

ENGINEERS*news*

VOL. 58, #12 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • DECEMBER 2000

A Happy Holiday Wish

*from the
Officers of Local 3*



FOR THE good & welfare



by
DON DOSER

business
manager

Florida election controversy obscures otherwise great labor victory

The Florida presidential election fiasco, which at press time has yet to be resolved, is unfortunately overshadowing what was for Local 3 a tremendous political victory in California on Nov. 7.

Regardless of the Florida outcome, Local 3 and other labor unions throughout California have a lot to be proud of. Pro-labor candidates made gains in Congress and in both the California Assembly and Senate, and seven out of eight state ballot propositions went our way. Many of these victories were made possible by a strong union household voter turnout.

Congressional gains

Of the seven seats pro-labor candidates gained in the House, California took four of them. The big one here in Northern California was the convincing victory of Democrat Mike Honda over Jim Cunneen in the 15th Congressional District in Silicon Valley. Local 3 members worked very hard on this campaign conducting phone banks and walking precincts to get out the vote.

Another big victory came in the state Legislature, where pro-labor candidates gained four seats in the Assembly and two seats in the Senate. In one of the biggest upsets of the day, the labor vote helped Democrat Tom Torlakson defeat incumbent Republican Richard Rainey in the 7th Senate District (Martinez-Livermore) and re-elect Michael Machado by a whisker in the 5th Senate District (Stockton).

Four out of five key Assembly candidates that Local 3 strongly supported were victorious, including Wilma Chan in the 16th Assembly District (Oakland), Barbara Matthews in the 17th Assembly District (San Joaquin), Rebecca Cohn in the 24th Assembly District (Campbell-Saratoga), and Simón Salinas in the 28th Assembly District (Salinas Valley).

Redrawing political boundaries

The Democrats now have stronger majorities in both state houses. This is important to union members not only for getting pro-worker legislation enacted, but for what's going to happen next year

when the state Legislature begins redrawing congressional and state legislative boundaries, a process commonly referred to as redistricting or reapportionment.

Every 10 years, shortly after the U.S. census is taken, each state draws new congressional and state legislative boundaries based on the new population figures. In California, the state Legislature and Gov. Gray Davis ultimately approve or reject the state's reapportionment plan. Having a pro-labor governor and legislature will prevent anti-union factions from manipulating the redrawing of new boundaries for political gain, a process known as gerrymandering.

Prop. 35 victory

For me personally the convincing approval of California's Prop. 35 was the icing on the electoral cake. This was the ballot proposition that will now allow state and local government agencies to contract out engineering and design work to private firms.

Despite being opposed by most other unions, I strongly supported the measure because Prop. 35 will achieve a goal all of us in the construction trades want – to provide jobs for our members. By moving forward \$3 billion in backlogged highway projects, Prop. 35 will provide nearly 40,000 private-sector jobs, many of which will go to Operating Engineers and other construction trades workers. We are finally going to get major transportation projects, which have already been approved and funded, onto the drawing boards and into construction thanks to the support of Prop. 35.

What this election demonstrates is that when labor gets out the vote the way it did on Nov. 7, we can gain the political clout needed to have our voices heard and to improve our standard of living. Gore may lose his presidential bid despite winning the popular vote, but regardless of what happens, we here in California have something to smile about and something to be proud of.

I want to close by thanking every Local 3 member who took time out of their busy schedules to help with the 2000 campaign. The labor vote made the difference this year, and it will again in future elections.

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Find us on the Web at: <http://www.oe3.org>



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NEWS UPDATE

All not lost if Gore loses election

Other pro-labor candidates and issues prevailed on election day

The controversy now surrounding the outcome of the presidential election cannot detract from what labor accomplished in other votes throughout Local 3's six-state jurisdiction. Many labor-endorsed candidates and referenda fared well in the November election.

Although pro-labor Democrats failed to win an outright majority in the House of Representatives, they were able to wrest four House seats from the Republicans in California. Of the 20 House candidates labor endorsed in Northern California, 15 were victorious. In one of the most heavily watched contests in Northern California, Democrat Mike Honda, a strong labor supporter, easily defeated Republican Jim Cunneen in the 15th Congressional District in Silicon Valley.

In the California Senate, Democrats retained at least 25 of the 40 seats. Every Senate candidate Local 3 directly supported won their races. The biggest prize was Tom Torlakson's upset of Republican incumbent Richard Rainey in the 7th Senate District in the Walnut Creek area.

Labor-endorsed candidates made their biggest gains in the California Assembly, winning at least 50 of the Assembly's 80 seats, the largest victory for Democrats since 1976. An overwhelming 23 out of 33 labor-endorsed Assembly candidates won election in Northern California. All but one Assembly candidate that Local 3 directly supported won election.

Of the eight California ballot propositions, seven went labor's way, including the defeat of Prop. 38, the school voucher initiative and the approval of Prop. 35, which will allow state and local government agencies to contract out engineering and design work to private firms. The only labor-endorsed initiative that didn't pass was Prop. 33, which would have allowed legislators to participate in the California Public Employees Retirement System.

In Nevada, Debbie Smith, fringe benefit representative in the Reno District office, won her race in the 30th Assembly District. In Hawaii, Reps. Neil Abercrombie and Patsy Mink, both key pro-labor congressional representatives, will return to Washington for new terms.

In Utah, labor played a pivotal role in Democrat Jim Matheson winning an open congressional seat, and voters in Salt Lake, Davis and Weber counties approved a 1/4-cent sales tax to expand light-rail in the Salt Lake City area, a proposal that will provide future jobs for Operating Engineers.

A lesson to learn

We occasionally hear from members who think our political enthusiasm seems overzealous and unnecessary. Some question whether our tireless phone banking and precinct walking has a significant or direct impact on the outcome of elections. Others simply don't believe their votes make a crucial difference. It's only a few votes, right?

Wrong.

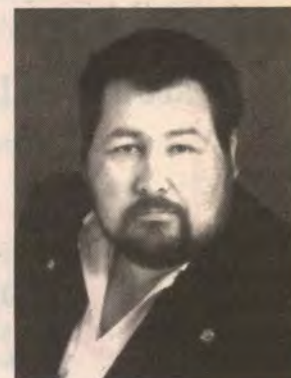
Let this past election be a lesson to us all. Never before in modern history has the race for president been so close. Who knew its outcome would be decided by a group the size of a small subdivision or a busy restaurant? Almost 6 million voted in Florida, and of that amount, our next president will be decided by just a few hundred or thousand. The situation is an astounding reminder not to take our voting rights for granted. Think of that razor-thin margin in Florida that could have but didn't make the crucial difference on Nov. 7.

Our right to vote, our democracy, means nothing if we don't exercise it. In many local and state elections this year, the race for office was just as close. Only a few votes made the difference for Michael Machado, who won the 7th Senate District seat by less than two-tenths of a percentage point against opponent Alan Nakanishi.

The legal wrangling in Florida is really not about who wins. It's about protecting our democracy. Our right to vote means more than being able to punch holes in a ballot. It means we're guaranteed the right to have our votes counted and our voices heard. How we honor our constitution is two-fold: we must speak, and we must listen.

This is a test of our true patriotism. If we love and believe in our country, every election is a chance to prove it.

Talking Points



by
JOHN BONILLA

President

APPRENTICESHIP RENAISSANCE

Rebirth of Utah District's training keeps union contractors competitive in tough right-to-work state

By Steve Moler • Managing Editor

Providing construction contractors with a skilled workforce has always been at the core of Local 3's mission, the main battle cry of the union when organizing new employers. It was no surprise, then, that when the Utah District decided last year to take its programs to a higher level, apprenticeship was tops on the priority list.

"One of our goals was to accomplish two major objectives," said Utah District Rep. George Stavros. "We needed a major organizing victory, which we got with the signing of Ames Construction, and we needed to beef up our apprenticeship program."

Moving the training center

Stavros and his Utah District staff laid out an ambitious plan. First, they moved the district's training center from Spanish Fork south of Provo to a more centrally located site in Salt Lake City. One of Local 3's major signatory employers, Wheeler Machinery Co., a Cat dealership, donated a 10-acre piece of property to the training center so trainees would have a wide area to practice moving dirt.

Other signatory employers helped out as well. W.W. Clyde Construction Company, for example, donated a lube truck and other equipment, and ICM and Wheeler helped transport equipment to the new training center. The training center also obtained several pieces of surplus heavy equipment from the U.S. military.

Quality instructors

The next crucial step was accomplished when the apprenticeship program hired two of the most respected heavy equipment operators in the state to run the day-to-day program and provide the hands-on training. Phil McChesney, a 24-year construction veteran, is the apprenticeship coordinator, and Ken Bailey, an 18-year union member, is the instructor.

"I feel proud of the contribution Phil and Ken are making to the program," Stavros said. "I'm very impressed with their commitment and dedication. With these two guys we know now that every Local 3 member will now have a chance, if they choose, to get the best training in the industry."

Apprentice and advanced training

Apprentices can become proficient on a variety of equipment, including scraper, dozer, loader, blade and compactor. Phil and Ken also visit the actual jobsites to ensure that apprentices receive the orientation and assistance they need.

The new training center also provides journey-upgrade training to any experienced operators who want it. In fact, since May more than 20 journey-level operators have received advanced training that has helped them become more valuable to their employer and employable in the future.

Next month: A profile of Ames Construction, the Utah contractor that recently signed with Local 3.





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2

1. Apprentice Shirley Webb receives pointers from Instructor Ken Bailey.

2. JAC Coordinator Phil McChesney explains to Apprentice Shirley Webb how to cut a slope.

3. JAC Instructor Ken Bailey goes through the controls of a Cat dozer to Apprentice Travis Bailey.

4. Apprentice Travis Bailey proceeds down a haul road with a load of material.

5. The team that rebuilt the Utah's apprenticeship program is from left: District Rep. George Stavros, JAC Coordinator Phil McChesney, JAC Instructor Ken Bailey and Assistant District Rep. Reid Davis.

