

# ENGINEERS NEWS

VOL. 55, NO. 5

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

MAY 1997

## FULL SWING AHEAD

Work on Kiewit's \$32 million  
Fresno treatment plant  
expansion shifts into overdrive  
as summer approaches

*See story on page 6*

**TRUSTEES ANNOUNCE PENSION IMPROVEMENTS** *see page 3*

*Photo by Steve Moler*

### IMPORTANT ELECTION COMMITTEE NOTICE

See page 22 for important information regarding the Election of Officers and Executive Board Members combined with the election of Delegates and Alternate Delegates to the 35th IUOE Convention.

Semi-  
Annual  
Meeting  
Notice Page 26

FOR THE  
*good & welfare*



by Don Doser

Business

Manager

## Good news comes with pension plan, prevailing wage win

In the labor movement, you almost get used to the feeling that you are running uphill all the time. When it comes to winning battles for your membership, few of them come easy.

So it feels pretty good to report some good news.

The first good news concerns an improvement in the pension plan that has been desired by many of our members but not attainable in past years (see page 3). Over the years, we have been able to make incremental improvements that have enabled our members to retire earlier with a full pension. For example, Local 3 members who had 30 years credit in our pension plan have been able to retire as early as age 59.

Now, thanks to the excellent performance of our pension investments, the trustees were able to implement an improvement that will allow participants to retire as early as age 55 with a full pension if they have at least 30 pension credits. The new rule is actually quite simple to calculate. If your age plus years of service add up to 85, you can retire at full pension, with the provision that you must be at least 55 years of age.

This improvement is effective immediately and is retroactive to January 1 of this year.

Current retirees will also receive a \$25 increase on their monthly pension check, retroactive to January 1 of this year. The third change in the plan will allow members to vest after 5 years, instead of 10. This change will take effect on January 1, 1998.

This change is in response to a recently enacted federal law which requires 5-year vesting on multi-employer pension plans. This change brings multi-employer pension plans in line with standard single employer plans, which have had 5-year vesting for several years now.

### Prevailing wage win

As our members know, we have been in a running gun battle with Governor Wilson over his attempts to dismantle the prevailing wage law. Wilson basically wanted to gut the law by changing the way wage rates are calculated on all projects which receive state funding.

He failed to get what he wanted from the legislature last year, so he directed the Department of Industrial Relations (DIR) to make an end run around the law and simply implement the changes he wanted. He also instructed the DIR to conduct wage surveys, even though the Legislature specifically cut out funding for wage surveys.

We participated with other building trades unions in two lawsuits against the Wilson administration. Both lawsuits challenge the Governor's right to conduct wage surveys without authorized funding. This month, we scored wins in both of these lawsuits.

The war may not be over. I'm sure the Governor plans to appeal these cases to the Supreme Court, but we feel the rulings this month stand on very good legal ground.

This experience with Wilson, just like our experience over the daily overtime issue, drives home the message every member must carry as if it were his battle flag. That is: "Fight like hell in '98 for a governor who won't fight against working people." We've had enough of it. It's time to elect a decent governor.

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# Doser announces more pension upgrades

**\$25 monthly increase, 5-year vesting highlight new retirement improvements**

Business Manager Don Doser announced this month that thanks to the pension plan's strong financial condition the Pension Trust Fund's board of directors has made three significant improvements in the union's retirement plan. These improvements apply to both retired and active Local 3 members.

First, there will be a \$25-a-month increase in pension payments retroactive to Jan. 1, 1997 for retirees on the pension rolls as of Dec. 31, 1996. Retirees whose pensions were effective in any month in 1997 will also receive the increase starting on the date their pension goes into effect.

Second, a new type of Service Pension has been established effective Jan. 1, 1997. Those who are 55 or older, and whose years of service and age equal 85, will be eligible for a full pension. Before this, a member, to be eligible for a full pension, had to wait until age 59 and have 30 or more years of service in Local 3 or other Operating Engineers locals, or have 35 years in the industry with at least 20 years of service in the plan.

Under the new provision, a participant who is 55 years of age with 30 years of service can retire with a full pension, because the total equals 85. In another example, a participant 58 years of age with 27 years of service can also retire at full pension, because the combined age and years of service total 85.

The Trust Fund Service Center in Alameda is reviewing the history of anyone who retired since January 1997 and will notify any member who qualifies for this new service pension.

The third major pension benefits younger and newer members. Instead of needing at least 10 years to become vested in the pension plan, participants in the pension will now need only five years. The five-year vesting becomes effective Jan. 1, 1998, one year before a recently enacted federal law requiring five-year vesting goes into effect. This improvement will allow some of our younger or newer members to feel secure that they too will have a pension plan when they are older.

These improvements, and the ones made in previous years, were made possible because of the sound financial condition and prudent management of the pension plan. The fund now has enough assets to provide full benefits for life not only to all 9,765 retirees, widows and other beneficiaries who are currently receiving monthly pension checks, but to every vested active member.

The Local 3 officers and pension trustees are committed to making continued improvements to the plan for both retirees and active members whenever possible.

# Good news for Calif. construction members

**All of '97 wage increase to go on paycheck, none needed for health and welfare**



For the fourth consecutive year, Local 3 members working under the Northern California Master Construction Agreement won't have to allocate any of their annual wage increase for the health and welfare plan. The entire increase for this year, which for Group IV is 65 cents per hour, will go on members' paychecks.

In the early 1990s, when the nation's health care crisis reached its peak with skyrocketing medical costs, Local 3 members agreed to put substantial portions, if not all, of their yearly wage-fringe package increases to the health and welfare plan in order to maintain benefits. Medical inflation was so high during this period that the plan in 1991 had less than a one-month cash reserve for paying claims. To maintain benefits, the membership agreed to have a portion or all of their wage-fringe benefit package increase allocated to the health plan.

But as medical inflation subsided beginning in 1993, and after the trust fund implemented strict cost-containment measures, the plan began to slowly rebound. Not since 1992 have the members had to put any of their wage increases to health and welfare. The financial condition of the health and welfare plan has improved so much over the past four years that it now has a one-year cash reserve.

# Building Trades wins big round against Wilson over prevailing wage

Score two points for labor.

On Friday, May 9, California courts handed the Wilson administration two stinging defeats in separate lawsuits filed against the Department of Industrial Relations and its director, Lloyd Aubrey.

In one case, a California appellate court reversed a San Francisco Superior Court ruling that would have allowed the DIR to spend state funds to conduct prevailing wage surveys. These surveys are part of Governor Pete Wilson's two-year quest to change the way prevailing wages are calculated from the current modal method to a weighted average. During last year's budget process, Wilson asked the Legislature for \$1.3 million to fund the surveys. The Legislature eliminated the proposed amount from the budget, but the DIR began conducting the wage surveys anyway.

Several crafts joined in filing a lawsuit, arguing that government agencies are prohibited from carrying out activities whose

funding has been explicitly denied by the Legislature. The First District Court of Appeal in San Francisco agreed and overturned the Superior Court decision. The DIR is expected to appeal the First District Court's decision to the state Supreme Court.

In a separate lawsuit filed by the State Building and Construction Trades, Sacramento Superior Court Judge Cecily Bond slapped a temporary restraining order on the DIR, preventing it from implementing new wage regulations for the Glaziers union. Bond then ordered the DIR to delay further action until May 27 when she will hand down her preliminary decision on the suit.

The Glaziers were to be the first craft to fall victim to Aubrey's weighted average prevailing wage calculation, which would lower construction wages up to 20 percent. The new rates were to take effect on May 12, but the judge's action prevented that from occurring. According to Bond, the lower wage rates had the potential of causing "chaos in the bidding process."

# Rebirth of the 12-hour workday?

**The Industrial Welfare Commission's decision to abolish the eight-hour day is a reminder of what's at stake in the next Calif. governor's race** by Jennifer Gallagher

**O**kay members, break time is over. The 1998 California primary election is just over a year away and, under last November's campaign finance reform measure Proposition 208, candidates for statewide offices can officially begin campaigning this June.

The most critical race for union families is certain to be the contest for governor. Gubernatorial candidates will try to grab your attention with hot-button issues such as gun control, abortion, immigration and affirmative action. In making your decision, you should be aware that the governor's power, and thus his or her ability to directly impact your pocketbook, extends far beyond establishing policy and sponsoring or rejecting legislation. A case in point is how current Governor Pete Wilson recently circumvented the legislature in abolishing the eight-hour day.

## Death of the eight-hour day

The Industrial Welfare Commission (IWC) voted 3-2 on April 11 to eliminate overtime pay after eight hours of work in a day. Now, to the detriment of working people throughout California, certain workers in the private sector will receive overtime pay only after working 40 hours in a week. The new regulations will take effect on Jan. 1, 1998.

In an official statement, Wilson calls the repeal "a victory for all Californians." However, labor leaders and labor-friendly legislators fear that the elimination of daily overtime pay will result in workers being forced to work 12-hour shifts, taking precious time away from their families and taking money out of workers' pockets. According to Assemblyman Wally Knox (D-Los Angeles), a strong proponent on

preserving the eight-hour day, the IWC's decision amounts to a \$1 billion pay cut for 8 million Californians.

The new regulations won't have an immediate impact on workers covered by a collective bargaining agreement.

But as Business Manager Don Doser said in last month's *Engineers News*, how many employers will realistically be willing to pay overtime after eight hours in future contract negotiations? The ripple effect of this decision will be disastrous for union men and women unless daily overtime pay is reinstated.

## Industrial Welfare Commission

Pete Wilson won his campaign to kill overtime pay not by passing a bill in the Legislature, but by making three controversial appointments to the IWC. Made up of five commissioners, the IWC is a branch of the Department of Industrial Relations responsible for regulating the minimum wages and the general welfare of employees. With two labor representatives, two employer representatives and one person representing the public, one would think that the IWC would be a well-balanced panel. However, since the members are appointed by the governor, what we often get is a biased majority dedicated only to the person who gave them the job.

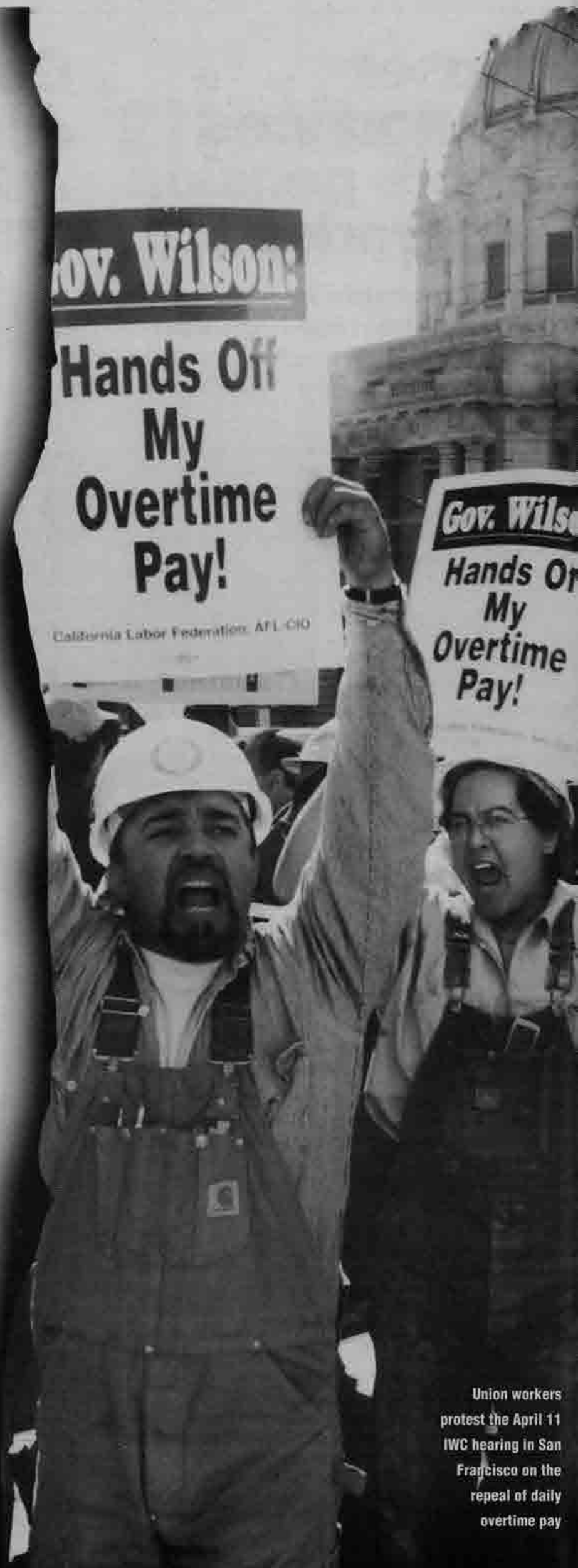
The three commissioners who voted to repeal the eight-hour day were each appointed to the IWC amid some controversy. Commission chair Robyn Black, an agribusiness executive, was appointed to the committee after organized labor managed to unseat her predecessor in 1994. Although the Senate unanimously confirmed her appointment in 1995, she has since pushed for the repeal of daily overtime and has consequently been blacklisted by labor-friendly legislators. The Senate refused

Gov. Wilson:

Hands Off My Overtime Pay!

California Labor Federation, AFL-CIO

Gov. Wilson: Hands Off My Overtime Pay!



Union workers protest the April 11 IWC hearing in San Francisco on the repeal of daily overtime pay

continued on page 21



# Lookin' good

## All indications point to a robust work season this year in construction

If Local 3 construction members in California liked last year's work picture, they're going to enjoy this year even more. Although Hawaii remains mired in an economic downturn, Nevada and Utah are also expected to have good years.

