Mercury motor, self starter, \$2,100. Call John 1(209)521-5872. Reg.#0754193 9/91

FOR SALE: 2 City lots Beautiful Klamath Falls, Oregon w/utilities. Golfing, shopping, fishing in 40 mile long lake. In city limits yet country. Green springs area, excell for retirement, home or mobile. \$14K. Call Les (503)798-1073. Reg.#0728471 9/91

FOR SALE: '87Elandan Motorhome,

11K mi. on chassies 30mi. on new four bolt 454 Engine \$50K. Call (208)765-3459. Reg.#904458 9/91

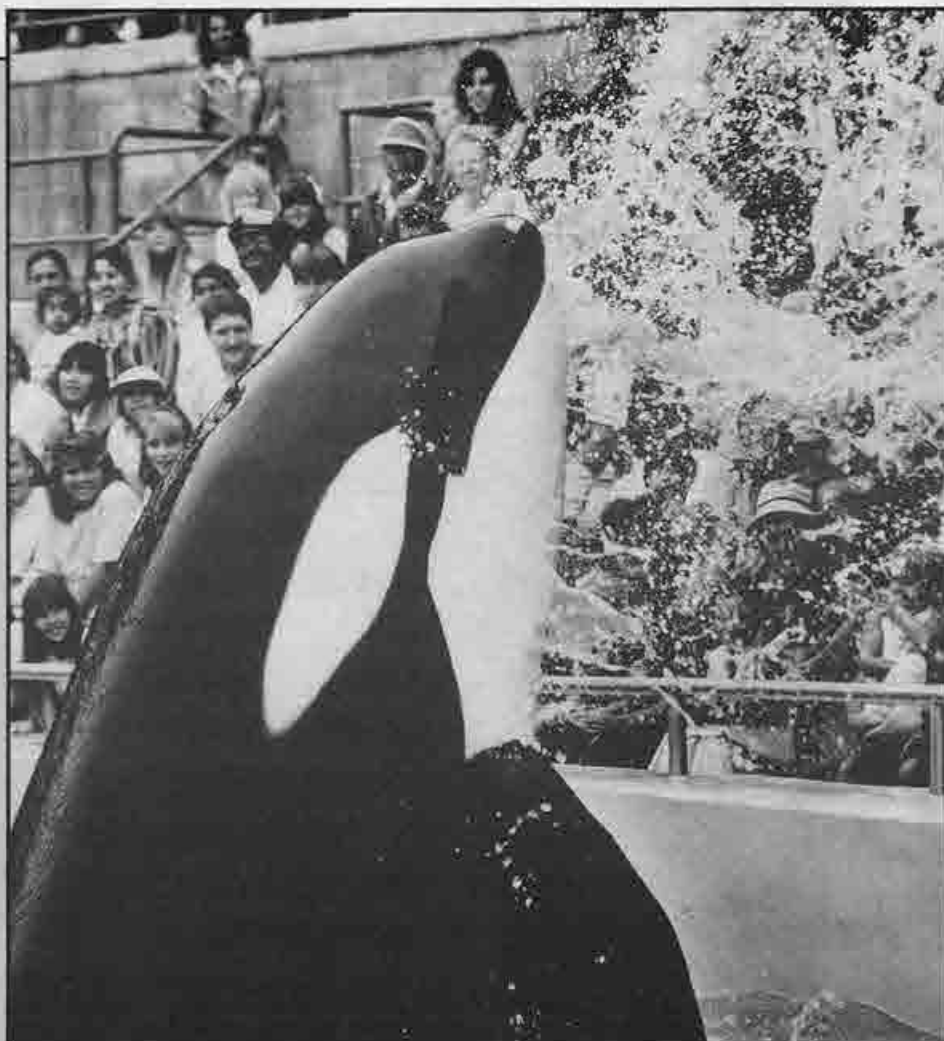
FOR SALE: Remote Control Airplanes Electric Lady glider, 9 volt nicad w/charger. Super aero master without engine. Futaba 6FG w/4 servo's etc. Misc. parts & tools, premel face wheeler. All \$275 OBO. Call Joe (209)523-0821. Reg.#2004929 9/91