6. Wheeler Machinery Co. CEO Rob Campbell has played a key role in establishing the new training site.



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A UNION PIONEER

Edward P. Park, now 88 years old, worked as a young 'cat skinner' when Local 3 was established in March 1939

By Steve Moler • Managing Editor

Sixty-one years have passed since Local 3 was established in 1939. But a union as large and powerful as Local 3 didn't just emerge overnight. What officially became Local 3 on March 1, 1939, was actually the amalgamation of 14 smaller locals of the International Union of Operating Engineers.

Retired Local 3 member Edward P. Park knows all about the years before Local 3. He was a 25-year-old "cat skinner" (dozer operator) when he first joined Local 59 of the IUOE some 63 years ago.

Before joining Local 59, Ed was a member of Teamsters Local 216. In those days, the Teamsters had jurisdiction over heavy equipment below 50-horsepower and Operating Engineers had everything above 50 horsepower. After working in the Civilian Conservation Corps, the depression-era federal public works program, Ed got a job running a 35-horsepower Cletarac dozer in 1936 for \$1.25 an hour at Mills Field, the predecessor of San Francisco International Airport.

But when Ed got a job running a 60-horsepower Cat dozer at a reservoir project in San Francisco, a business agent from Local 59, Pat Clancy, came out to the jobsite to inform Ed that he had to join the Operating Engineers. Ed signed up with the union on May 10, 1937. Victor Swanson was the business manager, Henry Peterson the president and G. R. Hale the financial secretary.

"I remember we used to alternate having union meetings between



Ed Park, third from left, is sworn in on March 13, 1953, as state labor commissioner by Gov. Earl Warren, far left. Others in the photograph are from left: Neil Haggarty, secretary of the California Labor Federation; Park; Victor Swanson, Local 3 business manager; George Hatfeld, state senator from Fresno; and Butch Powers, Lt. Governor.

Oakland and San Francisco," Ed said in an Oct. 5, 2000, interview with Engineers News. "The meetings were pretty contentious. It wasn't all that uncommon to have fist fights. There was always opposition."

Local 59 was one of the 14 smaller IUOE locals in Northern California and Northern Nevada prior to the formation of Local 3. The locals were divided along geographic and craft lines, with dozer operators, shovel opera-

tors and oilers all belonging to separate locals.

Ed's Local 59, which maintained a small office on 14th and Guerrero streets in San Francisco, had jurisdiction over San Francisco, Marin and San Mateo counties and represented dozer operators. Local 59A represented oilers and Local 45 shovel runners.

"Guys would go to the International and get charters to start their own locals," Ed said. "Pretty soon you had all of these small locals popping up all over the place."

This system of feudal kingdoms started to create problems for Operating Engineers. As they followed their employers from one end of the state to the other during the construction boom of the late 1930s, Operating Engineers found themselves working in other IUOE local union jurisdictions. "If the business agent didn't know you or didn't like you or didn't like your local, he'd run you off," Ed said.

(continued on next page)

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At its Jan. 30, 1939, Executive Board meeting, the International began discussing the idea of creating two larger locals in California and Nevada. Two days later, the Executive Board passed a resolution calling for the immediate formation of two hoisting and portable unions, one to be based in San Francisco, the other in Los Angeles. The board further ordered all local unions in the effected areas to relinquish their existing charters and amalgamate into either Local 3 or Local 12, depending on location, by March 1, 1939.

After Local 3 formed, Operating Engineers began working in all parts of Northern California and Northern Nevada as major public works projects got under way. Ed was first sent to the Redding area to work on the Shasta Dam project for about eight months before returning to the Bay Area to work on the Caldecott Tunnel and approaches to the Golden Gate and Bay bridges in the early 1940s, where he ran mostly Cat 6 and Cat 8 dozers.

When the United States entered World War II, Ed, now 30 years old, went to work on a variety of war-related construction projects, including building the Alameda Naval Air Station.

After the war, Ed's life, like those of thousands of returning GIs, took a journey down an uncharted path. Unbeknownst to Ed, a critical decision in 1946 to become a Local 3 business agent in Sacramento would bring the 34-year-old Operating Engineer success and prominence for the

remainder of his working years.

"I was running a blade out at Bay Meadows race track in San Mateo County when Local 3 Business Manager Victor Swanson asked me to be a business agent," Ed said. "I was hesitant at first because it meant I would have to leave Oakland."

Ed went to work in the Sacramento District, which had a one-room office at the Labor Temple on 8th and I streets. During the six years Ed worked as a Sacramento business agent extraordinary events happened. Harnessing natural skills and talent he never knew existed, Ed's career blossomed for reasons Ed doesn't even quite understand.

On March 13, 1953, Calif. Gov. Earl Warren appointed Ed state labor commissioner. Four years later, Republican Gov. Gordon Knight appointed Ed director of the Department of Industrial Relations, a post Ed held for about a year and a half. After that, Ed became the director of the California-Nevada Conference of Operating Engineers for about one year.

After working for the United States Agency for International Development for nine years, working in Indonesia, Africa and South America, Ed returned to the directorship of the California-Nevada Conference in 1969, a position Ed held until he retired in 1981 at age 69.

ENGINEERS NEWS WINS TOP LABOR PRESS HONORS

Local 3's official publication, the Engineers News, won three awards in the 2000 International Labor Communications Association Journalism Awards Contest.

The first award, a first place for "Best Series," was awarded to "A Time of Reckoning," a three-part series by Managing Editor Steve Moler published in the May-July 1999 issues about California's growing traffic woes. The judges said the series was a "thoughtful and provocative discussion of traffic congestion in California and possible solutions. Sobering statistics, soberly presented with the impact of a jack hammer."

The second award, a first place for "Best Front Page/Cover," was given for the August 1999 front cover, a photo illustration by Graphic Artist Cathy Bell about Local 3 members in Utah preparing event sites for the 2002 Salt Lake City Olympics. "Montage features clever integration of Olympic symbol with photos of landscape around Salt Lake City to illustrate engineers' role in preparations for 2002 Winter Olympics," the judges' report said.

The third award was an "Honorable Mention" in the "General Excellence" category, awarded for the best overall local union publications with a circulation over 15,000. The judges called the Engineers News "newsy and interesting."

The ILCA, a professional support organization for labor communicators in North America, sponsors an annual awards contest in which labor publications throughout the United States and Canada compete for various categories of awards. This year's awards were for work published in calendar year 1999. The panel of judges, consisting of distinguished active and retired journalists from both the commercial and labor presses, evaluated some 1,500 entries from nearly 200 union publications.



NEWS FROM fringe benefits



by
CHARLIE WARREN

fringe benefits
director

INCOME TAX FORM MAILED BY JAN. 31

Your 2000 1099-R, for pension payments and lump-sum annuity payments, including the details of any federal or state income tax you may have authorized, will be mailed to you by Jan. 31. If you note any discrepancies with your personal records, contact the trust fund office at (800) 251-5014. You can also call the Fringe Benefit Service Center at (510) 748-7450 or (800) 532-2105.

Happy holidays and a wonderful new year to all. Thank you members and staff for your participation and cooperation during the year. The pre-retirement and Retiree Association meetings were well attended. I think we all learned quite a bit. It takes the raising of many different points to ensure that our benefit programs meet the needs of our members and their families.

A special thanks to each of our retiree chapter chairmen for their diligent work during the year. Thank you Walt Geyer, Jack Short, Burt Cunningham, Leon Calkins, Gilbert Anderson, Earl Faria, Bill Seemann, Mario Dumlao, Ernest "Rocky" Leroy, Bob Daniels, Bob Christy, Tom Hester, Al Dalton, Ernie Sutton, Norman Smith, Don Incardona, Mike Kraynick, Bob Yturiaga, Virgil Blair and Ephraim "Sonny" Bergai.

We hope 2001 will be a prosperous year for everyone, and we look forward to working with you next year.



MISSION STATEMENT

Local 3 is committed to providing our employers and agencies with the highest skilled union members possible so the union can negotiate the best possible wages, fringe benefits and working conditions for our members. This cooperative relationship aims to improve the employer's competitiveness while raising the living standard and quality of life of union members and their families.

LOCAL 3 IS ALSO COMMITTED TO:

- **Electing politicians** who support legislation and policies favorable to union members.
- **Creating a level playing field** for employers in the public bidding process.
- **Building the highest quality infrastructure** for the public good.
- **Providing Local 3 members** with a full-service and convenient financial institution, the Operating Engineers Local Union No. 3 Federal Credit Union, to help facilitate members' pursuit of a higher standard of living.
- **Providing Local 3 members** with a sound pension and retiree medical plan so union members can retire with dignity and financial security.
- **Providing quality apprenticeship** and journey-upgrade training so Operating Engineers can be the best in their respective industries.
- **Improving the public education system** through the support of bonds and other financing of school infrastructure.



LOCAL 3 MAINTAINS STRONG ORGANIZING PRESENCE

"Our goal is to bring respect and dignity to all workers in our industry." – Business Manager Don Doser

STAYING STRONG AT PATTERSON SAND AND GRAVEL

The group of 25 operators in Sheridan Calif., remain united in their fight for an industry standard collective bargaining agreement. We are excited to report that negotiations appear to be heading in the right direction. We commend these workers on their commitment to bring respect to this industry. A special thanks to the negotiating team for its dedication to getting the job done.

WESTERN AGGREGATES VOTES UNION YES

On Sept. 14, workers at Western Aggregates in Marysville, Calif., followed the example of their brothers and sisters at Patterson and voted yes for Local 3. Despite an aggressive and dirty anti-union campaign that led to the filing of more than 20 unfair labor practices, the workers at Western triumphed. Management at Western is unfortunately trying to delay the inevitable by stalling negotiations. Workers respond by conducting unfair labor practice picketing, public rallies and job actions to ensure they gain the respect they deserve. No doubt these workers will do whatever it takes to force Western to do the right thing and begin negotiations in good faith.