California's resurgent economy is having a ripple effect on the state's construction industry. According to Construction Industry Research Board (CIRB) data analyzed by Lamberson Koster & Company, the state's construction volume totaled \$7.5 billion in the first quarter of 1997, up 7.5 percent from the same period last year. Total construction volume last month alone was \$2.8 billion, up 14 percent from February and up 16 percent from March 1996.

Nonresidential building again led the way in March. Permits issued for private building projects had a total construction volume of \$1.02 billion, up 11.3 percent from February's \$913.3 million, and up 50 percent from March 1996's \$677.4 million. Adjusted for inflation, this is the largest total for any month since May 1991.

Nonresidential building in the first three months of 1997 totaled \$2.52 billion, up 27.1 percent from the same period in 1996. "Adjusted for inflation and stated in 1996 dollars, private nonresidential building is at an \$11.4 billion average rate over the past three months," said CIRB Research Director Ben Bartolotto. "This exceeds our forecast levels, and you have to go back six years to see this kind of activity."

The rise in construction volume has had a corresponding positive impact on construction employment figures. According to state labor statistics, construction employment has rebounded from an annual average of 464,300 workers in 1994 to 510,000 in March 1996 and 530,000 in March 1997.

The encouraging economic figures are indicative of Local 3's positive work picture as well. The number of hours California Local 3 members worked in March were up 25 percent over March of last year, the best figures since 1990. Rock, sand and gravel hours in March were up 8 percent over last March.

But the best indicator of the promising work outlook typically shows up in the number of hours surveyors are working. Surveyors hours in the first quarter of 1997 were a hefty

42 percent above the same period last year, the best figures since 1991.

Utah and Nevada's construction industries are humming along nicely. Utah's March hours were up 20 percent over last March, and with construction of I-15 just getting underway, the work picture should shine even more this summer. Nevada's hours are holding steady at close to last year's relatively robust rate.

Overall, California's economy is surging to levels not seen since the onset of the 1990-93 recession. During that period, the worst economic downturn since the Great Depression, California lost over a half-million jobs. But since 1993, the state's rebounding economy has added some 1 million new jobs. The state unemployment rate has steadily declined from 8.8 percent in 1994 to 7.2 percent in 1996 and to 6.6 percent last month.



The Bay Area economy in particular is running full throttle, especially in Silicon Valley, where in March unemployment sank to 3.1 percent, the lowest rate since 1989. Half of the 30,000 new jobs created in Santa Clara County in 1996 were in manufacturing and construction. The unemployment rate is running between 4-5 percent in surrounding Bay Area counties, except Solano County, where unemployment is at around 7.5 percent due in part to the shutdown of the Mare Island Naval Shipyard in Vallejo.

The Association of Bay Area Governments predicts both 1997 and 1998 will be good economic years for the Bay Area, with more jobs and modest wage gains, particularly for those in high-tech industries. Even though California's unemployment rate of 6.6 percent is above the national average of 5.4 percent, the UCLA Business Forecasting Project predicted earlier this year that the gap would shrink in the next three years, as the state continues to grow faster than the rest of the country.

Even state government coffers, bone dry during most of the early 1990s, are now awash in cash. In April alone, tax payments in California surged \$523 million beyond forecasts. For the 1996-97 fiscal year, which ends in June, the state has collected roughly \$825 million more than predicted.

This is good news for Operating Engineers because the state will now have more money available for highways and other public works projects, funds that were in short supply or nonexistent in the early 1990s. In an encouraging sign for public-sector Operating Engineers, Gov. Pete Wilson's 1997-98 budget includes \$225 million for cities and counties.

# Stretched to the limit

**Fresno  
wastewater  
treatment  
plant expansion put on  
fast track to  
avert need  
for building  
moratorium**

One of the largest construction projects in the Fresno-Clovis metropolitan area is Kiewit Pacific's \$32 million expansion of the Fresno-Clovis Regional Wastewater Reclamation Facility. The expansion, which consists of two primary clarifiers, two aeration basins and four secondary sedimentation basins, will increase the plant's capacity from 68 million gallons per day to over 80 mgd.

Fresno's steady population growth over the past two decades has prompted the city to continually expand the plant. The city recently completed an expansion in fall 1996 that brought the plant up from a capacity of 54 mgd to the current 68 mgd level. But demand quickly out-paced the plant's capacity once again and the city had to undertake the current expansion. Kiewit began construction in December, with completion scheduled for September 1998.

Fresno has been pondering how to deal with the area's increased wastewater demands for several years now. In fact, the Regional Water Control Board threatened to impose a building moratorium unless the city's wastewater treatment problems were solved. The city put the current expansion on a fast track so it could meet state water quality standards and wastewater treatment demands for the next several years.

A plant master plan unveiled last fall lays the groundwork for meeting Fresno and Clovis' wastewater needs through 2020, when the area is expected to produce more than 160 mgd of wastewater. Expanding to the 160 mgd level, however, will require the acquisition of 1,800 acres of land because percolation basins, likely to be built southwest of the current plant, will be needed. The master plan also calls for building satellite facilities in certain areas of the city, particularly the northeast and southwest.

Some of the structures of the plant expansion take shape as construction moves into high gear this spring.







**Left:** Loader operator John Cogdale

**Below:** Making this lift is crane operator Winston Kalua

**Bottom:** Foreman Dwight Anderson, in the seat, with apprentice Lisa Livaudais, right, and Business Rep. Ray Ronell.



**Left** Mike Darrough, seated, with mechanic Terry Ferris, left, and apprentice Trinson Bellamy.



**Left:** Kiewit is using a tower crane at the treatment plant expansion.



# When you train, you gain

## How COMET played a key role in organizing one of the Sacramento area's major non-union construction companies

Of all the possible organizing targets for Local 3, construction companies are arguably the most difficult campaigns to win. Unlike employees in most other industries, who work under one roof or in one general area, construction workers can be as nomadic as Bedouin shepherders, shifting daily or weekly from one worksite to another.

Despite the transient nature of the industry, Local 3 Business Manager Don Doser has placed the highest priority on construction-sector organizing. Over 70 percent of the union's current organizing efforts are in construction. One of the most recent victories involved Topside Construction Inc. of Carmichael, one of the major construction firms in the Sacramento area. Its heavy equipment operators voted overwhelmingly to be represented by Local 3 on April 25.

What was important about this particular campaign was that it didn't begin in the traditional way, with a team of organizers and business agents descending upon a construction site with organizing literature in hand. It actually started three months earlier in a Construction Organizing Membership Education and Training (COMET) course. For the past year and a half, Local 3 has been training an army of members through the COMET program to assist the union in its organizing campaigns. More than 1,300 Local 3 members have received special training in why organizing is important and how to actually carry it out.

One of those who received the training was apprentice Max Weis, who took the introductory COMET I course last summer while at the Rancho Murieta Training Center, then took the more advanced COMET II course this past winter. After finishing the class, Weis did exactly what he was trained to do. He began talking to his coworkers at Teichert Construction about the importance of supporting the union's organizing objectives.

One of the members Max spoke to was Teichert foreman and 23-year Local 3 member Blain Kirby, himself a COMET graduate. While working at the Del Web Sun City retirement community project in Roseville this past winter, the two members got to talking during lunch breaks and after work about the union's ambitious new organizing program.

Blain then raised the issue with another foreman, Mike Drury, who worked for Topside, one of the non-union firms working at the Del Web project. Mike supervised a highly skilled, experienced crew of about five operators.

"Blain started talking to me about the union and whether I wanted to get in," Mike told *Engineers News*. "He talked about COMET and

said if my whole crew wanted to get in the union, he suggested an organizing drive. I started feeling out my crew and every single one of them was totally behind the idea. Being that most of them were young, they wanted the better pay, the retirement, and, above all, the respectability."

That's when Mike called the Sacramento District office to inquire about joining the union. After obtaining authorization cards from all of Topside's 11 equipment operators, Local 3 launched an organizing campaign beginning in mid-March. The union requested that Topside recognize Local 3 as the operators' exclusive collective bargaining representative. When the company refused, the National Labor Relations Board scheduled an election for April 25.



**Three Local 3 staffers** Business Rep. Frank Rodriguez, left, Organizer Larry Daniels, second from left, and Business Rep. Richard Taliaferro, second from right, meet with some of the Topside hands at the Sacramento District hall.

The Sacramento District, under the direction of District Rep. John Bonilla, formed an organizing team consisting of Sacramento District Business Reps. Frank Rodriguez and Richard Taliaferro and two members of the union's Organizing Department, Director Bob Miller and Organizer Larry Daniels. The team also received support from Local 3's Legal Department.

The team launched an upbeat campaign emphasizing the advantages of being union. During weekly meetings, the agents and organizers discussed the union's health and pension plans, the collective bargaining process, grievance procedures, advanced training and, above all, professional pride.

On election day, a huge majority of the operators voted for Local 3. The election is expected to be certified by the NLRB as soon as several weak legal challenges filed by the company are settled by the board.

Regardless of the outcome, the Topside campaign demonstrated that COMET can play a key role in organizing, and that the union's commitment to this program is paying off.

## Other organizing campaigns

*Local 3 currently has 34 organizing campaigns going throughout the union's jurisdiction. These campaigns involve top-down, bottom-up (elections) and internal organizing drives in open-shop states. In fact, recent internal organizing efforts have brought in over 100 new members in Nevada and Utah. The union also has 12 COMET "salting" construction campaigns underway.*

### **Wal-Mart Distribution Center, Red Bluff, Calif.**

45 mechanics and maintenance employees  
*Status:* Local 3 has petitioned NLRB for rerun election because of employer's alleged unfair labor practices after workers were illegally fired and threatened with plant closure.

### **TranSpec Contract Busing Inc., Salt Lake City, Utah**

69 school bus drivers  
*Status:* Voted by a 3-1 margin on Feb. 7 for Local 3 representation. Contract negotiations are in progress.

### **Butte Disposal, Chico, Calif.**

17 waste disposal drivers  
*Status:* Local 3 has petitioned NLRB for a bargaining order because of employer's alleged unfair labor practices after the company held a captive-audience meeting just prior to the election, threatened union supporters with termination, and promised pay raises.

### **Spring Creek Utilities, Elko, Nev.**

Four equipment operators  
*Status:* Employer agreed to give Local 3 voluntary bargaining recognition on May 1. Contract negotiations are in progress.

### **Browning Ferris Inc., Pittsburg, Calif.**

10 equipment operators and utility workers at Keller Canyon Landfill.  
*Status:* Employees voted by a 2-1 margin for Local 3 representation May 2. Contract negotiations are in progress.

### **Mount Grant General Hospital, Hawthorne, Nev.**

80 public-sector hospital workers  
*Status:* NLRB election scheduled for May 14

### **Aurora Partnership, Hawthorne, Nev.**

14 operators at a gold mine outside Hawthorne.  
*Status:* NLRB election tentatively scheduled for May 22

### **Peppermill Casino, Wendover, Nev.**

30 maintenance shop employees  
*Status:* NLRB elections scheduled May 30

### **Specialty Crushing, Oakland, Calif.**

10 crusher and equipment operators and mechanics  
*Status:* NLRB election tentatively scheduled for June 5.



# Measure of uncertainty

**Almost invisible during the November election, Prop. 218 is now attracting attention because it could dramatically change the way local governments finance certain types of infrastructure projects**

## Final of a three-part series

By Steve Moler  
Assistant Editor

**Editor's note:** This month, *Engineers News* concludes its three-part series on how three ballot measures, approved by voters in the November election, will affect Local 3 members. In the first installment, we examined Santa Clara County's half-cent transportation sales tax initiatives Measure A and B. Last month, we brought members up to date on San Mateo County's Measure T, the Devil's Slide Tunnel initiative. This month, we conclude with an analysis of the statewide tax reform initiative, Prop. 218.

The hot-button issues of the 1996 general election, namely the California Civil Rights Initiative and the HMO and medical marijuana measures, served their purpose well in at least one unexpected way. They overshadowed a proposition that could wind up having far more direct economic impact on union families than any of the other successful November 5 election initiatives.

Prop. 218, despite opposition from the building trades, law enforcement, public educators and local government associations, was approved by 56 percent of voters. Dubbed "Son of Proposition 13" and "Jarvis II," Prop. 218 could severely impede local governments' ability to provide vital services and raise money for infrastructure projects such as wastewater treatment plants, road construction, street maintenance, flood control and harbor dredging, projects vital to Operating Engineers. Public-sector Operating Engineers could also be adversely affected as cities and counties are forced to cut back services even more.

Prop. 218 requires that all future general taxes must be approved by a majority of voters. It also reaffirms the landmark 1978 initiative Prop. 13 and the 1986 tax reform measure Prop. 62 that all special taxes must be approved by a two-thirds vote. Also, all new property-related assessments—or increases in existing ones—must be submitted to affected property owners for their approval after a notice and public hearing. Finally, fees and charges must be limited to the actual cost of providing the service and may not be used for general services.

## Why Prop. 218?

Taxpayer groups like the Howard Jarvis Taxpayers Association and the Paul Gann Citizens Committee sponsored Prop. 218 to close loopholes in Prop. 13 and Prop. 62, which require many property-related fees, assessments and taxes to be put to a vote. Over the past decade and more, these two propositions have drastically curtailed

local government's ability to raise revenues for public services and infrastructure projects.