FOR SALE: Cat 140 G Grader Ser#72V4318, E-Rops, A/C, heater, defro fans, all lights, new 16:00X24-16ply, phs 5@ 20%, 2 xtra wheels, also parts (new) 12' and 14' moldboards, wings and curb shoes. 8'X12' van on tandem duals goes with grader \$10K. Xtras when purchased new. Ex/Cond. Owner operate machine (retiring) \$75K value to \$69,500, OBO. Call George (707)429-9748. Reg.#821245 9/91

FOR SALE: Cat D7F #94F2417 Rops, st. blade w/tilt rear rippers. 95% u.c. ohrs on trans & torque conv.set up for slope board. Also '76-3/4 ton Dodge Cub Cab Pu 440 V8, auto, AC, 60 gal. gas tank & 140 gal diesel tank w/electric pump + Laser Beacon Model 3000, dual grade laser. Package deal asking \$41K or offer. Will sell separately. Illness forces sale. Call Bob (805)640-1933. Reg.#1737477 9/91

FOR SALE: Motor home '91 Overland Discovery, 38', 2.8 Detroit deisel turbo, 3K mi., 6.5 gen, auto hyd, lvl, queen bed, 20' tv, vcr, rear camera, nonsmoker, no pets, more-extras. \$95K/OBO. Call Gordon (916)243-6592. Reg.#535847 9/91

FOR SALE: 3bdrm/2ba. New energy efficient, over 2,100 sq. ft. living area on 3 acres, w/stunning panoramic views, oak cabinets, pellet stove, 2 car detached garage, \$153,500. Call James (916)865-7127. Corning, Ca. Reg.#820664. 9/91



Last Chance to get your tickets

You've wanted to go to Marine World Africa USA but haven't had the time. Or maybe you think the price is a little too steep. Well, don't delay any longer. This is your last chance to purchase tickets at prices you won't find anywhere else! Hundreds of Local 3 members and their families have taken advantage of this offer and had a great time.

The tickets are good for anytime this year. So get 'em now Offer expires October 15. Fill out the form below completely and mail. Have a great time!

Important Notices

New Location for Headquarters Office

Construction of the new Local 3 Headquarters building is proceeding on schedule. As of October 7, 1991, all offices currently located at the San Francisco main office will be at:

Operating Engineers Local 3
1620 South Loop Road
Alameda, Ca 94501

Telephone (510) 748-7400
FAX (510) 748-7401

District 40 Election

On October 15, 1991, 8:00 p.m. at the regular quarterly District 40 Membership Meeting, there will be an election for a District Grievance Committee Member to fill the unexpired term left vacant by resignation. The meeting will be held at the following location:

Engineers Building
2806 Broadway
Eureka, CA

New Area Code

Important reminder: As of Sep. 1, when dialing any Local 3 telephone number at the Oakland office building, the new area code is (510).

Registration Form: Fill out this form completely. Be sure to indicate how many adult and/or children's tickets you want. Send the form and check for the correct amount to the address listed below. Your tickets will be mailed to you. This special offer is valid only to Local 3 members and their families (including grandchildren). Season ticket holders and charter members receive no additional discount with this offer.

Member's Name _____

Soc. Sec. # _____

Street _____

City _____

State _____

Zip _____

Telephone (_____) _____

No. of Children's Tickets* _____

@ \$10.00 each \$ _____

No. of Adult Tickets _____

@ \$13.00 each \$ _____

Total Ticket Price _____

* Children's tickets are for ages 4 through 12. Ages 3 or under are free.

Mail to: Public Relations Dept.
Operating Engineers Local 3
474 Valencia St.
San Francisco, CA 94103