HANSON SAND DEMANDS RECOGNITION

On the heels of this movement, workers at Hanson Sand in Ione, Calif., approached Local 3 for representation. Following the lead of Patterson and Western, Hanson workers demanded recognition by marching on their supervisor. After management's refusal to recognize the union, workers made a pact with each other to deliver a 100 percent yes vote in the NLRB election. Following yet another dirty campaign, workers delivered on their promise and voted yes by a margin of 11 to zero. Negotiations are now under way.

All of the above employers involved are owned by large corporations with unlimited resources to fight the union. With aggressive worker tactics and Doser's commitment to organizing, Local 3 proved that it is unstoppable. These victories spread to two other non-union rock, sand and gravel plants where organizing committees are already being formed.

ORGANIZING TARGETS NON-UNION HEAVY EQUIPMENT SHOPS

The Organizing Department in California is taking an industry approach toward non-union heavy equipment shops. Like the rock, sand and gravel plants, these shops play a major role in our jurisdictional strength.

CMI GRANTS LOCAL 3 RECOGNITION

On Sept. 8, mechanics at CMI in Livermore voted yes for Local 3. Afterward, mechanics at the CMI shop in Sacramento demanded recognition through a public petition. CMI hired a union-busting attorney to indefinitely delay negotiations. But workers had a different plan in mind. They immediately launched an aggressive campaign of solidarity and job actions. Part of the campaign for respect at CMI included pursuing potential violations of the California Unfair Competition Act. The combined elements of this comprehensive campaign forced CMI to the negotiating table where it granted recognition to Local 3 members at their Sacramento shop. These two shops will bring 20 new workers into the union.

We are currently pursuing other non-union shops in our jurisdiction.

WORKER POWER SUCCESS IN PUBLIC SECTOR

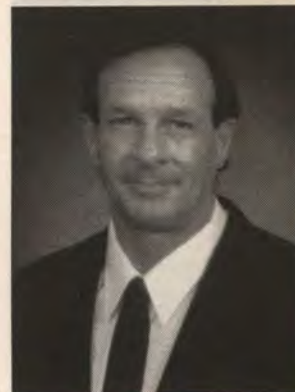
We applied this same philosophy of worker power to organizing in the public sector. Through our use of public demands for recognition and campaigns based on workers issues, we are seeing success in new public sector units.

The following units have organized into or affiliated with Local 3 since Sept. 11: City of Rio Vista Public Works with 14 employees; Alpine County Deputy Sheriffs Association with 14 employees; The Alpine County School District with 23 employees. The fact that all of the above workers filled out applications for union membership before negotiations are scheduled is a great sign.

We look forward to organizing the public sector with the same fervor as the private sector.

"To strengthen our living standards and improve working conditions, we have to maintain a constant organizing presence in all Local 3 jurisdictions." – Don Doser.

NEWS
FROM THE
**organ-
izing
dept.**



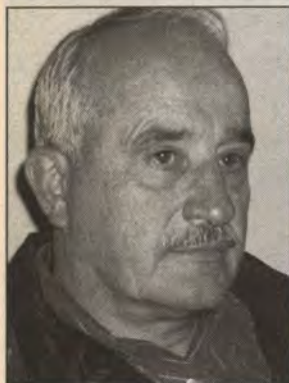
by
BOB MILLER

**Local 3
Treasurer**

**ORGANIZING
HOTLINE**

**(877)
674-6493**

NEWS FROM THE safety dept.



by
BRIAN BISHOP

safety
director

VARIANCES MUST NOT GO UNNOTICED

The Occupational Health and Safety Administration lets employers request that they be allowed to implement their own methods to protect their employees. The standards require that variances from OSHA provide effective protection for employees. Employers are required to notify the affected employees or the employees' representatives of the variance request application.

This notification may posted in the workplace. Companies may only notify a certain representatives of the effected employees. This lack of proper notification can greatly affect the amount of safety and health protection extended to employees. It's essential that the union be notified of requests for variances. Employers must also appear before a board to present their reasons for the employees.

The employees or their representatives have a right to attend these hearings and give their views on the request and whether they favor it. Often a safety conscience company will request a variance and not have enough input from the employees about the safety and health implications of the request. When we receive notification of a pending variance and do not have enough input from employees, we meet with employees to get their input because they often have the most knowledge on how the variance will affect their health and safety on the job. We then use this information to support or contest the variance request.

Our main concern is the health and safety of our members. Some requests slip through because we are not notified. It's hard to overturn a permanent variance once it has been issued. The union can be granted party-status if it requests. This ensures that we receive notification of action through the entire process from the board. This is where members can help. If you see or hear about a variance requested by your employer, notify your representative.

There is a general feeling in the industry that Local 3 is against variance requests. This is an incorrect assumption. The truth is that a great many OSHA standards become outdated as technologies advance and variances give us and our employers the opportunities to change with time. When we visit you on a site to discuss your opinions, give them to us. Your co-workers may share your opinions. Most signatory employers are concerned for the health and safety of their employees but sometimes fail to see all the possible ramifications of a variance.

With your input we all can become better informed and maintain safety and health procedures that will minimize hazards in the workplace.



THE EIGHT-HOUR HAZMAT REFRESHER SCHEDULE FOR THE FIRST QUARTER OF 2001 IS AS FOLLOWS:

District 04, Fairfield (707)
429-5008
2540 N. Watney Way
Friday, March 16
Saturday, March 17

District 10, Rohnert Park
(707)585-3511
6226 State Farm Dr. #100
Friday, Feb. 23
Saturday, Feb. 24
Thursday, March 15

District 20, Oakland (510)
748-7446
1620 South Loop Dr., Alameda
Friday, Jan. 12
Saturday, Jan. 13,
Wednesday, Feb. 21
Thursday, Feb. 22
Saturday, April 28

District 30, Stockton (209)
943-2332
1916 N. Broadway
Friday, Feb. 9
Saturday, Feb. 10

District 40, Eureka (707)
443-7329
2806 Broadway
Friday, Feb. 16

District 50, Fresno (559)
252-8903
Laborer's Hall
5431 E. Heges
Friday, March 2
Saturday, March 3

District 60, Marysville (530)
743-7321
Board of Realtors
1558 Starr Dr. (Yuba City)
Wednesday, Feb. 14

District 70, Redding (530)
222-6093
20308 Engineers Lane
Thursday, Feb. 15

District 80, Sacramento (916)
565-6170
4044 N. Freeway Blvd.
Friday March 30
Saturday March 31

THE SCHEDULE FOR 40-HOUR HAZMAT TRAINING IS AS FOLLOWS:

Nov. 8-12, 2000
Rancho Murieta Training Center
7388 Murieta Drive

Dec. 6-10, 2000
Alameda Headquarters
1620 S. Loop Road

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

Seats are filled on a first come, first serve basis. If you're interested, call my office at (510) 748-7400 ext. 3356 or 3358. Thank you.

29 CFR 1910.120 states that a student who has completed the 40-hour Hazmat training course has a mandatory requirement to receive an additional eight (8) hours of refresher training annually to keep his/her certification valid.

To keep you in compliance with this requirement, Local 3 offers Hazmat re-certification classes. Listed below is the schedule for the fourth quarter of 1999.

Call the district office to register Operators and Teamsters with current dues card will not be charged. The fee for non-members is \$30.00 All classes begin at 7 a.m.

EIGHT-HOUR REFRESHER CLASS SCHEDULE

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

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

District 20
Friday, Nov. 5
Friday, Dec. 3
Saturday, Nov. 6
Alameda headquarters
1620 South Loop Road
(510) 748-7446

Credit union online saves time and money

Interested in how local dealers can attractively price that truck you want? Want to know where you can make deposits to your Operating Engineers Local Union No. 3 Federal Credit Union account? Do you need to find out if OEFCU has a checking account that can pay you dividends? These answers and many more are yours seven days a week, 24 hours a day courtesy of your credit union's Web site, www.oefcu.org.

With the Fleet Direct program available through Credit Union Direct Lending (CUDL) in California and Nevada, clicking the CUDL link at www.oefcu.org brings you to the cudirect.com area of the credit union's site. Click on "Invoice Plus" to build a new vehicle. When you finish, the program sends your vehicle choices to three dealerships that will contact you with pricing and availability. Once you find the right price, you can visit that dealer and get your new vehicle and credit union auto loan in one stop. Just remember to identify yourself as an OEFCU credit union member.

You can also find the locations of credit union service centers at www.oefcu.org. Service centers are locations where you can make deposits to your OEFCU accounts.

Click the "Information Hub" button on www.oefcu.org to find the credit union locations nearest you. And yes, the credit union does have a checking account that pays dividends. You can learn more by clicking on the rates link or by clicking on the products and services button.

Apply for a holiday loan now

From the Web site you may apply for a new- or used-vehicle loan, signature loan, Visa credit card or any loan specials. The online loan application is easy to complete and ready when you are. Through Jan. 31, 2001, you can apply for the credit union's popular holiday loan special using the online loan application. This loan special allows you to borrow up to \$2,000 at 9.00 percent Annual Percentage Rate and take up to 12 months to repay.

You will want to bookmark www.oefcu.org and check it often for news about loan specials and products and services introduced by the credit union. You will find information at the site about the credit union's new Payment Advantage program. With Payment Advantage you may be able to drive a more expensive car

for a payment that could be up to 50 percent less than with a traditional loan.

Bank union for convenience and support

Choosing to bank with a union organization such as OEFCU rather than with non-union financial institutions helps support the union movement. When you bank with OEFCU, you bank with convenience. The credit union's Internet branch is open around the clock. You enter the branch from the Web site by using your credit union member number and a password of your choice. Then you can view and make transfers among your OEFCU accounts in a secure environment. There's no need to wait for your statement to arrive in the mail. The Internet branch presents you with up-to-date information about your accounts on your own schedule.

Credit union membership is the first step toward taking advantage of products and services that can save you and your family members time and money. Call any credit union branch for information about membership today. Learn the location of the branch nearest you by calling (800) 877-4444 or checking www.oefcu.org.