Financially strapped cities and counties, nevertheless, have found innovative strategies to deal with Prop. 13 and Prop. 62. They have lumped such traditional local functions as street lights, libraries, park maintenance and even police and fire protection into special assessment districts

the people within two years. And if previously-enacted taxes are voted down, the revenue already collected may have to be returned to the people.

## Prop. 218's economic impact

The fiscal impact of Prop. 218 on local government could be substantial. According to the state Legislative

Analyst's Office, short-term revenue losses could exceed \$100 million annually statewide, while long-term revenue losses could creep into the hundreds of millions of dollars annually, depending on local government actions, voter decisions and court interpretations. Local governments would also incur at least an estimated \$10 million in increased costs to hold elections and defend its fees and assessments in court.

Of particular concern is the provision in Prop. 218 that permits voters to repeal taxes via the initiative process. This part of Prop. 218 raises two important questions. First, could the repeal-by-initiative provisions be applied to existing taxes against which local governments have already issued debt, namely bonds? Second, would Wall Street buy bonds from California if they were subject to a repeal by a vote of the people?

According to the California Planning & Development Report, public finance experts and lawyers say the power to repeal a tax for which a government entity has incurred debt would violate the contracts clause of the U.S. Constitution.

The taxpayer groups who placed Prop. 218 on the ballot would probably have to agree to legislation that would grandfather in taxes that support existing debt.

## Out-of-state and foreign influence

Another area of concern is the provision requiring local governments to hold mail-in elections for each assessment. Ballots cast in these elections must be weighed based on the amount of the assessment the

see 'Prop. 218' on page 20



**Photo at right:** Funding for infrastructure projects like this sewage treatment plant in Sacramento will be harder to obtain under Prop. 218.

designed specifically to collect money to pay for those services. Before Prop. 218, the formation of assessment districts was not subject to a public vote unless a majority of property owners filed a protest.

But not anymore. Under Prop. 218, cities and counties now will have to get voter approval to not only form assessment districts but to increase existing fees or assessments. To make matters even worse, local general taxes enacted after December 31, 1994 must be put to a vote of

NEWS FROM THE  
*public  
employees*

# Salinas SWAT team wins physical fitness training pay

Members of the Salinas Police Department SWAT team and the city administration recently reached an out-of-court settlement in a lawsuit involving overtime pay. SWAT officers sued the city in June 1996 contending their rights under the Fair Labor Standards Act were being violated because they used many hours of personal time to train for mandatory physical fitness tests.

The department began to impose in 1994 strenuous physical fitness tests on SWAT officers. The administration had conducted the tests three times a year with no advanced notice. Any officer who failed the test had to leave the team.

During contract negotiations in September 1995 the union made several recommendations to the city to compensate officers for the training: give the SWAT officers an hour of duty time to train, pay officers CTO, or give them a 5 percent incentive pay. The city declined all proposals. It did, however, propose to pay SWAT team members an additional \$500 per year for passing the mandatory tests. The union agreed to this proposal because it was the only compensation acceptable to the city.

## Legal precedent

But about six months later, the Salinas police officers learned of two successful Florida lawsuits, *Alvarez v. Dade County* and *McCormick v. City of Miami Beach*, in which SWAT officers sued their agencies for the same reason—compensation for time spent training for mandatory physical fitness tests.

Local 3 sent a letter to the police department in April 1996 explaining the two cases and requested a meeting to discuss compensation for the mandatory training. When the department failed to respond, the union sought legal remedies.

The facts in *Alvarez v. Dade County* were nearly identical to those in Salinas. The same FBI test was used, but the department tested SWAT officers only two times per year. Officers also worked out on their own time for about an hour a day training for the tests. If they failed a test, the department removed them from the team.

## Jury trial victory

The Dade County SWAT officers won their claim to overtime compensation in a unanimous jury trial. The jury found that

Dade County required the overtime, benefited more from the training than did the officers, and that the training was an indispensable part of their job. Salinas officers not only have to pass the FBI physical fitness test, but also have agility tests sprung on them during the year.

Since the City of Salinas was unwilling to discuss the issue with Local 3, the union filed a complaint against the city in June of last year. The department responding by disbanding the team. Six officers received telephone calls from the administration telling them that they were off the team.



The essence of the claim is that SWAT officers had to work out at least an hour each day to be able to pass a mandatory physical fitness test. The department administered the tests three times per year

with only a few days notice. As officers passed the tests, the department made them more difficult, thus requiring more workout time.

The city expressed shock at the FLSA complaint because they had recently negotiated a new contract. City officials believed the signed contract concluded negotiations on the SWAT demand. Local 3 reminded the city that employees do not sign away their FLSA rights in a memorandum of understanding. The Florida cases became public within two months of signing the contract.

During settlement discussions, the city offered to pay current and past SWAT team members two years of overtime pay at four hours per week. In doing so, however, the city proposed to eliminate the team. SWAT officers, growing weary of the fight, considered conceding to the team's demise.

## Petition circulated

But Local 3 bolstered their fighting spirits. The union urged team members to circulate a petition to all Salinas Police Department officers asking them to support the SWAT lawsuit. The petition informed the city that the SWAT team was not backing down from its demands, and that it had the support of the POA members.

Within two days, every available officer

and some sergeants signed the petition. The union then presented the petition to the city manager and chief of police. By November, the city rescinded its proposal to eliminate the SWAT team. The city also kept its offer on the table to compensate officers two years of overtime pay at four hours per week. But the number of team members was reduced from 14 to 10.

## \$10,000 in back pay

The department will now test SWAT officers once a year. They will receive the \$1,000 bonus each June for passing the test. For the eight-week period preceding the test, officers will receive one hour of duty time each work day to train. Twenty-two past and present SWAT team members received a total back-pay settlement of more than \$100,000 based on four hours of overtime per week that the officers trained.

"This settlement acknowledges that the department and the city are the primary beneficiaries of a physically fit SWAT team," said Kyle Kimm, SWAT team member and POA president at the time the suit was filed. "Because the department began the physical fitness standard in the first place, they must have perceived fitness as an extremely important attribute in a SWAT officer. These traits are important in officers who respond to violent, critical situations."

## SWAT training resumes

Once the parties settled the case, the department immediately started SWAT training again. "The entire POA membership supported the efforts of the SWAT team in this lawsuit," said current POA president Steve Long. "When we circulated petitions for signatures, every officer available signed one. We wanted to make sure that the city understood the position of the POA membership. In the end, the whole membership ultimately benefits from this successful settlement. We definitely made an impression on the city."

Congratulations to the Salinas SWAT officers for sticking together and seeing the settlement through to a successful conclusion. It is not easy for employees to take their employers to court. Will they try to fire me or will I ever get promoted?

Employers do get nasty when they are sued, and the city of Salinas was no exception. What discourages employees during the legal process are the employer's mean-spirited maneuvers. This is where strong union representation and competent legal counsel are indispensable.

Barbara Williams,  
Business Rep.



# Local 3 helps save Santa Cruz K9 team from extinction

By Barbara Williams, Business Rep.

When the chief of the Santa Cruz Police Department tried to unilaterally eliminate the department's K9 team a year and a half ago, he couldn't have imagined the upheaval his decision would cause. By the time the political and legal shock waves ceased reverberating through the city, the Santa Cruz Police Officers Association, with support from Local 3, had not only saved the team from extinction, but won a back-pay settlement with thousands of dollars for two of the team's officers.

The controversy erupted in September 1995 when the police chief, apparently because of personality conflicts and an unwillingness to pay overtime under provisions of the Fair Labor Standards Act, decided on his own to simply disband the police department's popular K9 team, which had been successfully serving the department and community for over 10 years.

The chief's decision prompted the POA to mount an intensive save-the-K9-team campaign. The officers circulated cards for citizens to send to city council members and met with the city council to express their concerns over the lost program.

Meanwhile, Local 3 submitted a request to meet and confer over the effects of eliminating the program. The city council had budgeted money for the program for the current fiscal year, which was only in its first quarter. The union demanded to know how the department would spend those budgeted funds. The department's union contract also provided for a monthly allowance for K9 handlers. With the team eliminated, what would happen to the allowance?

## Safety concerns

The union also had concerns about safety. Most of the officers' training on building searches includes a K9 presence, and for a decade K9 teams have always assisted officers in building searches. Officers also were concerned about losing their ability to send a canine after an armed suspect.

When the department ended the program without meeting and conferring, the union filed a complaint against the city for all the hours that K9 handlers had spent in uncompensated training over the previous three years. The complaint asserted that the department was aware of but ignored all the unpaid training these dedicated K9 handlers regularly undertook. The department, the complaint claimed, did not attempt to compensate them or stop the additional training.

Finally, the complaint sought compensation for one officer, Willi Brandt, who had purchased a dog with his own money and had trained many hours with the two regular handlers. Officer Brandt had hoped to get his dog certified and be the next K9 handler. At the time, the department's practice was to have officers buy their dogs and train on their own time with no expectation of becoming a handler.

In response to all this activity, the chief asserted that he had never intended to permanently end the

program; he just wanted a break for a year or so to restructure the program. The members were less than trusting and continued to protest the chief's action.

## Union confers with city manager

The union opted to meet with the city manager because of concern the chief would stifle re-establishing the program. The union and the city eventually agreed on a new general order and canine agreement. The city will now purchase the dogs and the officers will buy the animals back for \$1 when the dogs retire.

Another attractive aspect of the new program is that prospective handlers will not spend thousands of dollars on a dog and hundreds of unpaid hours to train it only to be rejected or barred from the program. It's possible the department did not even know officers were buying dogs in hopes of becoming handlers. Now handlers will receive \$118 per month for care and feeding and will train for a predesignated number of hours per month.

In March, the department selected two new handlers and a trainer. The union had pushed relentlessly to have the handlers selected and available for training by the end of March. The POA hoped to have the teams on the street in May. But because of the department's inevitable stalling, it did not select the two new handlers and trainer until the end of March. The teams will attend a four-week training class in July and be on the street by September, two years after the chief tried to end the program.

## Better late than never

While the POA is not happy with the delay, it's pleased to have the program back and better than before. The two new handlers, Willi Brandt and Brad Hillier, both had purchased dogs under the old program. The trainers will evaluate their dogs to see if they are fit for police work. If not, the department will purchase new dogs. Both officers, however, are confident of their dogs' abilities and look forward to finally working as K9 teams.

The three parties to the FLSA overtime complaint

received a total of \$35,000 in back pay. The teams will have all new equipment and new cars equipped cellular telephones in their police cars. The department has also assigned a lieutenant with significant K9 training to be in charge of the program, the kind of supervision that was severely lacking in the old program.

The union's response to the chief's action will no doubt leave a lasting impression. The officers' efforts in getting the program reinstated was compelling and persistent. The lawsuit caused considerable chaos in the city administration. Even the city council and the Police Review Commission have asked about the progress of the new program because of their strong supported for it.

The department kept telling the union that only a few members supported the program and that most officers did not care about it, assertions that ended up being untrue. It was just a typical management attempt at divide and conquer. This fruitless attempt failed to break the efforts of the union and POA to pursue to the end the creation of a new program.



Thanks  
Local 3!

## NEWS FROM teaching techs



by Art McArdle  
Administrator

# Union-employer cooperation key to apprenticeship success

**I**t takes dedication and cooperation among employers and the union to operate an apprenticeship program. The success of the Northern California Surveyors Joint Apprenticeship Committee is the result of many individuals working together. Through union members, employers and staff we provide a program that fulfills the needs of an ever-changing survey industry.

Our employers require the finest trained surveyors, and they assist us in many ways to accomplish this goal. They hire apprentices, train them on the job, make sure that the apprentices are fulfilling their obligations to their training, evaluate the program and their apprentices, and most importantly, agree through collective bargaining to establish the funding that runs the entire program. We would not be in business if it were not for our committed group of employers.

Local 3 also plays an important role in support of our program. The union provides the program with classrooms, assists with job placement of apprentices, and helps ensure that non-union employers pay into the program when they work on public works projects. The union also provides the awards for our annual hands-on competition.

Another key ingredient in the apprenticeship mixture is the instructors. The NCSJAC prides itself on having devoted instructors. Our instructors teach one class per week either in the evening or on some Saturdays, a commitment that many of us would find hard to make. And that's not all. Other requirements of being an instructor include the paperwork essential to helping the JAC

know where individual apprentice are in their school work. Our instructors spend an additional two to three hours per week in evaluating their class students, and they are constantly writing and upgrading our curricula.

Additionally, each NCSJAC instructor is required to hold a California Teaching Credential for part-time adult vocational education specializing in the area of surveying. This is a time-consuming requirement that can take well over three years. We require them to attend three to four Saturday seminars each school year, giving up their Saturdays so we can prep them on class events. All of them hold a valid CPR and first aid card.

This may seem like a lot, but many of our instructors have been with us for at least eight years. Their dedication stems from their love of surveying, and we cannot tell them how much we appreciate this.

The NCSJAC holds a class at its main office in Alameda, has five satellite class locations and correspondence classes for students who live more than 50 miles from a class.

Floyd Harley is our instructor in Alameda, Ken Anderson is in San Jose, Terry Warren in Martinez, Juan Lovato in Fresno, Ron Nesgis and Mike Foulk in Sacramento, Pat O'Connor and Fred Feickert in Santa Rosa and staffing our correspondence course is Chuck Hendsch. By the way, all of these individuals have graduated from the NCSJAC program and most hold several or all specialty certifications. Hats off to a great bunch of teachers.



Supporting the NCSJAC are, from left standing: Instructors Juan Lovato, Ron Nesgis, Chuck Hendsch, Pat Rei (Kister Savio and Fei), Gordon Ray (Meridian Technical Services), Hans Haselbach (Haselbach Instrument Company), and Pat O'Connor. Kneeling are from left: NCSJAC Administrator Art McArdle, Instructor Ken Anderson, Local 3 Technical Engineers Division

## NEWS FROM THE tech engineers



by Paul Schissler  
Director of  
Tech Engineers

# Continuing education the pathway to employability

**T**he U.S. home-building market is a \$150-billion-a-year industry, making it construction's largest and fastest growing segment. This huge market has caused many commercial builders to move into the lucrative residential construction market. As a result, home building has become very competitive, with contractors forced to be extremely creative and innovative to survive.

In pre-industrial civilization, job competition was generally confined to a relatively small geographic area. As transportation and telecommunications improved during the Industrial Revolution, competition eventually extended to adjacent states, and we eventually found ourselves competing nationally. In today's Information Age many industries are competing worldwide. Competition has taken a quantum leap forward; it has become more intense than ever before.

Today an employer can hire an American physicist with a Ph.D. for about \$75,000 a year. But with the advent of the internet, that

same employer can hire a Russian physicist with a Noble Prize for less than \$6,000 a year. The employer can simply exchange computer programs and files via the internet with the Russian physicist.

To compete in today's job market you must take personal responsibility for continuing your education; otherwise, you'll end up without the knowledge to protect your job. Surveyors in the past few years have experienced major changes in equipment and techniques. If we do not update our skills and knowledge, we run the risk of becoming obsolete. We must become perpetual students. The more we learn, the more employable we become.

## Golf tournament

The Third Annual Technical Engineers Golf Tournament will be held on Sunday, July 20 at the Lake Chabot Golf Course. Last year's tournament was an early sell out. Don't wait around to sign up. For information call Paul Schissler at (510) 748-7431.



## NEWS FROM THE

safety  
dept.

by Brian Bishop  
Safety Director

## OSHA's consulting service ideal for small employers

Most employers will tell you the federal Occupational Safety and Health Administration doesn't help them. In fact, most employers think OSHA doesn't do a bit of good for anyone. That's because most employers have not called OSHA to have the agency help them with their safety and health programs. One of OSHA's most successful program is its consultation service, a valuable tool to assist our fair union employers in the area of safety and health, which in turn leads to safer, healthier lives for our members.

The chief of OSHA's compliance program is trying to reassure employers that OSHA compliance inspectors won't come knocking on their doors when they request consultation advice from the agency. She insists that calling the agency for help with workplace hazards does not prompt an inspection. The OSHA consultation services and agency enforcement are totally separate.

OSHA's free consultation services are designed for small- to medium-sized employers, with no more than 250 employees in high hazard industries that do not have the resources to hire a full-time safety and health professional. This confidential service is available in all 50 states.

Last year, over 24,000 employers called OSHA for help. Usually there is an increase in calls after a change in a standard. Consultants are prepared to help employers tackle a wide range of hazards found in all industries, including construction and health care.

When an employer calls OSHA, the consultants will make an effort to accommodate the employer's needs through inspections, compliance assistance and employee training. The employer, however, must agree to basic terms before the consultation begins. First, the employer must agree to abate serious or imminent hazards that the consultant finds. If the hazards are not abated, then the work site will be subject to enforcement action. OSHA's consultation chief notes that this is not a roundabout way to flex its enforcement powers. What OSHA wants is to get hazards abated. Employers must also agree to allow the consultant to freely confer with employees. This is one way that the consultant can confirm the quality of employee training.

The employer must contact OSHA to set up a consultation. OSHA encourages the employer to request that all working conditions and the site's entire safety and health program be reviewed during the consultation visit. The company may, however, wish only to have certain specific problems addressed during the conference. The consultant will then tour the areas in question with the employer or the employer's safety representative. The consultant will offer advice and technical assistance on hazards that he or she observes. Then a closing conference is held to discuss possible solutions to hazards found during the walk-through. Following the closing conference the consultant will send the employer a written report explaining the findings and confirming corrective periods that have been established.

see 'Safety' on page 20

## NEWS FROM THE

addiction  
recovery  
program

by Bud Ketchum  
Director

## Even casual cocaine use can cause serious problems

Cocaine use is downright dangerous. Too much at once can kill you, and regular use of even small amounts can be addictive. Some people think that as long as cocaine is not injected, it's safe. However, cocaine comes in different strengths. And regardless of the method of administration - snorting, smoking, ingesting or injecting - cocaine has the same reaction on the body.

Cocaine causes the blood vessels to constrict, resulting in an increase in blood pressure and heart rate. If the amount taken is sufficient, blood vessels can rupture, thus traumatizing the heart, brain and lungs, explains Robert Hoffman, M.D., assistant professor of clinical surgery and emergency medicine at the New York University School of Medicine. The ultimate result can be death.

### Warning signals

When cocaine intoxication is life-threatening, warning signals usually take place immediately - at least within an hour of use. The physiological warning signs of overdose include the following:

- Irregular or fast heart beat
- Dilated pupils
- Perspiration or chills
- Nausea or vomiting
- Blood pressure problems
- Convulsions

There are also tipoffs in a person's behavior to cocaine use:

- Euphoria
- Hypervigilance (being "on the alert" unnecessarily)
- Anxiety
- Anger
- Swings in sociability

### Fresno DOT driver's training class

Wed., May 28  
Fresno District office  
1745 N. Fine Ave.  
Drivers: 7-9 a.m.  
Supervisors: 10 a.m.-1 p.m.  
Drivers: 2-4 p.m.

The psychological and physiological effects of cocaine intoxication must be treated as an emergency. Sedatives are administered to counteract some of the effects, which often appear as general agitation. Medical staff work to cool the body, which can be feverish. Fluids are given to counteract dehydration that can cause tissue damage.

While acute cocaine intoxication is a scary event to watch, its treatment is actually much more straightforward than the treatment of cocaine addiction. There are many other factors involved, including social life and the use of other drugs such as alcohol.

Counseling, which doesn't do much to help cocaine intoxication, is vital to the treatment of addiction. Most cocaine addicts have to rebuild their lives and need peer support groups as well as professional help. These people frequently have many problems. By the time the cocaine abuse surfaces at work, they have already destroyed their personal relationships, spent their savings, and developed various physical and mental problems.

continued next page

# NEWS FROM THE credit union



by Rob Wise  
Credit Union  
Treasurer

## Replace your costly bank account with checking from credit union

Whoever said, "Watch the pennies and the dollars will take care of themselves," could have been talking about today's bank checking accounts. If you have a checking account with a bank and have not been penny watching, your dollars may not be taking care of themselves at all. The chart "Why Pay More?" below tells the story. Are you paying for bank services that are free to credit union members?

Consumer advocates estimate that the average family could save \$238 each year by switching from bank to credit union checking.

Your credit union checking account costs less because banks and credit unions have very different goals. Because banks must answer to their stockholders, they need to make a profit, which forces banks to charge higher fees and offer lower dividends than are

available at credit unions. Your credit

union answers to you and does not have to impose the high fees that banks do.

### Banks still surcharging

Beginning last July, using an ATM owned by a bank where you didn't have an account became very costly. The banks hoped a \$2 ATM surcharge to noncustomers would cause these noncustomers to open bank checking accounts. As a credit union member you can avoid both ATM surcharges and expensive bank checking accounts.

The solution is to open a checking account with your credit union. It gives you access to thousands of ATMs and point-of-sale terminals like those at supermarket checkouts. It also includes access to CO-OP and other ATMs that have no surcharge policies. What's more, you can avoid ATM surcharges and separate trips to

ATMs by using your credit union check card to get cash back on top of your purchases at supermarkets and other locations.

The check card is an ATM card that is also accepted anywhere you see the VISA logo. Rather than make a trip to get cash before you shop, or have to remember to take your check book with you, just pay with the check card. The funds come directly from your checking account.

One credit union member likes using her check card at the post office. Almost every post office now accepts VISA, which means they also accept the check card. The post office, with its notoriously long lines of waiting customers, is a great place not to have to take time to write out a check and fish for identification and wait while your driver's license number is recorded. And that's just one of the thousands of places you can pay with your check card.

Besides check card convenience, your credit union checking account also features:

- No monthly service fee
- No required minimum balance
- Overdraft protection
- Dividends paid on balances over \$2,500
- Free 24-hour Touch Tone Teller

If you have been putting off switching from bank to credit union checking, remember: the sooner you make the switch, the sooner you'll begin saving. To become a credit union member, call the credit union at 1-800-877-4444. Establishing your membership requires a deposit of \$5 or more into a regular savings account.

### Why Pay More?

	OE credit union	B of A	Wells Fargo
Monthly Service	No fee	\$5.50	\$5.50
Teller Transactions	Free	\$2	Free
Personal Phone Service	Free	\$1.50 (first 6 free)	\$1.50 (first 3 free)
Auto Phone Service	Free	50 cents (each call over limit)	50 cents (each call over limit)

## SPRING INTO ACTION WITH A HOME IMPROVEMENT LOAN FROM YOUR CREDIT UNION

Make a splash!



### HOME IMPROVEMENT CHECKLIST

- |                |                     |            |
|----------------|---------------------|------------|
| ✓ POOL & SAUNA | ✓ PAINT & WALLPAPER | ✓ CARPET   |
| ✓ ROOF         | ✓ NEW APPLIANCES    | ✓ CABINETS |



Operating Engineers Local Union No. 3  
Federal Credit Union

(510) 829-4400 • (800) 877-4444

### ARP continued from previous page

However, medical intervention can also help treat cocaine addiction. For example, anti-depressants have been used to help recovering addicts get through the depression that goes along with withdrawal from the drug. This depression can threaten recovery, since the addict knows from experience that cocaine will take it away, however temporarily.

Sometimes an episode of cocaine intoxication is what brings cocaine abuse to the forefront. It's important to remember that these people do need help, but with treatment, can recover their work skills and their lives. Without it, they are likely to continue using the drug until it destroys them.



NEWS FROM  
*fringe  
benefits*

by Charlie Warren

Director of  
Fringe Benefits

## You must use your ID card when filling prescriptions

Members are still not correctly using the the new prescription drug plan. If you don't use this program properly, you will have higher out-of-pocket costs. The following explains everything you need to know. If you still don't understand the rules after reading this article, please give us a call (510) 748-7450. We'll explain the plan to you over the phone.

### Prescription Drug Home Pharmacy Plan

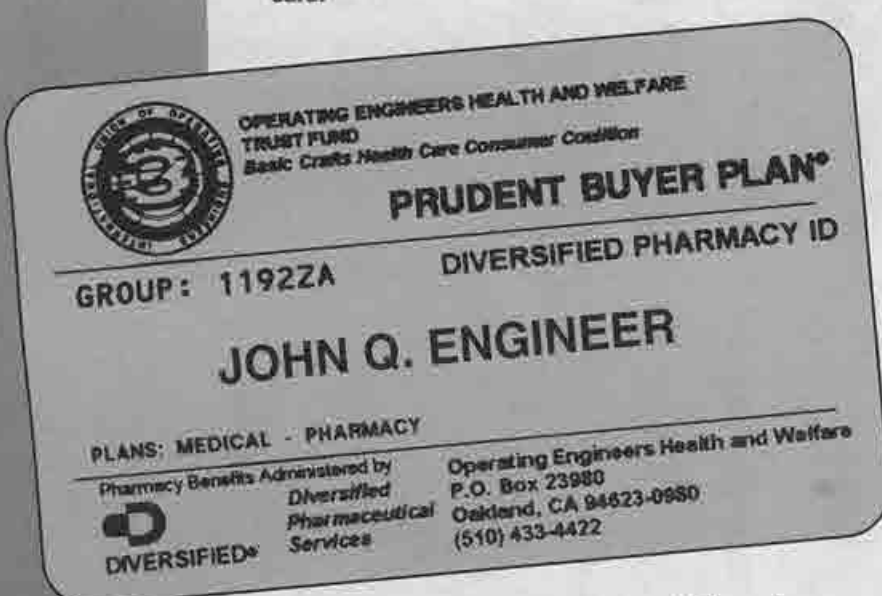
All active members covered by the California Health and Welfare Trust Fund and retirees covered by the Pensioned Health and Welfare Trust Fund, except those on a Medicare Advantage Plan, (Kaiser Senior Advantage, Pacific Care Secure Horizon or Health Net Seniority Plus) are issued white plastic Prudent Buyer/Diversified Pharmaceuticals Services card. Kaiser members receive their Kaiser card and the white plastic Diversified Pharmaceuticals Services card.

Diversified Pharmaceuticals Services (DPS) requires you to use your ID card when purchasing prescription drugs. Under the DPS plan, the member goes to a participating pharmacy (most major and many independent pharmacies), presents his ID card and

pays either \$5 (generic) or \$10 (brand name) per prescription. There is no need to file a claim and wait for reimbursement. Refer to your health & welfare booklet or contact the trust fund or fringe benefits for the details on the prescription drug benefit.

### Attention!

When filling prescriptions, don't pay the pharmacy, then file a claim for reimbursement. Use your Prudent Buyer Plan ID card.



prescriptions from a non-participating pharmacy or without your ID card, you must file a claim with DPS (forms are available through the trust fund or fringe benefits) for reimbursement. Reimbursement will be based on what DPS would have paid a participating pharmacy. This means your cost will probably be higher than the normal \$5 or \$10. In many cases, the difference can be substantial. Save money by using participating pharmacies and your ID card.