NEWS FROM THE credit union



by
ROB WISE

credit union treasurer and local 3 recording corresponding secretary

Brighten things up with our Holiday Loan Special

Borrow up to \$2000 at a special rate of 9.00% APR* and take up to 12 months to repay.

Avoid high rates of 18% or 21% APR that are charged by department stores.

Ends January 31, 2001
*Annual Percentage Rate



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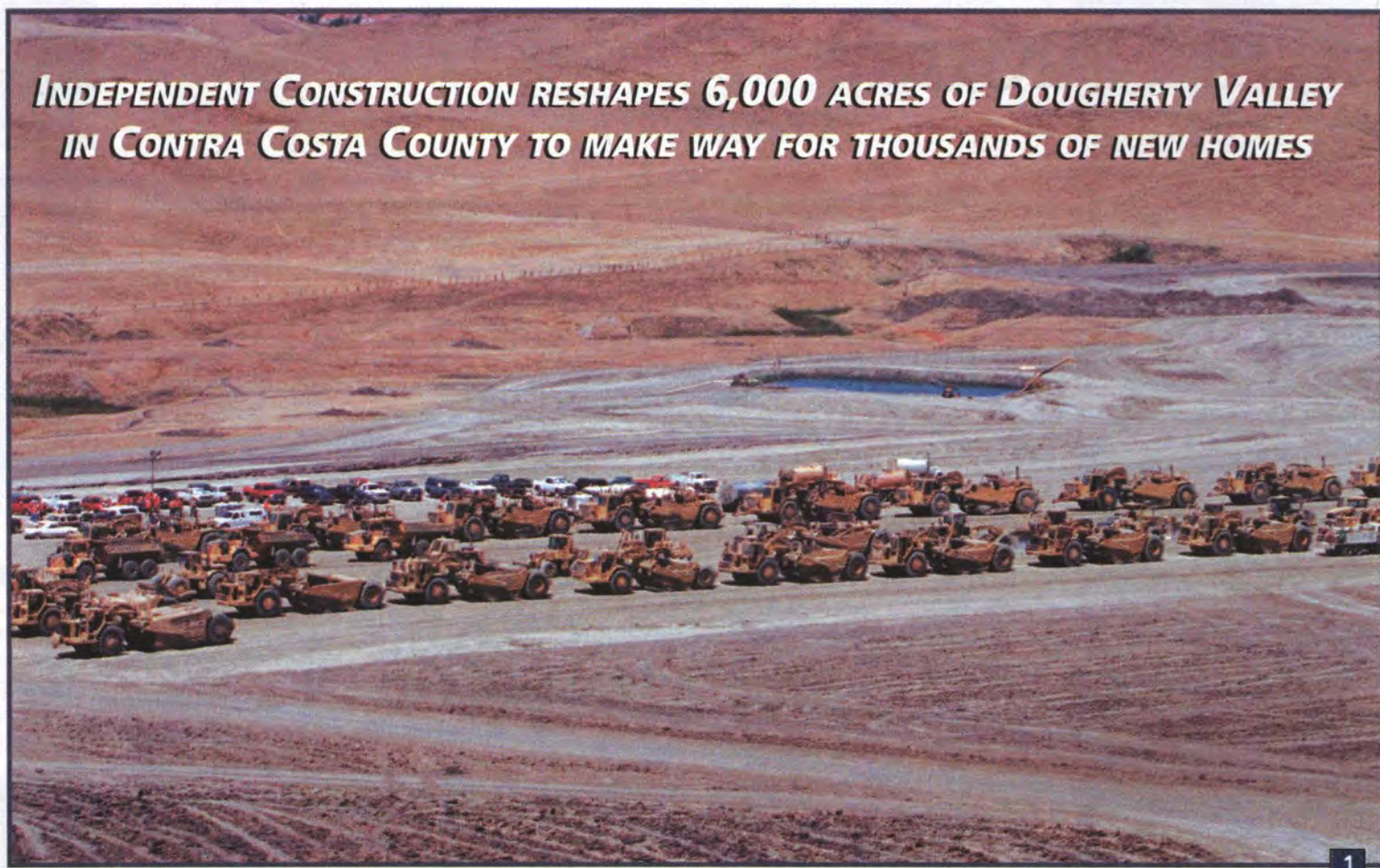


Apply online
www.oefcu.org



HOME SWEET DIRT

INDEPENDENT CONSTRUCTION RESHAPES 6,000 ACRES OF DOUGHERTY VALLEY IN CONTRA COSTA COUNTY TO MAKE WAY FOR THOUSANDS OF NEW HOMES



By Amy Modun • Associate Editor

It will take 33 years to carve out Dougherty Valley before 30,000 people call it home. By 2020, this massive area in Contra Costa County will include 11,700 houses, a shopping center, a golf course, numerous parks, a light-rail system, one community college, one high school, two middle schools and two elementary schools. But right now, Dougherty Valley is just dirt.

Race against Mother Nature

In the first phase of mass grading at the Windamere project site, operators are in a race against Mother Nature. With the rainy season looming, workers stay in their scrapers six days a week, 10 hours a day. To take advantage of every moment of daylight, many operators live at the project site in their RVs. The goal is to move 42 million yards of dirt by next spring. Wet weather has already delayed progress by a couple of weeks. Independent Construction Project Manager Lyle Miller said that once the rain starts again, work will probably be stalled until next April.

"We're working full-gang right now with 24 scrapers a day," Miller said. "We've got a lot to get done before winter, and we're always looking for a few good hands."

Operators will move directly into the second part of the first phase after spring. Their task to build dirt pads for the

first 1,500 homes won't be small. Even though foundations won't be laid until much later, operators must finish so that utility trenches can be dug and cable can be placed.

Streets and sidewalks will finally take shape when operators lay base rock and pave in the last part of the first phase. And just as soon as it's all finished, workers will repeat the entire process in the second phase of Windamere. This dirt work will last until 2002.

The battle of Alamo

Independent must also tackle another challenge while sculpting Dougherty Valley into a residential haven: Alamo Creek. The pressure is on to implement erosion-control measures before it's too wet and too late. Operators are working hard to get 20,000 tons of rip-rap and grading into the east branch of Alamo Creek to control run-off. The California Department of Fish and Game monitors the erosion-control process and has set strict deadlines to ensure that ecosystems won't be disturbed by construction. Miller said the stiff penalties for failing to meet specifications keep the crew on their toes. Alamo Creek is a battle no one wants to lose.

"We have to meet deadlines set by these environmental groups or else we face fines and immediate shutdown of the entire project site," Miller said.



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1. A long line of equipment rests during the Dougherty Valley crew's lunch hour.

2. Blade operator Gary Gairhouse.

3. A dozer with a slope board crawls by at the project site.

4. An operator hard at work in the first phase of Windamere.

5. Gradesetter Mark Millican overlooks Alamo Creek where operators work to get 20,000 tons of rip-rap into its east branch.

6. A scraper carves part of the 6,000 acres to make way for thousands of new homes.

7. Operators move a portion of the 42 million yards of dirt in Dougherty Valley.

8. The Dougherty Valley project crew.



8

NEWS FROM rancho murieta

by
DAN SENECHAL

director, rancho
murieta training
center

CAN YOU MAKE THE GRADE AS A GRADESETTER?

On any dirt construction job, the crew would not know where to begin moving material if there weren't gradesetters to interpret the plans and begin staking the project. A good gradesetter can take a set of plans and lay out the grade stakes with the necessary information translated to them. The stakes tell the story as to what happens at each location. They tell equipment operators when to make cuts or fills, the location of centerline, where the edge of pavement begins for curbs and gutters, the locations to dig for manhole covers and drains, and where the bottom of slopes and the top of slopes begin and end.

All equipment operators need to be familiar with gradesetting. Contractors often indicate that apprentice and journey-level operators need to know how to read grade stakes and how to set them. This skill might decide who gets laid off in the winter and who might be kept around to finish up various projects. If you need to become more proficient in gradesetting, now would be a good time to attend a gradesetting class at Rancho Murieta Training Center.

Our former gradesetting instructor, Theresa Anders, returned to Teichert Construction to work in the industry. We wish Theresa well and will miss her terrific spirit, warm personality and competent teaching skills. We welcome another Teichert hand to RMTTC, Denis Monzon. Denis has been a gradesetter for many years and has a wealth of knowledge and practical experience in the construction industry. He also began his

apprenticeship in 1972 and journeyed out in 1975. His eagerness and enthusiasm won us over.

Denis will structure the classes to meet both industry needs and the needs of trainees. The two week gradesetting classes begin with very basic instruction on definitions and abbreviations, use of a calculator, percentages, ratios, and use of hand levels and surveyor rods. The class will move to more advanced activities like reading plans, hike-ups, building a fill slope, grading a cut slope, setting street sections, setting curb and gutter, and calibrating and using lasers for precise measurements and grading.

If all this sounds a little intimidating, don't let it stop you from taking the course. Each class will try to meet participants' needs without overwhelming them with too much material. But if you can meet the challenge, there is always more to learn.

All trainees, whether journey-upgrade or apprentice, must come to the training center with writing materials and a calculator. Trainees must be ready to review basic math and reading skills. Please plan to attend every day of class so that you don't fall behind. A lot of information is packed into the two weeks.

Journey-upgrades interested in gradesetting classes must contact the dispatcher and sign up at the district hall. Apprentices may contact either the dispatcher or the apprentice coordinator. For more information on class schedules and other courses, read Engineers News and visit our Web site at www.oe3.org for announcements about classes offered in the upcoming months.

1. Tools of the trade for gradesetters.

2. From left: Tonia Mayo, Instructor Denis Monzon and Crispin Bautista calibrate a laser.

3. From left: Tonia Mayo, Pete Pitre, Richard Harmon, Jawnte Crawford, Denis Monzon and Crispin Bautista practice using a hand level.

4. Apprentice Crispin Bautista measures for a hike-up.

5. From left: Danny Burton, Danny McCoy, Rodney Rath, Calvin Jackson and Instructor John Teller from the RMTTC crane class.