### Kaiser members

Kaiser pharmacies are not participating pharmacies under the DPS plan. Members with Kaiser coverage (except retirees and spouses on Kaiser Senior Advantage) should not fill their prescriptions at Kaiser. They should take their prescription to a participating pharmacy for maximum reimbursement. Retirees and spouses who are on Kaiser Senior Advantage must fill their prescriptions at Kaiser.

### Mail order option

Your prescription drug benefit also provides mail order service for your prescription needs. Mail order service is available through American Diversified Services (ADP) in Sacramento or through DPS in Pennsylvania. The mail order option is ideal for those on maintenance drugs. When using the mail order option, there is no out-of-pocket cost to the member. If ID cards have not been received, or if you need additional cards, information or forms, call your district office, the trust fund office or fringe benefits.

### Retiree picnic horseshoe tourney

The Retiree Association picnic is almost here. We hope to see you all there. As a reminder, mark your calendars and be at Rancho Murieta on Saturday, May 31. If you want, come on up on Friday, May 30 at noon and stay until noon on Sunday, June 1. This year the credit union is sponsoring a horseshoe tournament on Saturday starting at 10 a.m. There will be plenty of parking for your self contained campers, motor homes and trailers. Once again Local 3 will be picking up the tab for this event. Be sure to come on out and have a great time.



The vittles were mighty tasty at the April 24 Retiree Association potluck at Woodward Park in Fresno.

NEWS FROM THE  
*districts*

# Governor visits Honolulu picnic

*He reassured members of his commitment to pump money into public works to get construction industry moving*

HONOLULU – The Honolulu picnic was held on March 8 at Sand Island Park. The weather brought us a sunny day with a light breeze, making it a very comfortable day for a picnic. All who attended had lots of food and fellowship with old friends. The chance to renew acquaintances and friendships is probably the most rewarding part of all the district picnics.

from *hawaii*

We were fortunate the round of Hawaii District meetings had just concluded, allowing the members to meet informally with our officers.

Hawaii Governor Benjamin Cayetano paid a visit to our picnic to meet the officers and Local 3 members. He spoke briefly to the gathering and explained Hawaii's economic situation. He also informed us of his efforts to pump money into State Capitol Improvement Projects to help get the construction industry moving again and our brothers and sisters back to work.

*Willy Crozier, administrator,  
Hawaii Operating Engineers Industry Stabilization Fund*

**Below: Gov. Benjamin Cayetano**, left, meets Local 3 member Joe Kupukaa, right at the March 8 Honolulu picnic, along with Executive Board member Speedy Kama.



**Left: Gov. Benjamin Cayetano**, eighth from left, visited the Honolulu picnic March 8. With Cayetano from left are: Office Secretary Nona Mokuau, President Jerry Bennett, Financial Secretary Darell Steele, Jim Merrick, Business Manager Don Doser, Vice President Pat O'Connell, Cayetano, District Rep. Adrian Keohokalole, Director of Organizing Bob Miller, Richard LaCar, Recording-Corresponding Secretary Rob Wise, Education Specialist B.J. Jelf and Executive Board member Speedy Kama.

## Rep. Abercrombie thanks Hawaii District for election support

HONOLULU – Rep. Neil Abercrombie paid a special visit January 28 to the Honolulu District office to thank Hawaii's Local 3 members for their strong during the November general election. He praised Local 3 for its willingness to spend the time and energy to help him win re-election against a very well funded Republican candidate.

The other reason for the visit was to give the district a personal briefing on what's happening in the current congressional session. He warned us of the continuing thrust of the Republicans in Congress against organized labor and the average American citizen in favor of big business and the wealthy. Abercrombie pledged to continue the fight to support labor and to also continue the fight to support the Davis Bacon Act, the law governing federal prevailing wages.

We were honored to have our congressman pay us a personal visit. We wish him success and will be there to help him during his next election.

*Willy Crozier, Administrator, Hawaii Operating Engineers  
Industry Stabilization Fund*



## Team support

Rep. Neil Abercrombie (third from left in front row) paid a visit to the Honolulu District office January 28 to thank Local 3 and the Hawaii construction industry for their support in the November election. The Honolulu District staff are: (kneeling) Business Rep. Kalani Mahoe, (front row from left) District Rep. Adrian Keohokalole, Apprenticeship Administrator Nelson Umiamaka, Abercrombie, Stabilization Fund Administrator Willy Crozier, Training Coordinator Daniel Nelson, Business Rep. Freddy Keomaka; (top row from left) Business Reps. Stan McCormick and Tiny Wailehua, Apprentice Coordinator Allan Parker, Education Specialist B.J. Jelf and Hawaii Construction Industry Association Executive Director Jimmy Westlake.



# RHS Lee ready to resume Waipahu postal annex project

**Business Manager** Don Doser, right, and Vice President Pat O'Connell, middle, chat with Local 3 member George Makuaole

HONOLULU – Work on the U.S. Postal Service annex in Waipahu is about to resume after the project was shut down in January because of a major design change involving the placement of the parking lot. RHS Lee Inc. of Honolulu is doing the earthworks for prime contractor Albert C. Obayashi.

When the Local 3 officers and *Engineers News* visited the project in December, RHS Lee was about half-finished with the 8,300 yards of mass excavation for the 22,000-square-foot post office building. When RHS Lee resumes work on the project in about three to four weeks, crews have about two more months of dirt work left to finish the job.



**Dozer operator** Tommy Huffman



**At the postal annex job** in December were from left: Business Rep. Fred Keomaka, operators George Makuaole, John Miranda, Noah, Tommy Huffman (in the seat), Business Manager Don Doser, Vice President Pat O'Connell, operator Todd Lopez and District Rep. Adrian Keohokaloie.

## Retiree keeps art of net making alive

HONOLULU – This photo of William Kaawaloa, by Michael Darden of *West Hawaii Today*, shows the retired Operating Engineer teaching the art of net making at a recent cultural festival at the Puulohola National Historical Site in Kawaihae on the Big Island.

Kaawaloa started his career as an Operating Engineer in 1960 working for S.K. Oda Contractor in Hilo. He was one of the employees who helped the company become a union contractor in 1964 through an National Labor Relations Board representation election.

Kaawaloa worked in the industry until his retirement in 1979. He is presently enjoying his retirement and keeping himself busy with his net making and other hobbies. Kaawaloa learned to make throw nets from his grandfather and is now teaching an apprentice. It takes about a month of consistent work to complete a single net.

We wish brother Kaawaloa and his wife Minnie continued good health and many more years of a well-earned retirement. Aloha.



NEWS FROM THE  
*districts***Surge in hwy. repair work  
kick-starts work season**

ROHNERT PARK – Despite some light rain in the past couple of weeks, the overall work outlook in Sonoma, Lake and Mendocino counties looks really strong. Because of the January floods in the tri-county area, we are seeing a surge in highway repair work that promises to get the season off to a strong start.

At press time, pre-negotiation meetings are scheduled for Syco Industries, Kaiser Rock, Sand & Gravel, Parnum Paving and Parnum Ready Mix.

from *santa rosa*

The Rohnert Park Wet & Wild barbecue and picnic at the Windsor Water Works is rapidly approaching. Because of the park's limited space, tickets are available first-come first-serve. Call Dispatcher George Steffensen at (707) 585-2487 for information about getting your tickets. Members, their families and guests, as well as retirees and guests are all invited.

We're going to serve barbecued chicken or beef for lunch with rolls, bean, salad, hot dogs and beverages. There will also be several raffles throughout the day. Raffle items will include an autographed Jerry Rice football, an assembled pedal riding tractor, lifetime vehicle alignment, tickets to the Sonoma County Crushers, lots and lots of gift certificates for dinner and overnight stays at bed and breakfasts in Sonoma, Lake and Mendocino counties, and bottles of special label Senator Mike Thompson wine.

Discounted water slide ticket will be available. Tickets are selling fast, so call George and order your tickets soon to ensure your place at the picnic.

**Local 3 member  
catches  
entrepreneurial spirit**

ROHNERT PARK – It's been over two years since Local 3 member Mark Baldry started his own drilling company – Baldry Brothers Drilling of Santa Rosa. After working for Reliable Crane & Rigging for 13 years with his older brother Raymond, Mark purchased his own drilling rig, a Komatsu PC-120-3 with an LMP-50 drill attachment.

Since signing with Local 3 in late 1995, Baldry Brothers has done work all over California and as far away as Salt Lake City for such union contractors as Ellirgham Construction, C.C. Meyers, Stroer and Craft Pile Drivers, Foundation Constructors Pile Drivers, Altamont Engineering and Anderson Pacific. Mark specializes in foundation drilling for houses, retaining walls, pre-drilling for pile, slide repairs.

Mark recently purchased a second rig, a Komatsu PC-150-5 with an LM-60 attachment. If business improves this summer, Mark plans to hire another operator to run one of the two rigs.

**Operators lend helping hand for needy family**

RENO – Apprentices David Etchinson, operating the John Deere backhoe, and Marla Ball, standing at right, donated their time to help do site preparation for a Habitat for

Humanity home in north-west Reno at Kings Row and St. Albert's

from *reno*

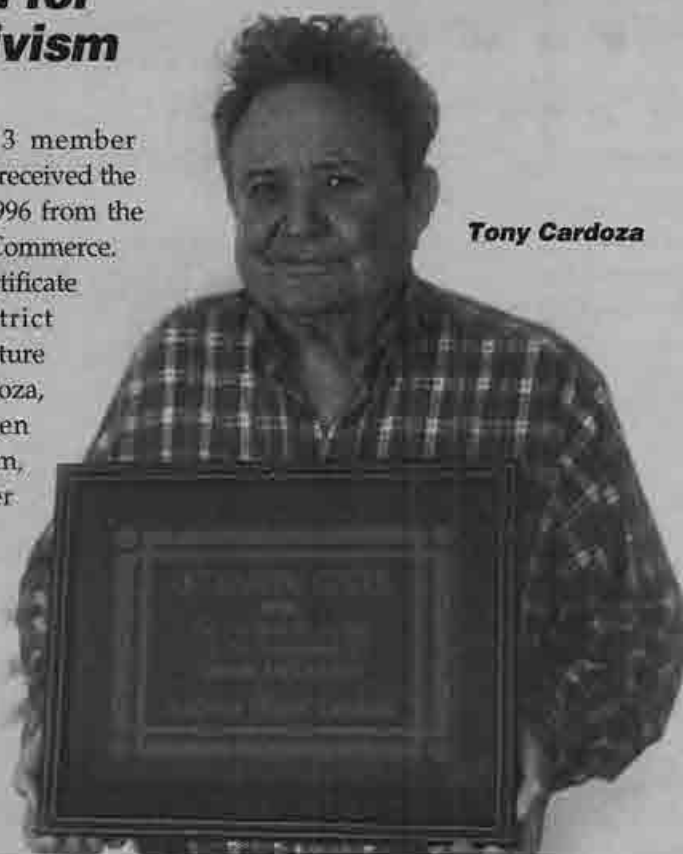
Drive. Local 3 member Charles Martinez, standing next to Ball, was among the journey-level operators and equipment donated by T.W. Construction and Granite Construction. The 1,000-square-foot three bedroom home for a needy family will be constructed by apprentices from each craft.





## Retiree honored for community activism

STOCKTON – 35-year Local 3 member Anthony (Tony) Cardoza recently received the Outstanding Citizen award for 1996 from the Clements-Lockeford Chamber of Commerce. He was also presented with a certificate from the 11th California District Congress, California State Legislature and California State Senate. Cardoza, a retired member who has been active in Local 3's COMET program, is also involved in several other community groups and activities, including the Veterans of Foreign Wars, Lodi Dakota Club and Independent Order of Foresters. He is currently working on the Lockeford Park project.



**Tony Cardoza**

## Concrete performance



SAN FRANCISCO – Local 3 member Paul Cruz of Landavazo Bros. shoots mud for the footings for San Francisco International Airport's new international terminal, which is part of a \$2.5 billion airport expansion. Conco-Kulchin-Condon JV is the general contractor on this project.

## Note of gratitude

ALAMEDA – This photo shows the damage the January floods inflicted on my aunt's home in the Marysville-Olivehurst area. My aunt and cousin both ended up losing their homes. I want to extend a big thank you to all

the Operating Engineers who came to the rescue with all of their heavy equipment. Your care and concern are deeply appreciated.

*Patty Newlan,  
Local 3 Addiction Recovery Program*



# District and Retiree Picnics

### Oakland District

Sunday, May 18  
Rankin Municipal Park, Martinez  
10 a.m. to 4 p.m.  
\$13 adults, \$10 retirees, \$4 children  
Steaks, hot dogs, green salad, potato salad, unlimited soda and beer  
Playground, horseshoe tourney, raffle  
Info: (510) 748-7446

### Retiree Picnic

Saturday, May 31  
Rancho Murieta Training Center  
Rib roast, salad, beans, rolls, unlimited beer and soft drinks  
Horseshoe tourney, music, souvenir photos, and much more  
As usual, plenty of RV parking  
Info: (510) 748-7450

### Salt Lake City District

Saturday, June 14  
Murray Park (Five Pavilion)  
Chuckwagon chicken and all the trimmings, beans, rolls, salad and more  
Tickets: \$5 single active, \$10 family, retirees free  
Info: (801) 596-2677

### Redding District

Saturday, June 21  
Anderson River Park  
Food served 12 noon to 2 p.m.  
Pit roast beef, BBQ beans, salad, fruit, rolls, unlimited beer and soft drinks  
Ice cream, games for the kids, music, raffle  
Adults \$10, retirees \$6, children 6-14 years old \$4, kids under 6 free  
Info: (916) 222-6053

### San Francisco District

Sat., June 28  
Huddart Park in Woodside (Welder Shelter Area)  
1 p.m. to whenever  
Tri-tip or chicken, salad, beans, dinner rolls, hot dogs for the children  
Tickets: \$10 adults, \$3 retirees, under 12 free  
Info: (415) 468-6107

### Rohnert Park District

Sunday, June 29  
Windsor Water Works  
10 a.m. – 5 p.m. (hours park is open)  
Food served 11 a.m. – 2 p.m.  
Tickets: Adults \$13, retirees \$9, children \$2  
Menu: Tri-tip or chicken, salad, beans, dinner rolls, hot dogs for the children  
Water slide tickets are extra  
Unlimited beer and soft drinks  
Door prize, raffle  
Event sells out, so get tickets early  
Info: (707) 585-2487

### Reno District

Saturday, July 12  
Deer Park in Sparks  
1 p.m. (Retirees meeting 11 a.m.)  
Actives \$7.50, \$15 per family, retirees free  
Steak, hot dogs, salad, beans, garlic bread, ice cream, unlimited beer and soft drinks, raffle, music  
Info: (702) 857-4440

### Stockton District

Sunday, July 27  
Mickey Grove Park  
Adults \$10, \$8 retirees, kids under 15 free  
Info: (209) 943-2332

### Sacramento District

Saturday, August 2

### Fairfield District

Sunday, Aug. 3  
Pena Adobe Park, Vacaville  
Next to Blue Lagoon Waterslide Park  
11 a.m. to 5 p.m.  
Adults \$8, retirees \$5,  
free for kids who eat hot dogs  
Water slide tickets are extra  
Tri-tip, Roger's special beans, salad, rolls, unlimited soft drinks and beer  
Lots of raffle prizes.

### San Jose District

Sunday, August 10

**Prop. 218 continued from page 9**

property owner or renter would pay. For example, if a business owner would pay twice as much assessment as a homeowner, the business owner's vote would count twice as much as the homeowner's vote. Prop. 218 essentially changes the one person, one vote principle of democracy to something akin to one dollar, one vote. It also theoretically allows foreigners and people from out-of-state, provided they own the effected property, to vote on matters of local government concern.

Local 3's Eureka District recently found out how this part of Prop. 218 works. Since the early 1990s, Eureka's Humboldt Bay Harbor Navigational Improvement District has needed to raise about \$23 million to dredge that city's port. The district's commissioners decided the best way to raise the funds was to form an assessment district. Before Prop. 218, the elected commission would have held public hearings and then taken its own vote. But under Prop. 218, the commission was required to take a vote of effected property owners.

**Downside of Prop. 218**

Here's where Prop. 218 raised its ugly head in Eureka. Because business owned most of the assessed property to be taxed, it had most of the voting power. The local timber industry in particular, which opposed formation of the assessment district, held 30 percent of the votes. Numerous out-of-state property owners and at least one foreigner would have been allowed to vote on the assessment district issue. But the commission, facing likely defeat, ended up scrapping the project.

Prop. 218 could adversely affect Operating Engineers in other ways. It could threaten just about any project whose funding comes from taxes, assessments or fees. For example, Prop. 218 could jeopardize San Francisco's \$157 million expansion of the Moscone Center because a public vote will be needed on the board of supervisor's decision to raise the \$157 million by increasing the city's 12 percent hotel room tax up to 14 percent. And if the tax is ruled a "special tax," a referendum would require a two-thirds vote under Prop. 13 and Prop. 62.

The full impact of Prop. 218 won't be known until the courts interpret certain provisions of the new law and the state Legislature irons out some of the initiative's legal kinks. But one thing seems certain, Prop. 218 will make it even more difficult for local governments to raise needed revenue for infrastructure projects. To what degree remains to be seen.

**Safety continued from page 13**

Listed below are contact phone numbers and addresses for the consultation services for the states in Local 3 jurisdiction:

**UTAH**

Industrial Commission of Utah,  
Utah OSHA (new title  
effective July 1)  
Labor Commission,  
Utah OSHA (until July 1)  
160 E. 300 S.  
P.O. Box 146650  
Salt Lake City, UT 84114-6650  
(801) 530-6901

**NEVADA**

Division of Industrial Relations  
Consultation Services  
North/Central Nevada  
4600 Kietzke Lane, Suite E-144  
Reno, NV 89502  
(702) 688-1474

Division of Industrial Relations  
Consultation Services  
Northeastern Nevada  
850 Elm Street  
Elko, NV 89801  
(702) 753-1169

**HAWAII**

Department of Labor and  
Industrial Relations  
Division of Occupational Safety  
and Health  
Consultation Services  
830 Punchbowl Street  
Honolulu, HI 96813  
(808) 586-9138

**CALIFORNIA**

Division of Occupational Safety  
and Health  
Cal-OSHA Consultation Services  
45 Fremont Street, Room 1260  
San Francisco, CA 94105  
(415) 972-8515

# GET WIRED!

Check out the  
Operating Engineers  
Local Union #3's  
new Web site at  
<http://www.oe3.org>

And get the latest  
information regarding:

- Meeting Schedules
- Departmental Updates
- SwapShop ads
- Political Info
- Engineers News

**Welcome to Operating Engineers Local Union No. 3 Online**

You have arrived at the home page of the Operating Engineers Local Union No. 3, the largest of the 182 local unions within the International Union of Operating Engineers and the largest construction trades local in the United States. Local 3 has about 35,000 members throughout its jurisdiction of Northern California, Northern Nevada, Utah and Hawaii.

The union represents diverse groups of employees in both the construction and manufacturing sectors. The majority of Local 3 Operating Engineers work in construction as heavy equipment operators, soil testers and

**ENGINEERS on the web**  
CLICK HERE!  
**WINTER WARRIORS**



## Women's Support Group sponsoring May 25 potluck

The Operating Engineers Women's Support Group is sponsoring its next potluck on Sunday, May 25 in Oakland.

**Where:** Novice's house 7554 Sunkist Dr.  
**When:** 12 noon

Directions: From I-80, take I-580 south, exiting at Edwards. At the stop sign (Edwards), turn right. Go two blocks, turn left at Sunkist. Go 1 1/2 blocks to 7554. From the south, traveling north on I-580, take the Kellar exit. Go left at the stop sign (Mountain Blvd.). At Edwards, turn left at Sunkist.

If you have questions or comments, call Kristi at (415) 364-4183, Beth at (510) 835-2511, Pam (510) 540-6937, Virginia (415) 641-1947.

## Sacramento area meeting

There's going to be another Women's Support Group meeting in the Sacramento area. It will be May 18 at Janelle's house, 8508 Robie Way. From Sacramento, take Hwy. 50 toward Reno, exiting at Riverside-Roseville. Turn right on Auburn, then left on Twin Oak, then left on Robie. Janelle's phone number is (916) 725-9934.

For those of you who haven't attended our activities, the Women's Support Group meets at various times and locations throughout the year. Since we don't often get the opportunity to work together, we try to offer support, do problem solving and just enjoy the company of women who have common interests and experiences.

Our last potluck at Beth's house in Oakland was great fun. We enjoyed meeting some of the new Local 3 members and visited with friends we don't see often enough. Thanks for coming everyone.

There are many things happening in Local 3 right now as the work season moves into full swing. The next few months will be very busy for all of us.

The Local 3 election is this year, and the Women's Support Group is working to get as much information out to all of our members about the issues and candidates. But in order for us to contact you with information and upcoming events, we need to know how to reach you. We only contact those who are on our mailing list. If you have questions or concerns, or if you would like updates about our events or wish to receive our mailings, call one of the numbers listed above, or drop us a line at:

OE Women's Support Group  
335 Haddon Rd.  
Oakland, CA 94606  
e-mail: OE#3Women@aol.com

## 12-Hour Day continued from page 4

to extend her term on April 21, but that won't change the result of the IWC's April 11 vote.

IBM executive Cynthia Neff received her appointment only three weeks before the final vote on overtime pay. After the vote, Neff was quoted as saying she "did not think the voices heard in this room and from organized labor represent workers as a whole."

The most controversial member of the IWC is one of the two labor representatives. Syed Alam, a member of the Professional Engineers in California Government (PECG), has consistently voted with the employer representatives since his appointment by Wilson last year. Alam's appointment angered labor groups because he had previously withdrawn his union membership after Wilson disagreed with a policy position adopted by PECG. After learning of his impending appointment to the IWC, Alam reinstated his membership.

PECG says Alam does not represent the union, and Alam admittedly did not even know what "AFL-CIO" stands for. Union groups have challenged the legality of Alam's appointment, claiming that since he hadn't paid any dues to his union at the time of his appointment, he was not officially a union member and therefore does not represent organized labor. Superior Court Judge William Cahill set a hearing date for May 16.

Chuck Center is one of two IWC members who refused to go along with the governor and voted against the repeal of daily overtime. He is a former Local 3 member and currently works as a lobbyist for the California State Council of Laborers.

## Labor fights back

Almost immediately after the IWC's vote, the California Labor Federation filed a lawsuit arguing that only the Legislature, and not the IWC, has the authority to change laws pertaining to the regulation of workers' hours. Furthermore, the federation argues that the IWC has simply changed its mind about whether the eight-hour day serves the best interest of workers in order to satisfy Wilson's whims.

In a 1980 state Supreme Court case, *Industrial Welfare Commission v. Superior Court*, the IWC argued that the eight-hour day "is an accepted standard in American society. . . . The California Legislature declares that eight hours of labor constitutes a day's work."

So, not only did the IWC previously support the eight-hour day, they acknowledged that the California Legislature has the power to determine the length of the work day. Critics claim the IWC reversed its previous position only because Wilson was unable to get his way through legislation. By arguing that Wilson did an end-run around the Legislature by asking the IWC to change the regulations, the federation hopes to have the vote nullified.

Art Pulaski, the federation's executive secretary-treasurer said: "Bureaucracy can't cancel democracy. A regulatory agency like the IWC has no

authority to deny the will of the democratically elected legislature." Last year, the legislature rejected bills in

Workers mourn the death of the eight-hour day in San Francisco on April 11.

both houses that would have abolished daily overtime pay.

In an effort to reaffirm the Legislature's position, both the Assembly and

Senate are currently considering

bills, AB 15 by Knox and SB 680 by Senator Hilda Solis (D-Los Angeles), that would make overtime pay the law. The Senate bill is scheduled to be heard in the Senate Appropriations Committee on May 12.

The return of the eight-hour work day lies primarily in the hands of the San Francisco Superior Court. If the court rules that the IWC does indeed have the authority to regulate overtime pay, then the system of checks and balances in California government appears to have some serious loopholes.

If the governor can circumvent the legislature using regulatory changes any time the two don't agree, then it becomes more important than ever to pay close attention to who we're voting for. We must read between the lines and look beyond the slick campaign propaganda to find the true agenda of a candidate. If we allow him or her to dictate to us what issues are important, we lose control over our ability to make educated choices about which candidate will serve not only the needs of our individual families, but our union family as well.



## personal notes

### From the Santa Rosa Office:

The Rohnert Park/Santa Rosa Office wishes to extend its condolences to the following families and friends of the recently departed: Jack R. Sloan (3/8/97); Sylvester Heffington (3/26/97); Russell W. Clark (4/2/97); and Walter Leabig (4/8/97).

We also wish to extend our congratulations to the following: Pat & Kim Gulch on the birth of their baby girl Christine Ellie Gluch. She weighed 10 lbs. 3 oz. and has an older brother Joshua Gluch. The family resides in Casadero and Pat works for Argonaut Constructors. Grandpa Jerre Paolini works for Bauman Landscaping. And yes, we did say 10 lbs. 3 oz. Wow!

# OFFICIAL ELECTION NOTICE: NOMINATION RULES FOR THE ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35th IUOE CONVENTION

Recording-Corresponding Secretary Robert L. Wise, in compliance with the Local Union By-Laws, Article XII, Section 2(b), publishes the following notice:

## • NOTICE OF RIGHT TO NOMINATE:

### Article XII, Elections, Section 2(j)

*Eligibility of Members to Nominate:* Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for non payment of dues preceding the first nominating meeting shall have the right to nominate.

## • NOMINATION FORMS

### Article XII, Elections, Section 2(e)

Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

#### NOMINATION FORM (Single Nominator)

I hereby nominate \_\_\_\_\_

Register No. \_\_\_\_\_, Social Security No. \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

for \_\_\_\_\_

Signature \_\_\_\_\_

Social Security No. \_\_\_\_\_ Register No. \_\_\_\_\_

PRINT Name \_\_\_\_\_

#### NOMINATION FORM (Multiple Nominators)

We hereby nominate \_\_\_\_\_

Register No. \_\_\_\_\_, Social Security No. \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

for \_\_\_\_\_

	Signature	Social Security No.	Register No.
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

**Note:** The Nomination Forms for Officers and Executive Board Members will be printed on *white* paper. The Nomination Forms for Delegates and Alternate Delegates will be printed on *yellow* paper.

## • NUMBER OF NOMINATORS REQUIRED

### Article XII, Elections, Section 1(a)(b) and Article XIII, International Convention Delegates, Section 1(a)

The minimum number of eligible nominators required for a Candidate for Officer, Delegate or Alternate Delegate based on the Local Union Membership (excluding Registered Apprentices) on February 28, 1997 of 33,675 is thirty-four (34).