LOWER BRULE TRAINING IN SOUTH DAKOTA OFF TO GREAT START

I'd like to update you on our training program at the Lower Brule Indian Reservation in South Dakota. Arnold Quartz is our new apprenticeship administrator. He held his first preapprenticeship class in the basement of a church with four women and nine men on Aug. 14.

During the same time, Katie Tuckett from our apprenticeship office in Utah made a trip to Cheyenne and met with the Wyoming and South Dakota regional director of apprenticeship standards. Katie also revised our apprenticeship regulation documents so that we are in compliance with the National Apprenticeship Standards. Thank you, Katie.

Arnold has taken a special interest in sharing his knowledge and teaching students the skills needed to become productive journey-level upgrades. The feedback from his program is so positive that the Crow Creek Reservation across the Missouri River is also interested in signing with Local 3.

I spent a few days at Lower Brule. Arnold and I received contractor names and will meet with three of them in November. Our goal is to sign these contractors with Local 3 so that we can train quality apprentices for the spring.

We have a long journey ahead, but already there are many to thank who have helped us come this far. Thanks to Local 12 member Wayne Grimes in Las Vegas for giving us two scrapers, a mechanic truck, a crawler-loader and a 40-ton lowboy trailer. Thanks to Phil McChesney from Local 3 in Utah for giving us a 130 G blade, two D7G dozers, a loader, backhoe, fuel truck, 25-ton crane, and a portable crusher.

Steve Backherms, Vince Burgess and Jerry Worley are hard at work in Casper. They have just signed two pipeline contractors, Boots-Smith and Murphy Pipeline with plans to start a pipeline training program sponsored by the IUOE President Frank Hanley and Vice President Bud Evans. If you're interested, contact Tonya in the Casper office. The training will be held Feb. 12 through March 2.

We are currently negotiating with JTL Construction and Wyoming Machinery. We desperately urge union brothers and sisters to work on those membership applications.

Utah focused on labor agreement for \$400 million project

With the Utah Master Constructors Agreement negotiations finished, we are now focused on a project labor agreement for the \$400 million new Legacy highway project. There are three major joint ventures with Granite, Flat Iron, Clyde; PKS and MK Parsons; and Ames, Kramer and Floor Daniels.

Nevada picks up four projects

Danny Venters did an excellent job negotiating on DZHC and now works on Battle Mt. Gold. Pete Cox and Chuck Billings already finished negotiations with the Nevada Crane Owners Associations. They reported that we picked up four new projects with our market recovery program.

Thanks to everyone for working so hard.

speaking
out



by
DARELL STEELE

Financial Secretary



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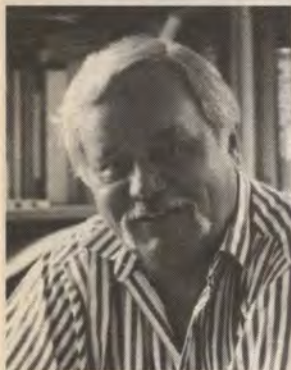
3

1. From left: Instructor Arnold Quartz, Derek Kennedy, Terry McBride, A.J. Moran, Andrew Booher, Ardi Marshal, Harvey LaRoche, Clayton Grassrope, Allison Grassrope, Calvin Johnson and Crystal Johnson.

2. Instructor Arnold Quartz, far left, with apprentices.

3. From left: Instructor Arnold Quartz, Clayton Grassrope, Ardis Marshal, Harvey LaRoche, Allison Grassrope, Andrew Booher, Terry McBride and Crystal Johnson.

NEWS FROM THE addiction recovery program



by
UWE GUNNEREN
director

1-800-
562-3277

IN HI:
1-808-
842-4624

Visit our web page at
www.oe3.org



SHEDDING LIGHT ON YOUR SPECIMENS

A number of guidelines and interpretations are involved in the collection of urine specimens not found in the substance abuse policies of our collective bargaining agreements or in the employers' policy. These guidelines are clearly spelled out in volumes of federal regulations and interpretive letters issued by a variety of government agencies. This creates confusion from time to time, resulting in unproductive and acrimonious arguments. I would like to shed some light on a few regulations that are not readily available for our inspection.

All urine tests should be monitored. This means the collector is supposed to listen to the tinkle-tinkle sound of your specimen donation. An observed collection, on the other hand, is one where the collector, who must be of the same sex, goes into the bathroom with you and not only listens but also watches closely as you do what you are expected to do.

Observed collections happen when an immediate second collection is required. This occurs for one of two reasons. First, when the collector clearly observes your attempt to substitute or adulterate the sample. Second, if your first sample is outside the acceptable temperature range of 90 to 100 degrees and you either refuse to have your temperature taken – no, it won't be done rectally – or your temperature deviates from the sample's temperature by 1.8 degrees. It should be noted that before a direct observation is initiated, the collector's supervisor or the designated employee representative must review the facts to determine whether they support either one of the above mentioned scenarios.

If your initial specimen was substituted, or if you had a previous positive test result and are subject to return-to-work or follow-up testing, then your employer, not the collector, may require that future tests be directly observed.

There is another set of regulations that is largely unknown and often hotly debated. I am talking here about dilution, substitution and adulteration of specimens.

Let me first give you the official Substance Abuse and Mental Health Services Administration definitions:

- Dilute if the creatinine is <20 mg/dl and the specific gravity is <1.003, unless the criteria for a substituted specimen are met.
- Substituted (the specimen does not exhibit the clinical signs or characteristics associated with normal human urine) if the creatinine concentration is <5 mg/dl and the specific gravity is <1.001 or >1.020.
- Adulterated if the nitrite concentration is >500 mg/ml.
- Adulterated if the pH is <3 or >11.
- Adulterated if an exogenous substance (a substance that is not a normal constituent of urine) or an endogenous substance at a higher concentration than normal physiological concentration is present in the specimen.

Any time your specimen is found to be diluted, substituted or adulterated, the laboratory will automatically label it as a refusal to test, which, for all practical purposes, is the equivalent of a positive test. There is one significant difference. If you test positive you will be called by a medical review officer who will discuss the possibility of a legitimate reason for your positive test. If your specimen is diluted, substituted or adulterated, a review by a medical review officer is neither required nor mandated by federal regulations. Those are the rules, presently cast in concrete for the most part.

The rules completely ignore certain medical conditions that may cause a urine specimen to appear substituted, diluted or adulterated. I am talking about kidney disease, sickle-cell anemia with secondary damage to the kidneys, diabetes, glucose intolerance or glucose spilling in urine, hypertension being treated with certain diuretics and a few other less common physiological problems.

If a medical review officer is needed to rule out abnormal medical conditions, it is for these situations. The law, however, is mute on this issue. Employers who really care about their employees and who fight the war on drugs and not the war on people can have these abnormal test results reviewed by a competent medical review officer.

Look around you. See anybody who cares?

The Latest Weapon Against Drugs and Alcohol



Pick
one up -
it could
save
your life.



Because We Care

For information or confidential assistance call:
Addiction Recovery Program, Inc.
1-800-562-3277

SNAPSHOTS FROM THE SURVEYORS' JAC

Local 3 held a basic first aid class on Sept. 23, and several of our surveyors attended. They were trained by Brian Bishop, director of Safety Training on Sept. 23. Beneath Brian Bishop's rough and mean exterior is a person who cares about safety. He dedicates much of his time to training our apprentices. Sign up for Brian's class and you will be a more-qualified union worker after the experience.

This year's golf tournament was a success. To those who participated in the tournament as a sponsor or a player, I thank you. Your participation made the golf tournament a success and the McArdle family very happy. This year's golf tournament was dedicated to Art McArdle, former administrator of the Northern California Surveyors Joint Apprenticeship Committee.

The holiday season is upon us, and safety is even more important at this time of the year. The apprenticeship office wishes you and your loved ones a happy and safe holiday.

NEWS FROM teaching techs



by
FLOYD HARLEY

administrator,
northern california
surveyors joint
apprenticeship
committee



1. From left: Grez Smith, Brian Gann, Ned Popp, Maria Hernandez, Dan Gonsalves, Royelle Hair, Seth Harris, Guillermo Muñoz and Feli Jackson.

2. From left: Golfers Paul Schissler, Tonio Rubio, Heath Briscoe, Chris Beach.

3. From left: Golfers Rich Ortega, Roger Clegg, Paul Darling, Ken Tetsel.

4. The McArdles



NEWS FROM THE districts

FROM YUBA CITY EBOW ANIBV CILX

WINTER SLOWS WORK IN YUBA CITY

YUBA CITY – Work in District 60 is going strong even though the weather has slowed progress a bit. Baldwin Contracting, Jaeger Construction and Shimmick Construction prepare projects for completion next season. Members in the Holt of California and Peterson Tractor shops stay busy, but District 60 hopes that work will pick up this spring to make next season even more prosperous than last.

Bechtel is scheduled to keep working on the Calpine Power Plant through winter. Completion is scheduled in June. The Ford Construction project on Lake Francis Dam will end this month.

District 60 staff thanks everyone who helped with phone banking and walking precincts for the Nov. 7 election. Congratulations to members on the most prosperous work year we've experienced in many. Our success would not be possible without the skill, dedication and professionalism that Local 3 members bring to the worksite. Congratulations again on a job well done.

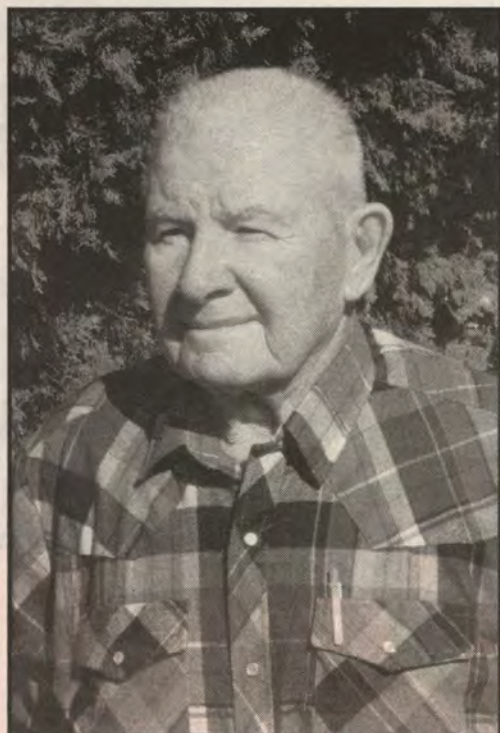
District 60 wishes everyone a Merry Christmas and a Happy New Year.