### Article XII, Elections, Section 1(c)

The minimum number of eligible nominators required for District member of the Executive Board is one.

## • INTERNATIONAL CONVENTION DELEGATES

### Article XIII, International Convention Delegates, Section 1

Delegates and Alternate Delegates to the International Convention other than the President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer and Business Manager (who shall be Delegates by virtue of

their election to Office) shall be nominated and elected in the same manner as provided in Article XII of these By-Laws, except that:

- Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.
- Except as provided in (e) of this Section, the Election Committee shall be nominated and elected at the regular quarterly or special District and Subdistrict Meetings in the months of September, October and November of the year next preceding the election.
- Each Nominee shall have the right to list one of the following after his name on the ballot: his Office, or his Position, or his collective bargaining agreement classification.
- Except as provided in (e) of this Section, nominations will be held in the month of December, and the election will be held in the month of February.
- When the International Convention is to occur during the year next following an election of Officers under Article XII of these By-Laws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.
- Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast (1) ballot of all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

## • RULES GOVERNING THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION AS APPROVED BY THE LOCAL UNION EXECUTIVE BOARD ON MARCH 23, 1997.

In addition to the Business Manager, President, Vice President, Recording-Corresponding Secretary, Financial Secretary and Treasurer who are Delegates by virtue of their election to office, there shall be 35 Delegates and 3 Alternate Delegates elected.

The names of the Candidates shall be arranged in descending order based on the total number of votes received by each of them. The Candidate receiving the highest number of votes shall be at the top of the list, the Candidate receiving the least number of votes at the bottom of the list, and they shall be numbered in descending order, one (1) through the total number nominated and eligible for Delegate and Alternate Delegate.

In the event that two (2) or more Candidates receive the same number of votes, their names shall be arranged in descending order based on the length of membership in Operating Engineers Local Union No. 3. The tied Candidate who has been a member of Operating Engineers Local Union No. 3 for the longest period of time shall be listed above the tied Candidate who has been a member for a shorter period of time, and they shall then be numbered as in this Section provided, and the Candidate with the next highest number of votes shall receive the number next following the number assigned the tied Candidate who has been a member of Operating Engineers Local Union No. 3 for the shortest period of time.

The Candidates, numbered one (1) through 35 shall be declared elected as Delegates. The Candidates for Alternate Delegates, numbered one (1) through three (3) shall be declared elected as Alternate Delegates.

Each Alternate shall serve as necessary. The Alternate with the highest number first and the Alternate with the lowest number last.

In the event the average number of members on which the Local Union has paid per capita tax for the year ending September 1997 has increased sufficiently to entitle the Local Union to an additional Delegate, the Alternate with the highest number of votes shall be designated as Delegate, and likewise if the average membership has decreased to the point the Union is entitled to a lesser number of Delegates, the Delegate with the lowest number of votes would become first (1st) Alternate, and the Delegate who had been third (3rd) Alternate would no longer be a Delegate.



# NOMINATION MEETINGS FOR THE 1997 ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35th IUOE CONVENTION

- The time and place of the regular and special-called District Meetings where nominations will be made:

## 1997 NOMINATION MEETING SCHEDULE

### DISTRICT 40

Special Called Mtg.  
Mon., June 2, 1997  
Engineers Bldg.  
2806 Broadway  
Eureka, CA

### DISTRICT 17\*

Regular District Mtg.  
Mon., June 2, 1997  
Kauai H.S. Cafeteria  
Lihue, HI

### DISTRICT 70

Special Called Mtg.  
Tues., June 3, 1997  
Engineers Bldg.  
20308 Engineers Ln.,  
Redding, CA

### DISTRICT 17\*

Regular District Mtg.  
Tues., June 3, 1997  
Washington Intermediate  
School Cafeteria  
1633 S. King St.,  
Honolulu, HI

### DISTRICT 60

Special Called Mtg.  
Wed., June 4, 1997  
Veterans Memorial Center  
1703 Elm St., Marysville, CA

### DISTRICT 17\*

Regular District Mtg.  
Wed., June 4, 1997  
Waikapu Community Center  
22 Waiko Pl., Walluku, Maui

### DISTRICT 20\*

Regular District Mtg.  
Thurs., June 5, 1997  
Elks Lodge No. 1994  
3994 Willow Pass Rd.,  
Concord, CA

### DISTRICT 17\*

Regular District Mtg.  
Thurs., June 5, 1997  
Hilo ILWU Hall  
100 W. Lanikaula St., Hilo, HI

### DISTRICT 17\*\*

Regular District Mtg.  
Fri., June 6, 1997  
Waimea Community Cntr.  
65-1260 Kawaihae Rd  
Waimea, HI

### DISTRICT 80

Special Called Mtg.  
Mon., June 9, 1997  
Machinist's Hall  
2749 Sunrise Blvd.,  
Rancho Cordova, CA

### DISTRICT 30

Special Called Mtg.  
Mon., June 9, 1997  
Engineers Bldg.  
1916 N. Broadway  
Stockton, CA

### DISTRICT 11

Special Called Mtg.  
Tues., June 10, 1997  
Engineers Bldg.  
1290 Corporate Blvd.  
Reno, NV

### DISTRICT 01

Special Called Mtg.  
Tues., June 10, 1997  
Seafarers Int. Auditorium  
350 Fremont St., SF, CA

### DISTRICT 04

Special Called Mtg.  
Wed., June 11, 1997  
Holiday Inn  
1350 Holiday Ln.  
Fairfield, CA

### DISTRICT 50

Special Called Mtg.  
Wed., June 11, 1997  
Laborer's Hall  
5431 E. Hedges  
Fresno, CA

### DISTRICT 10\*

Regular Dist. Mtg.  
Thurs., June 12, 1997  
Discovery Inn  
1340 N. State St.  
Ukiah, CA

### DISTRICT 90\*

Regular Dist. Mtg.  
Thurs., June 12, 1997  
Veterans of Foreign Wars  
Hall  
1969 Freedom Blvd.  
Freedom, CA

### DISTRICT 12

Special Called Mtg.  
Fri., June 13, 1997  
Engineers Bldg.  
1958 W. N. Temple  
Salt Lake City, UT

\* Denotes Regularly  
Scheduled District  
Meeting

\*\*Note location  
change

**ALL MEETINGS  
CONVENE AT  
7:00 P.M.**

## OFFICIAL ELECTION NOTICE: NOMINATION RULES FOR THE ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35th IUOE CONVENTION

### The following are pertinent excerpts from the Local Union By-Laws, Article XII, Elections

#### ARTICLE XII, Elections Section 1, Eligibility

(a) *Officers other than the Business Manager:* No Member shall be eligible for election, be elected nor hold office unless he shall have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected, nor hold office unless he shall also have been a member of the Local Union for two years immediately prior to election (subject to [e] below), and nominated by at least 1/10th of 1% of the Members of the Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Union as of the last day of February preceding the election.

(b) *Business Manager:* No Member shall be eligible for election to, be elected to, nor hold the office of Business Manager unless he shall have been continuously in good standing in the Local Union for a period of two (2) years preceding the month of nominations (subject to [e] below); and nominated by at least 1/10th of 1% of the members of the Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Union as of the last day of February preceding the election.

(c) *District Member of the Executive Board:* No Member shall be eligible for election, be elected nor hold the position of District Member unless he shall have been continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected, nor hold the position of District Member unless he shall have been a member of the Local Union for two years immediately prior to election and has maintained a residence in the District he represents or seeks to represent for not less than one (1) year, preceding the first day of the dues period in which the election is held (subject to [e] below).

No Member who is on the full-time payroll of the Local Union may accept a nomination for or be elected to the position of District Member. No District Member shall continue to hold the position of District Member if he accepts employment on the full-time payroll of the Local Union.

(e) If no member fulfills the foregoing conditions of eligibility for a particular Office or Position, any Member currently in good standing in the Local Union, and otherwise eligible, shall, upon the filing of an Affidavit that he meets the requirements of Section 504 of the Labor Management Reporting and Disclosure Act of 1959 and Article XII Section 1(a) of these By-Laws be eligible to be nominated for and elected to, and to hold, that Office or Position.

(f) Members of the Registered Apprentice Sub-division and Members who do not meet the age require-

ments of the International Constitution shall not be eligible for nomination or election to any Office or Position set forth in (a) through (c) above.

(g) No Member retired from work at the trade shall be eligible for election, be elected nor hold office in this Local Union. This restriction, however, shall not be applicable to any member so retired who, commencing in 1985, at least one (1) year, and, commencing in 1986, in the case of one seeking the office of Business Manager, at least two (2) years, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full-time work at the trade.

(h) Commencing in 1985, no member shall be eligible for election, be elected nor hold office who has not during the year, and commencing in 1986, in the case of one seeking the office of Business Manager, two (2) years immediately prior to the month of nominations, been continuously employed at the trade, or who has not actively sought continuous employment at the trade. This restriction, however, shall not apply to any member serving or acting in any capacity for the Local Union or the International Union to perform work in furtherance of the interests of organized labor.

(i) No Member shall be eligible for election, be elected, or hold any Office or Position, and no person shall be employed who has been convicted of any crime involving moral turpitude, offensive to trade union morality, or who has been found after trial by the Union or by Civil Court to have been false to his trust or misappropriated Union Funds or property or who is commonly known to be a crook or racketeer preying on the labor movement and its good name for corrupt purposes, whether or not previously convicted for such nefarious activities.

(j) No Member shall be in good standing unless he has paid all current dues to the Local Union within thirty (30) days after they shall have become due and payable, as evidenced by his dues book stamps. NO Member whose dues have been withheld by his employer for payment to the Local union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, to vote or be a candidate for Office in the Local Union solely by reason of alleged delay or default in the payment of dues.

(k) No candidate (including a prospective candidate) for Local Union office, and no supporter of a candidate for Local Union office, may solicit or accept any direct or indirect financial support from any non-member of the International Union of Operating Engineers or from any foundation, corporation or other entity whose funds are derived in whole or in part from any person not a member of this International Union.

#### ARTICLE XII, Elections Section 2, Nominations

(a) *Nominations:* Nominations shall be made in the month of June at the regularly scheduled District Meetings as directed by the Local Union Executive Board as a special order of business, or at specially

**continued next page**

# OFFICIAL ELECTION NOTICE: NOMINATION RULES FOR THE ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35th IUOE CONVENTION

## continued from previous page

called meetings in that month in Districts in which there is no regularly scheduled meeting.

- (b) *Notice:* Notice of the right to nominate, of the form in which the nomination shall be made, the number of nominators required and of the time and place of the regular and specially called District Meetings at which nominations will be made, shall be given by publication in the April edition of the *Engineers News*, and promptly posted in the District and Sub-district Employment Offices or Job Placement Centers.
- (c) *Nomination Committee:* There shall be a Nomination Committee in each District, composed of the District Election Committeeman and not less than two (2) Members from the District appointed by the Presiding Officer just prior to nominations. In the event the District Election Committeeman is absent, the Presiding Officer shall appoint one (1) additional Member from the District to the Committee.
- (d) It shall be the duty of the Nomination Committee to receive the written nomination when delivered by a nominator, count the nominations of each Member nominated for each Office or Position and deliver the nominations prior to the close of each meeting to the Presiding Officer who shall announce the number of nominators nominating each nominee for each Office or Position. The Presiding Officer shall have the responsibility of delivering the nominations to the Recording-Corresponding Secretary who shall cause them to be delivered to the Secretary of the Election Committee.
- (e) Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security number and Register Number in the form following:

If by a single nominator:

### NOMINATION

I hereby nominate \_\_\_\_\_  
 Register No. \_\_\_\_\_  
 Social Security No. \_\_\_\_\_  
 For \_\_\_\_\_  
 Signature \_\_\_\_\_  
 Social Security No. \_\_\_\_\_  
 Register No. \_\_\_\_\_  
 Print Name \_\_\_\_\_

If by more than one nominator:

### NOMINATION

We hereby nominate \_\_\_\_\_  
 Register No. \_\_\_\_\_  
 Social Security No. \_\_\_\_\_  
 for \_\_\_\_\_

Signature \_\_\_\_\_ Social Security No. \_\_\_\_\_ Register No. \_\_\_\_\_

- (f) When nominations are called for by the Presiding Officer for a particular Office or Position, if a single nominator, he shall address the Presiding

Officer reciting his name and Register Number and the name of the Member and the Office or Position for which he is nominating the Member and deliver his written nomination to the Nomination Committee. If there is more than one nominator, one of the nominators shall address the Presiding Officer reciting his name and Register Number and the names and Register Numbers of the other nominators and the name of the member and the Office and Position for which he is nominating the Member and deliver the written nomination to the Nomination Committee.

- (g) All Members nominated, otherwise eligible, in order to continue to be eligible shall have filed with the Recording-Corresponding Secretary of the Local Union within ten (10) days after having been notified in writing by the Recording-Corresponding Secretary of his nomination to Local Union Office, Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 Affidavit, and a written acceptance of his nomination to Office, and in addition, shall have been in regular attendance at all regularly scheduled Local Union Membership Meetings and home District Membership Meetings held after nominations and before election, subject, however, to a reasonable excuse based upon good cause such as physical incapacity, or death in family. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each Member nominated, at his last known home address, notice of his nomination and the Office to which he has been nominated.
- (h) No Member may accept nomination for more than one (1) Office or Position except a Member may accept the nomination for Sub-district Advisor and any one other Office or Position.