From left: District 60 Secretary Shelby Mulliner, Business Rep. Travis Tweedy, Dispatcher Bing Pennington, District Rep. Dan Mostats, Business Rep. Chuck Smith, Business Rep. Jerry White and Apprenticeship Coordinator Norm Montgomery.

FROM REDDING EBOW BEDDING

WELL-TRAVELED MEMBER GRATEFUL FOR HIS UNION EXPERIENCE



Retired member Sid McBroome

REDDING – Sid McBroome first came to Redding in 1938. He worked for Teichert Construction on what later became Hwy. 89 north of Burney. Red Hester sold him a permit. Sid also worked as a laborer at Shasta Dam.

Sid joined Operating Engineers Local 428 in September 1942. He worked for Guy F. Atkinson on an ammunition depot in Arizona.

In 1943, while on his way to a job in Alaska, Uncle Sam interrupted his trip. Sid joined the Navy to serve in the South Pacific. After his discharge at the end of World War II, he returned to the West and worked on roads and pipelines. In 1947, he went overseas to Okinawa on a job for Guy F. Atkinson. This was followed by trips to Afghanistan and North Africa for Morrison-Knudsen.

While working as a supervisor for Atkinson in 1958, International Supervisor Newell Carman asked Sid to become a business representative for Local 3. Sid agreed. When Assistant Business Manager Al Clem wanted to transfer Sid to Marysville, Sid returned to the trade.

Sid worked for Morrison-Knudsen and soon after ventured overseas to South Vietnam to build air strips for the military. Afterward, Sid returned home to work for Beyers Construction on the Fish Ladder at Red Bluff. From there it was off to Chile, where Morrison-Knudsen opened a copper mine about 80 miles from Santiago.

Sid returned home to Redding and worked for various contractors in the area. He was a supervisor for Spencer & Son in Siskiyou County and southern Oregon on I-5. He was also an instructor at Rancho Murieta. Sid was last employed by Tullis Construction. He retired in 1978.

Sid has been a member of Operating Engineers for more than 58 years. He has been a member of Local 3 for more than 50 years. Sid's son, also named Sid, has been an Operating Engineer since March 1988 and works for Apex Fence Company.

Sid advises young operators to stay loyal to Local 3. Sid said he believes that all his material needs have been met in his retirement, and he is grateful for his union membership.

FROM SACRAMENTO

Wide variety of projects keeps Sacto. District humming

SACRAMENTO – Perini Building will begin work on the Grand Summit Resort hotel in South Lake Tahoe, a project worth more than \$50 million. Perini was also the low bidder on the Gondola Top Station & Lodge project valued at up to \$10 million.

From Hwy. 50 to Ice House Road, the Wentworth Springs Road project is worth almost \$5 million. Goodfellow Brothers, a new signatory contractor with Local 3, does the work. Goodfellow also picked up an \$800,000 job on I-5 outside of Woodland.

Perata Excavation stays busy with work in the mountains. Joe Vicini has also picked up several projects. Teichert will stay busy with plenty of work on subdivisions and roadwork.

On the other side of the hill, Kiewit will start next year on the \$60 million pavement rehabilitation project on I-80. Kiewit recently won the bid on the Promontory subdivision and grading in El Dorado Hills. This project is worth about \$4.7 million.

At the University of California at Davis, McCarthy constructs a performing art center. The project is worth about \$40

million. UC Davis is also constructing a science center that was bid at \$37 million. The work is done by Barnes Construction. Yolo County will receive a new convention center located on the UC Davis campus. The project will begin next spring and is worth about \$40 million.

RM Harris finished the Mace Boulevard bridge project. Completion is expected next May. Bay Cities Paving subcontracted the project.

Teichert has three large subdivisions in the Natomas area with more than 3,000 pads under construction and several miles of underground work. There are more than 40 members working for Teichert in Natomas.

DDM Crane & Rigging is new to Sacramento. Currently DDM focuses on wall work at the Ridge Cut Slough Levee at Knights Landing. The project stretches several miles.

Sacramento thanks you for your loyalty and hard work. May the happiness and good cheer of the holiday season be yours throughout the new year.

NEWS FROM THE districts

FROM SAN FRANCISCO

Retired member attends antique Cat show

SAN FRANCISCO – Retired Local 3 Business Agent Pete Fogarty attended the Antique Caterpillar Machinery Owners Club show in Peoria, Ill., one week last August. Pete spent the first three days on Cat plant tours, which included watching D11Rs and D6Rs being built from the frame to finish product.

Pete spent the rest of the week at the antique show

watching the old machines perform and viewing many restored machines. Pete said it was a great trip and would recommend to any member interested in old Cat equipment to join the club. Membership is only \$20 annually. If you want more information, you can call Pete at (415) 699-5000.



1. A 1935 Cat 30 dozer. "Notice the precise dozer controls," Pete says.

2. An early 1930s Cat grader with a Cat 10 crawler as a power unit. Note the blade control.

3. A very good restoration of a 1933 Cat 65.

4. A 1932 Cat 42 elevating grader pulled by a Cat 35 crawler loading a Euclid side dump powered by a Cat 60.



meetings AND announcements

DECEASED DEPENDENTS

Bess Colopy,
wife of Joseph Colopy10-10-00

Lucille Crossland,
wife of Wendell Crossland12-08-99

Virginia Dunn,
wife of Lewis V. Dunn09-23-00

Helen Mashburn,
wife of Gilbert Mashburn09-26-00

Jean Schwartz,
wife of Roy E. Schwartz09-23-00

Diane Sexauer,
wife of Timothy Sexauer10-10-00

Beulah Stephens,
wife of Houston Stephens10-11-00

Cloe Willden,
wife of Fontell Wilden09-29-00



NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

Business Manager Don Doser has announced the election of Market and Geographic Area Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 2001 with eligibility rules as follows:

1. Must be living in the Committee's Geographical area
2. Must be working/making a living in the industry in that area
3. Must be an "A" Journeyman
4. Must be a member in good standing
5. Cannot be an owner operator

No member shall be nominated unless they are present at the meeting and will accept the nomination and the position, if elected.

No member is allowed to serve more than two (2) consecutive terms on the Market and Geographic Area Committee.

The schedule of the meetings in which these elections will be held appears on page 21 under "District Meetings."

NOTICE

2001 GRIEVANCE COMMITTEE ELECTION

Recording-Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 2001.

The schedule of the meetings in which these elections will be held appears on page 21 under "District Meetings."

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the October 2000 database):

A. Baker	Hanford, CA	09-29-00
Arthur Ball	Oroville, CA	09-24-00
John Becerra	San Francisco, CA	09-17-00
Carl Benson	Payson, UT	10-08-00
Ysac Bibayoff	Kerman, CA	10-15-00
Stanley Billigmeier	Sacramento, CA	10-15-00
Bob Castor	Carlin, NV	08-29-00
Glen Chrisp	Lincoln, NE	10-25-00
Thomas Copeland	Oakland, CA	10-24-00
Irving Cunningham	Suisun City, CA	10-17-00
Charles Durkee	Holualoa, HI	10-13-00
Thomas Ellis	Salem, OR	10-02-00
Nick Infantino	Lodi, CA	10-11-00
Eugene Espinda	Honolulu, HI	10-08-00
Gene Estep	Modesto, CA	09-26-00
Carroll Featherston	Bountiful, UT	10-01-00
Charles Ford	Ceres, CA	10-21-00
Marvin Gardiner	San Rafael, CA	10-24-00
Joe Geer	Fallon, NV	10-26-00
Charles Hale	Rimrock, AZ	09-22-00
James Hall	Yuba City, CA	10-11-00
Lewis Harbin	Carmel Valley, CA	10-12-00
Harold Harrington	Mesa, AZ	10-19-00
Steven Henry	Walnut Creek, CA	08-25-00
Joe Hodges	Redding, CA	10-02-00
George Huffman	Waianae, HI	10-16-00
D. Hughes	Salinas, CA	10-19-00
William Hunter	Salem, UT	10-15-00
John Krzich	Cupertino, CA	07-10-00
Douglas Lindahl	Los Gatos, CA	10-19-00
Paul Marlow	Fresno, CA	10-14-00
Ray McClure	Applegate, CA	10-18-00
Robert McCroskey	Los Molinos, CA	10-19-00
Warren McElroy	Hudsonville, MI	06-30-00
Robert McKechnie	Phoenix, AZ	05-08-00
Robert Murray, Jr.	Suisun City, CA	09-16-00
Edward Nishioka	Kaneohe, HI	10-01-00
Prentic Nunn	Oroville, CA	10-03-00
Eamonn Ohalloran	Castro Valley, CA	10-26-00
Thomas Olives	Redwood City, CA	10-23-00
Clyde Omija	Hilo, HI	10-07-00
Douglas Peden	Turlock, CA	09-27-00
Wallace Richardson	Ogden, UT	10-15-00
Lori Rugh	San Bernardino, CA	10-13-00
John Silman	Gilroy, CA	10-18-00
George Skivington	Elko, NV	10-21-00
J. Smith	Picacho, AZ	10-06-00
Earl Starling	Fresno, CA	10-11-00
Merle Thornburg	Redding, CA	10-09-00
James Tredway	Turlock, CA	10-08-00
Jack Vanlandingham	Ottumwa, IA	10-01-00
Tetsuji Wakida	Hilo, HI	10-03-00
Oliver Wickstrom	Pierce, CO	10-06-00
Mathew Wilson	Snelling, CA	10-02-00
Roberty Woods	Klamath Fall, OR	10-19-00
George Wyant	Santa Cruz, CA	10-12-00
William Yates	Auburn, CA	10-19-00

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

DECEMBER 2000

- 4th District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue, HI
- 5th District 17: Honolulu, HI**
Washington Intermediate
School Cafeteria
1633 S. King Street
- 6th District 17: Maui, HI**
ILWU
896 Lower Main Street
Wailuku
- 7th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula Street
- 7th District 10: Lakeport, CA**
Yacht Club
55-5th Street
- 8th District 17: Kona, HI**
King Kamehameha Kona
Beach Hotel
75-5660 Palani Road
Kailua-Kona
- 14th District 90: Freedom, CA**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
- 21st District 20: Martinez, CA**
Plumbers 159
1204 Roman Way

JANUARY 2001

- 11th District 80: Sacramento, CA**
Labor Center Hall
2840 El Centro Road
- 18th District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533
- 25th District 30: Stockton, CA**
Stockton Waterloo
Gun & Bocci Club
4343 N. Ashley Lane
- 30th District 40: Eureka, CA**
Engineers Building
2806 Broadway
Eureka, CA 95501
- 31st District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
Redding, CA 96002

Honorary Members

The following retirees have thirty-five (35) or more years of membership in the Local Union as of October 2000 and have been determined to be eligible for Honorary Membership effective January 1, 2001.

Donald Atkinson	1203552	Bill Hodges	1216171
Donald Bell	1175222	Philip Houston*	1171933
Harold Benson	1159588	Roy Hutchinson	0987352
James Benson	1136247	Dale Johnson	1216362
William Best*	1087660	Richard Kaaumoana*	2036489
Charles Blackburn	1216117	Ted Linow	1208770
Clyde Broyles	1208756	Leo Mankins***	1161181
Robert Callaway	1091184	Lee Nolan*	1216204
Ben Collins*	1168892	Jude Pack	1219797
Tony Crivello	1144803	Emil Pruss*	1046753
Donald Deponte	1157917	Walter Robbins	1216221
Joe Donati	1181570	Alfred Rogers	0800923
Bryan Duncan	1216139	Thomas Shannon	1216231
James Duvauchelle	0987302	William Shepard, Jr.	1152217
James Fagundes	1208599	Larry Sondgroth	1171870
Thomas Fletcher*	1194967	Richard Wolfe	1157912
Robert Gavron**	1144672		
Herbert Goss	1087694		
Gerald Harn	1194983		
Satoru Higa	1203619		

*Effective date October 2000

**Effective date January 1999

***Effective date July 1999

NORTH NEVADA APPRENTICESHIP CLASS SCHEDULE

GRADESETTING

Wednesday, Dec. 6
6 p.m. - 9 p.m.

Saturday, Dec. 9
8 a.m. - 5 p.m.

Wednesday, Dec. 13
6 p.m. - 9 p.m.

Saturday, Dec. 16
8 a.m. - 5 p.m.

NATURAL GAS SAFETY

Friday, Dec. 1
7:30 a.m. - 11:30 a.m. and 12:30
p.m. - 4:30 p.m.

Saturday, Dec. 2
7:30 a.m. - 11:30 a.m.

FIRST AID

Wednesday, Jan. 10
8 a.m. - 5 p.m.

FORKLIFT CERTIFICATION

Wednesday, Jan. 24
8 a.m. - 5 p.m.

40-hour HAZMAT
Feb. 5 - Feb. 9
8 a.m. - 5 p.m.

EIGHT-HOUR HAZMAT REFRESHER

Saturday, Feb. 10
8 a.m. - 5 p.m.

Eight-hour MSHA

Saturday, Feb. 24
8 a.m. - 5 p.m.

COMMERCIAL DRIVERS LICENSE TRAINING

Ongoing - call for information

Call the apprenticeship office
at (775) 857-3105 or sign up
at the dispatch desk.

Bring Your Dues Card

Recording-Corresponding Secretary Robert L. Wise wishes to remind all members to carry their paid up Local 3 dues card. When attending a semi-annual, quarterly district or special called meeting of the union, your paid up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

meetings
AND
announcements



swap shop

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

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

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

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

Or e-mail to:
www.oe3.org

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

FOR SALE: miscellaneous items: boxed goods, must sell, 105+ books great condition, (over \$700) \$300 for all, India: large glass framed religious numbered pictures, brass collection, Gitas, Hindi/Punjabi cassettes, \$250 for all, misc. silk flowers, children's clothing & toys, porcelain Harlequin dolls, hand beaded jewelry, phones, candles & much more, \$300 for all, or everything in this add for \$600 firm, for full list email <apnako2@aol.com>, #1977241.

FOR SALE: Serger, baby lock, eclipse, model BLE-1, built-in needle threader, 4,3,2 thread, lots of other features with extra feet & workbook, very good condition, great xmas gift, \$650, (707) 838-9459, #0634612.

FOR SALE: Chinook '90 Class B 1-ton (mint) 460 Ford Fuel injection, low miles, \$13,500/OBO, (916) 723-8750, #1446874.

FOR SALE: Cruise Aire Motor Home 30-ft, 454 Chevy mtr, lite plant, 62,000 mi., smogged 7/00, 2 air conditioners, lots of extras, \$10,000, (530) 889-9666, #921440.

FOR SALE: Boat Loader for 12-ft aluminum boat, battery operated, \$200, (530) 889-9666, #921440.

WANTED: 1940-1959 Chevy or GMC Carryall Suburban, (530) 795-0650, #2253881.

FOR SALE: 4 Durango Sport 15-in wheels, with P235/75R15 mud & snow tires, less than 5,000 mi., \$200/OBO, (925) 455-4840, #2229930.

FOR SALE: rubber rain suit overalls & hooded coat, never used size 3X, paid \$80 will take \$25/OBO, (510) 797-4457, #0876142.

FOR SALE: 5 acres in Oroville California, park setting, 3 bd, 2 1/2 ba on private road, pool, spa, lots of redwood decks, 5 stall horse barn, 2 car garage, 50X60 shop, all excellent condition plus second home already rented at \$500/month, 3 bd, 2 ba fenced yard, a real deal, possible owner financing \$185,000, (530) 534-6855, #1540543.

FOR SALE: Timeshare-Trendwest, 1 week a year for life, \$7,500, (916) 338-2887, #235281.

WANTED: paying up to \$5,000 for antique cork tip whiskey bottles from San Francisco, top prices paid for soda, bitters & other antique bottles, Richard T. Siri PO BOX 3818 Santa Rosa, CA 95402 or (707) 539-1169, #1025301.

FOR SALE: Timeshare, 1 week anytime at the Carriage House in Las Vegas, Nevada, 1 block off the strip, valued at \$9,000, will sell for \$4,500, (702) 456-0527, #0964973

FOR SALE: Camperworld deluxe campground membership, includes coast-to-caost, Resort Parks International, \$950/OBO, (702) 456-0527, #0964973.

FOR SALE: '91 Chevy S-10, 2WD, V6, 5-speed, current smog, \$2,000,

(916) 786-8789 or (916) 334-2572, #0581570.

FOR SALE: Customized, 2 Polaris snowmobiles & trailer, excellent cond., low mileage, front suspension, large seat, feet & hand warmer, \$8,700 trade considered, (209) 245-3532, #1812603.

FOR SALE: 300 amp Lincoln welder, built in generator, and trailer, excellent condition, \$3,500, (209) 245-3532, #1812603.

FOR SALE: 4 Plots in San Jose at Oak Hill Park View Garden, lot 402 spaces 1,2, 3 & 4, will not split, \$13,600 will discount, call or fax Yual Harmon, (918) 689-2283, #0745039.

FOR SALE: 2 Plots in Oakmont Memorial Park Meditation Garden, in Lafayette, California, market value \$4,295 each, will discount, but will not split, call or fax Yual (918) 689-2283, #0745039.

FOR SALE: '95 Ford Taurus, 47,000 miles, take over payments of \$185 month at credit union, (530) 243-6172, #0947152.

FOR SALE: '96 Dodge Larime, 1/2 ton 4x4, 360 cu. in., STD. cab, auto, air, power windows & seats, cassette, 6 speakers, tow package, red w/read lear top & aluminum box, wives truck, excellent condition, 78,000 mi., \$17,000, (707) 274-4423, #1136361.

FOR SALE: Rectangle dining room table, extends to approx. 8 feet w/ 6 chairs, all wood except for seat cushions, protective pads for top of table included, call Don (925) 756-7280, #2363617.

FOR SALE: misc. pumps for pools and solar cover 18x18, used once, like new, make offer on pumps, cover \$40, call Don (925) 756-7280, #2363617.

FOR SALE: '86 Ford Bronco, 6-cyl., automatic trans., new shocks & brakes, AC, \$5,000/OBO, please call Carol (650) 968-3572, #1087469.

FOR SALE: '67 MG Midget w/ extra MG for spare parts, runs good, cute, \$3,500/OBO, (775) 329-0436, #1136253.

TIMESHARE: have a great time in Reno, we've had a lot of fun using it, \$7,500/OBO, (775) 329-0736, #1136253.

FOR SALE: topcon GTS-3, 2 batteries: 120V & 12V chargers, HP48GX with TDS data collection, RAM card, cables & environmental case; 8-ft, tru-lock prism pole, 4 prisms, and mini prism pack, all equipment listed is in "like new" condition, \$5,100, (707) 257-1017, #2023939.

FOR SALE: 89' Ford 450 service truck, 460 engine-rebuilt, 15,000 mi., 5-speed trans., AC, PS, stereo, 11-ft maintainer utilitybox w/ 6000 lb. crane, lots of storage space, workbench w/vise. Miller welder: bobcat 225-500 hrs, Campbell-Hausfeld air-compressor 2-stage w/ 30-gal tank & victor welding torch, \$22,000, call Mario (530) 244-0124, #2248293.

WANTED: Metal storage shed, at least 8x10-ft, (916) 338-2887, #2352381.

FOR SALE: '76 Cadillac Eldorado Berlitz, a classic car, 54,000 mi., garaged & covered all times, a few trips to church & grocery store, like new, \$10,000, (916) 685-3386, #1171873.

FOR SALE: 5 acres in Oroville California, park setting, 3 bd, 2 1/2 ba on private road, pool, spa, lots of redwood decks, 5 stall horse barn, 2 car garage, 50X60 shop, all excellent condition plus second home already rented at \$500/month, 3 bd, 2 ba fenced yard, a real deal, possible owner financing \$185,000, (530) 534-6855, #1540543.

FOR SALE: split-level condo, located on the beautiful Ampaqua River, 2 bd, 2 ba, approx. 1,500 sq-ft, excellent fishing, 10 miles from Ocean, private boat dock & slip, park like grounds are maintained, gated community \$87,000, 9 miles up river from Reedsport, Oregon, (541) 271-9204, #1196787.

FOR SALE: '68 Chevrolet 4X2 pick-up, 119,000 original miles, after market AC, 327 v-8 automatic trans., camper special, bed rack with load lights, needs paint, good project truck, \$3,500/OBO, (707) 725-0606, #2284223.

FOR SALE: '93 Alpenlite 29-ft Trailer, SL 5th-wheel, converted goose neck, totally self-contained, 3500 propane generator, all the amenities, very clean, \$23,000 firm, (775) 465-0012, #1203570.

FOR SALE: '98 Tahoe 34-ft 5th-wheel trailer, all oak cabinets, 2 slides, less than 400 mi., lots of storage including roof-top, full walk-on roof, (with 10-year warranty), 6-ft ceiling in upper bedroom, sleeps 6, awning & fiberglass siding, \$23,000/OBO, (707) 591-0654 or e-mail: <snokiller@aol.com>, #225636.

FOR SALE: Park City Time Share, skiers lodge, week 24, unit #36, sleeps 6, week for this year has not been used & there are 2 weeks banked, all association dues are current, (435) 652-3792, #1661067.

FOR SALE: Beautiful Cadillac Eldorado Biarritz, top of the line, 500 C.I.D., las t of the 3 big engines, looks like new, 54,000 miles, garaged all the time, \$10,000, red leather, (916) 685-3386, #1171873.

FOR SALE: House in Stagecoach, Nevada, east of Carson City, 25 miles off highway 50, listed on the internet @: <Remax.Relator.com>, #1020191.

WANTED: Ultralight aircraft, 1 or 2 place, bent, broken or uncompleted kits or any parts, call Charlie @ (707) 938-3158, #1166637.

FOR SALE: Kit Companion Travel Trailer, 27-ft, GT rear island bed front L-shape kitchen immaculate condition, asking \$10,999, (530) 299-3281, #1148460.

FOR SALE: D-4 Bulldozer, Hyd. angle, direct electric start, direct drive, very good cond., \$15,000, (530) 299-3281, #1148460.

FOR SALE: 2000 Yamaha super jet Jet Ski, r & D rideplate, intake guard, nujet impeller, motor stock, runs perfect, still warrantied, w/new trailer & wet suit/life vest, \$5,500/OBO, call Jeff at: (408) 226-4688, #2330134.

FOR SALE: '88 Pace Arrow 32-ft motor home, 35,000 mi, fully equipped, extra over/under trans. for power & mileage, new carpets, rear full bed, non-smokers, maintenance records, consider trade down to 20 to 24-ft motor home plus \$, call Jay (530) 384-2477, #0821461.

FOR SALE: new Holland two-wire haypress, runs good, reasonably priced, also 12-hp Briggs Sparton engine, gear reduction model, call Edward (209) 532-4647, #1212486.

FOR SALE: Browns Valley area, 7.5 acres, 80 gpm + good water, fenced & cross fenced, house pad w/ beautiful view, underground electric & telephone, large pond, BVID available, \$135,000, (530) 743-1909 or (530) 743-2928, #336937.

FOR SALE: Camperworld deluxe campground membership, includes coast to coast, resort parks international, good neighbor memberships, also discounts to golfing & hotels, \$1,500/OBO, (530) 477-1782, #1446503.

FOR SALE: '87 H.D. "King of the Highway," motorcycle, black, red pinstripe, 16,000 mi, excellent condition, \$11,000, (925) 462-5101, #0791537.

FOR SALE: cutting torch bottle cart \$100, 6X5-ft utility trailer \$100, (707) 447-5419, #1952914.

FOR SALE: '88 Ford F-150 4X4, 1 owner, 84,000 mi., 6-cylinder, 5-speed, manual trans., long wheel base, dual tanks, \$6,200/OBO, (707) 996-5650, #1679707.

FOR SALE: '89 Bayline Capri, 50 HP force motor, new brain in motor, very low hours, boat has only been used 4 times in the last 2 years, \$2,900/OBO, call Guy (707) 438-7382, #2369505.

FOR SALE: Operating Engineers 50th anniversary belt buckles, solid gold \$350 new, will sell for same price +shipping, low register numbers, 10 like new, (530) 677-4272, #1166633.

FOR SALE: '89 Emmick Express Go-Kart, star 8 HP motor, fuel tank has just been blasted & dipped, all new fuel lines, \$1,200, call Guy (707) 438-7382.

'89 Winnebago Chieftan class A 33-ft, has restored salvage title, replaced front clip, good as new, 46,000 orig. mi., includes in dash & roof air, awning, queen bed, etc., call for more information, (916) 485-4984, #0469213.



FROM HAWAII EBOW HAWAII

NEWS FROM THE districts

GETTING CERTIFIED, GETTING AHEAD

HONOLULU – On Oct. 28, Hawaii apprentices completed a 40-hour HAZMAT class. JAC administrator Nelson P. Umiama and HAZMAT instructors Alan Kumalae, Danny Nelson and stabilization administrator Allan Parker completed four consecutive Saturday classes. A total of 49 members received certificates of completion.

In Kona, operators test their skill as they work in lava rock. District Rep. Harold K. Lewis reports that members stay busy with more than \$80 million in work.

Hawaii scores!

In other news, Chelsey-Ann Kaimi, high school football star and daughter of crane operator Dennis Kaimi, recently made history when she scored a touchdown on Sept. 15. Chelsey-Ann is the first female in Hawaii to score a touchdown for a high school varsity team. She also scores in the classroom by maintaining a 3.6 grade point average.



1

1. Varsity football star Chelsey-Ann Kaimi.

2. From left: Antone Perreira, Lorelei Bors, Janine Kahoonei and Gaudencio model Level A,B and C safety suits.

3. Local 3 members complete their HAZMAT certification.

4. From left: Lyn Chun, John Sweeney, plan manager, Amy Fujimoto, officer manager, and Pua McCormick with the Multi-Services Department.

5. Apprenticeship administrator Nelson P. Umiama, right, helps Jamie Harvest-Silva with his respirator.

6. Local 3 operator Dennis Kaimi with Northern Pacific Construction.

7. Local 3 crews hard at work with Isemoto Contracting and Peter Kiewit & Sons.



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Scholarship Contest Rules for 2001

Applications are available at district offices and credit union branches

The Local 3 officers and Executive Board understand that the workplace is rapidly changing, and many of the jobs in the future will require new skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed in tomorrow's jobs by providing them with the chance to further their education and training. For this reason, Local 3 awards annual scholarships to sons and daughters of Local 3 members.

ACADEMIC SCHOLARSHIPS

Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants. These scholarships must be used for study at any accredited U.S. college or university.

The winners will also receive an additional \$500 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

The Academic Scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards that do not rule out scholarship aid from other sources.

WHO MAY APPLY FOR ACADEMIC SCHOLARSHIPS

- Sons and daughters of members of Local 3 may apply for an Academic Scholarship. One parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application.

- Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 in good standing for at least one year immediately preceding the date of death.

- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2000, or 2) the spring semester (beginning in 2001), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarship must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 31, 2001 and March 1, 2001.

AWARDING ACADEMIC SCHOLARSHIPS

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winner selected.

Academic scholarship winners will be announced at the July Executive Board meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

All of the following items must be received by March 31, 2001:

- The application, to be filled out and returned by the applicant.
- Report on applicant and transcript, to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.
- Letters of recommendation. The applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
- Photographs. A recent color photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the Engineers News.
- Media information. Provide the name, address and phone number of the applicant's local newspaper for the purpose of sending a press release on behalf of each winner.

RANDOM-DRAW SCHOLARSHIPS

In addition to the four Academic Scholarships, Local 3 will also award 20 \$500 "Random-Draw Scholarships." The names of all applicants will be entered into a drawing to be held at the July Executive Board meeting. Applicants need not be present to win. The scholarships are available only to the sons and daughters of Local 3 members.

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

- Sons and daughters of Local 3 members may apply for the scholarship. One parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application.

- Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships if the parent was a member of Local 3 for at least one year immediately preceding the date of death.

- Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the Local 3 Academic Scholarships and do not win will automatically qualify for this drawing.

- Applications will be accepted until March 31, 2001. Previous winners are not eligible to apply.

- Winners will be determined by a random drawing to be held at the July Executive Board meeting. Applicants do not need to be present to win.

- The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

Academic and Random-Draw Scholarship applications are available at your district office or credit union branch office. It is the responsibility of the applicant to submit the application on time and send to:

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090.

SCHOLARSHIP FUNDING

The Academic and Random-Draw scholarships are funded from money raised at the annual T.J. Stapleton Invitational Golf Tournament and from individual contributors. Local 3 would like to thank all golf tournament participants and scholarship contributors for their generous donations.

The scholarship program is a great opportunity for the sons and daughters of Local 3 members. If you would like to contribute to the Local 3 Scholarship Fund, please fill out the form below and return it with your donation to Local 3.



yes!

I would like to support the Operating Engineers Local 3 Scholarship Fund. Enclosed is my contribution in the amount of:

☐ \$20.00

☐ \$100.00

☐ \$50.00

☐ Other \$ _____

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Clip out and mail to: Robert L. Wise, Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Rd., Alameda, CA 94502