### DECLINATION OF NOMINEE

The Undersigned states that he declines all nominations:

(Name) \_\_\_\_\_  
 (Signature) \_\_\_\_\_  
 (Register No.) \_\_\_\_\_  
 (Social Security No.) \_\_\_\_\_  
 (Date) \_\_\_\_\_

### ACCEPTANCE OF NOMINEE

The Undersigned states that he will accept nomination for

(Office or Position) \_\_\_\_\_

I desire my name and (if not the incumbent) one occupational classification as set forth in collective bargaining agreement entered into by the Local Union to appear on the ballot as follows:

(Name) \_\_\_\_\_  
 (Collective Bargaining Agreement Classification) \_\_\_\_\_

(Signature) \_\_\_\_\_

(Register No.) \_\_\_\_\_

(Social Security No.) \_\_\_\_\_

(Date) \_\_\_\_\_

(PRINT Name) \_\_\_\_\_

In the event no statement is received by the Recording-Corresponding Secretary on or before twenty (20) days from the date of mailing of the notice provided for in Article XII, Section 2(g), the nominee shall be deemed for all purposes to have declined all nominations for the Offices or Positions for which he has been nominated.

- (i) All Members nominated who are more than one hundred (100) miles from San Francisco on the day prior to and the day of the Semi-Annual Meeting in San Francisco are excused from attending for good cause, as are all who are more than one hundred (100) miles from their regular District Meetings the day before and the day of the Meeting. However, a Member nominated who claims to be excused for this reason shall notify the Recording-Corresponding Secretary in writing, by letter or telegram, not later than 5:00 p.m., Local San Francisco Time, within five (5) days after such Meeting.
- (j) *Eligibility of Members to Nominate:* Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for nonpayment of dues preceding the first nominating meeting shall have the right to nominate.
- (k) In the event of the death, between nomination and the time of the last meeting preceding the election, of any Constitutional Officer who has been nominated to Office in the forthcoming election, any Member of the Local Union, who is otherwise eligible, shall be eligible to be nominated and upon his filing with the Recording-Corresponding Secretary of an Affidavit that he meets the requirements of Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 and his acceptance of such nomination shall be eligible to be elected to, and if elected, to hold the Office to which the deceased Officer had been nominated. If the death occurs after the last Meeting preceding the election, nomination shall be effected by filing the Affidavit that he meets the requirements of Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 and a statement of candidacy with the Recording-Corresponding Secretary prior to the election but in no event more than five (5) days after the deceased Officer's death.

### ARTICLE XII, Elections Section 3, Elections

- (a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants,

continued next page



# OFFICIAL ELECTION NOTICE: NOMINATION RULES FOR THE ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS COMBINED WITH THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 35th IUOE CONVENTION

## continued from previous page

- selected by the Executive Board, with such other technical and legal assistance as may be provided.
- (b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or position.
- (c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.
- (d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these By-Laws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the July edition of the *Engineers News* preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

- (e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 26th next following, at 10 o'clock a.m. of that day. In the event August 26th should be a Sunday or a holiday, the post office box shall be opened by the certified public accountants on the following day, at the same time.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

- (f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the September edition of the *Engineers News* following the election.
- (g) The newly elected Officers shall be installed, at a specially called District Meeting in District No. 1, not later than September 15th.
- (h) Every Member who is not suspended for nonpayment of dues as of August 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

Eligibility to vote for District Member shall, in addition, be based on each Member's last known address as shown on the records of the Local Union on August 1st prior to the mailing of the ballots, and each Member shall be eligible to vote only for the nominees for District Member for the District in which such address is located.

## ARTICLE XII, Elections Section 4

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending

determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

## ARTICLE XII, Elections Section 5

- (a) Every Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities and indecorous language in any expression of view and opinions with respect to candidates.
- (b) Any Member found guilty of violating Paragraph (a) of this Section 5 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the Office for which he is a candidate, if elected thereto.

## ARTICLE XII, Elections Section 6

The Recording-Corresponding Secretary, upon request of any bona fide candidate for Office, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording-Corresponding Secretary if it is to be distributed other than by mail.

No such request shall be honored if made on or after 5:00 p.m., Local Time, the 5th day of August next preceding the mailing of the ballots.

## ARTICLE XII, Elections Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective Offices. Nomination, and Acceptance of Nomination and election records — including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work — shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

# meetings & announcements

## KONA DISTRICT MEETING LOCATION CHANGE

Recording-Corresponding Secretary Robert L. Wise announces that the Kona District Membership meeting location has been changed from the Hualaloa Imin Community Center to the following:

**June 6, 1997 @ 7:00 p.m.**  
**Waimea Community Center**  
**65-1260 Kawaihae Road**  
**Waimea, HI**

## SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held on Saturday, July 19, 1997 at 1:00 p.m., at the following address:

**Seafarers International Union Auditorium**  
**350 Fremont St., San Francisco, CA**

## HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of April 1997, and have been determined to be eligible for Honorary Membership effective July 1, 1997.

They were presented at the April 20, 1997 Executive Board Meeting.

<b>Forrest Bigler</b> ..... # 0747804	<b>Roy Dunlap</b> ..... # 1095803	<b>Guido Massone</b> ..... # 1075443
<b>Robert Bleazard</b> ..... # 0845365	<b>Glenn Harvey</b> ..... # 1022304	<b>Jerry Nago</b> ..... # 1095885
<b>Cleo Brixey</b> ..... # 0460244	<b>Daniel Hennington</b> ..... # 0883855	<b>Carl Say</b> ..... # 1091226
<b>Alfred Crumb*</b> ..... # 0837186	<b>James E. Johnson*</b> ..... # 0854262	<b>Koshun Yamashiro</b> ..... # 1020121
<b>Bruno DalPorto</b> ..... # 1082333	<b>Raymond Johnson</b> ..... # 1094433	
<b>Boyd Dresser*</b> ..... # 0645868	<b>Earl W. Lewis, Sr.</b> ..... # 1095808	

\*Effective April 1, 1997

## DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members  
(compiled from the April '97 database)

<b>Joseph Ahquin</b> ..... Orem, UT ..... 04/08/97	<b>Harold Jones</b> ..... Fresno, CA ..... 04/17/97
<b>Ray Allen</b> ..... Crescent City, CA ..... 04/06/97	<b>Mitsuo Kitagawa</b> ..... Honolulu, HI ..... 04/13/97
<b>Douglas Bishop</b> ..... Coos Bay, OR ..... 04/25/97	<b>Darold Lafferty</b> ..... Stockton, CA ..... 04/07/97
<b>Victor Cameron</b> ..... Valley Springs, CA ..... 02/27/97	<b>Walter Leabig</b> ..... Lucerne, CA ..... 04/08/97
<b>Volney Childers</b> ..... Tulsa, OK ..... 03/20/97	<b>Harold McKinley</b> ..... Sparks, NV ..... 03/25/97
<b>Leo Christensen</b> ..... Cocolalla, ID ..... 04/25/97	<b>James McMullen</b> ..... Grass Valley, CA ..... 04/18/97
<b>Russell Clark</b> ..... Santa Rosa, CA ..... 04/02/97	<b>Melvin Morgan</b> ..... Hombrook, CA ..... 04/08/97
<b>Oscar Coley</b> ..... Sacramento, CA ..... 04/08/97	<b>Marvin Neal</b> ..... Roseville, CA ..... 04/12/97
<b>Woodrow Copsey</b> ..... Lower Lake, CA ..... 04/12/97	<b>Pat O'Brien</b> ..... Sandpoint, ID ..... 04/01/97
<b>Dario Cordano</b> ..... Sacramento, CA ..... 04/26/97	<b>Milo Olin</b> ..... Las Vegas, NV ..... 02/02/97
<b>Jack Crum</b> ..... Yuba City, CA ..... 04/09/97	<b>Louis Paysse</b> ..... New Orleans, LA ..... 04/01/97
<b>Rene Day</b> ..... Ripon, CA ..... 04/22/97	<b>Robert Pierce</b> ..... Clayton, NY ..... 04/06/97
<b>W. Gibeson</b> ..... Garden Valley, CA ..... 04/21/97	<b>Harry Rosenberg</b> ..... San Francisco, CA ..... 04/13/97
<b>V. Grubbs</b> ..... Post Falls, ID ..... 04/07/97	<b>Lester Sadler</b> ..... Soquel, CA ..... 04/13/97
<b>Ivan Guile</b> ..... Carmichael, CA ..... 04/24/97	<b>Edward Sauer</b> ..... Citrus Heights, CA ..... 04/21/97
<b>Willard Haase</b> ..... Concord, CA ..... 04/26/97	<b>Francis Shull</b> ..... Ione, CA ..... 04/01/97
<b>George Haskins</b> ..... Redding, CA ..... 04/02/97	<b>Herbert Son</b> ..... Napa, CA ..... 03/28/97
<b>Sylvester Heffington</b> ..... Ukiah, CA ..... 03/26/97	<b>Ed Sorensen</b> ..... Castella, CA ..... 04/04/97
<b>Bill Hoffman</b> ..... San Jose, CA ..... 03/05/97	<b>William Weatherbee</b> ..... St. Helena, CA ..... 04/20/97
<b>Vern Holmes</b> ..... Gold River, CA ..... 04/01/97	<b>Walter White</b> ..... Stockton, CA ..... 03/29/97
<b>John Jackman</b> ..... Piedmont, CA ..... 04/17/97	<b>Don Witcher</b> ..... Reno, NV ..... 04/27/97
<b>Walter Jackson</b> ..... Richmond, CA ..... 03/26/97	

### DECEASED DEPENDENTS

<b>Margaret Babcock</b> (wife of Russel Babcock) ..... 01/27/97	<b>Cleo Edna Lofton</b> (wife of A.E. Lofton [dec]) ..... 04/08/97
<b>Carolyn Carlson</b> (wife of Oscar Carlson) ..... 04/21/97	<b>Lucy Mayhew</b> (wife of Chester Mayhew [dec]) ..... 11/17/95
<b>Helen Carter</b> (wife of Harlan Carter [dec]) ..... 04/05/97	<b>Brenda Pololu</b> (wife of Abel Pololu) ..... 04/11/97
<b>Josephine Chilcott</b> (wife of Frank Chilcott) ..... 03/19/97	<b>Pamela Pontes</b> (wife of James Pontes) ..... 04/08/97
<b>Nadine Farnham</b> (wife of Ralph Farnham) ..... 04/12/97	<b>Raymond Stevens</b> (wife of Catherine Stevens) ..... 04/03/97
<b>Edna Iaela</b> (wife of Herman Iaela) ..... 04/15/97	<b>Tiffany Stover</b> (wife of Robert Stover) ..... 04/28/97

## DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

### JUNE 1997

- 2nd ..... District 17: Kauai, HI**  
Kauai High School Cafeteria  
Lihue
- 3rd ..... District 17: Honolulu, HI**  
Washington Intermediate School Cafeteria  
1633 So. King St.
- 4th ..... District 17: Maui, HI**  
Waikapu Community Center  
22 Waiko Pl., Wailuku
- 5th ..... District 17: Hilo, HI**  
Hilo ILWU Hall  
100 W. Lanikaula St.
- 5th ..... District 20: Concord, CA**  
Elks Lodge No. 1994  
3994 Willow Pass Rd.
- 6th ..... District 17: Kona, HI\***  
Waimea Community Center  
65-1260 Kawaihae Rd., Waimea, HI
- 12th ..... District 10: Ukiah, CA**  
Discovery Inn  
1340 N. State St.
- 12th ..... District 90: Freedom, CA\*\***  
Veterans of Foreign Wars Hall  
1960 Freedom Blvd.

### JULY 1997

- 8th ..... District 04: Fairfield, CA**  
Engineers Building  
2540 N. Watney Way, Fairfield, CA 94533
- 10th ..... District 30: Stockton, CA**  
Engineers Building  
1916 N. Broadway, Stockton, CA 95205
- 15th ..... District 80: Rancho Cordova, CA**  
Machinist's Hall  
2749 Sunrise Blvd.
- 22nd ..... District 40: Eureka, CA**  
Engineers Building  
2806 Broadway, Eureka, CA 95501
- 23rd ..... District 70: Redding, CA**  
Engineers Building  
20308 Engineers Ln., Redding, CA 96002
- 24th ..... District 60: Oroville, CA**  
Cannery Workers  
3557 Oro Dam Blvd.
- 31st ..... District 50: Fresno, CA**  
Laborer's Hall  
5431 East Hedges

### AUGUST 1997

- 28th ..... District 01: San Francisco, CA**  
Seafarers International Auditorium  
350 Fremont St.

\*Please note location change

\*\*Correction from April issue



# swap shop

FREE  
WANT-ADS  
FOR  
MEMBERS

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

\*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: 1990 Mallard travel trailer.** 30-ft in good condition. \$6,850. (916) 378-0804. #2104946

**FOR SALE: In Honolulu.** '80 Corolla (for parts), 3TC eng, auto, many new/rebuilt parts, runs, \$500. Also 4 tires/rims, like new, Bridgestone Dueler P225/75R15, Toyota styled rims, 6 holes, \$350. '71 Baracuda, auto, runs good, body needs work. \$2,000 OBO. (808) 732-0843. #1230012

**FOR SALE: Baby grand piano.** Beautiful dark wood Harvard. Perfect cond, great for anniv or birthday gift. \$4,000 OBO. Alturas, CA (no. east CA). (916) 233-2368. #1085507

**FOR SALE: Home in Alturas, CA.** 2-story, 3.5 bd/2-ba, sep dng/lvg & fam rms. Kit nook has excel cab, counter, pantry. New roof, carp, lino, paint. Storage, sep carport & garage, encl patio w/lrnlapace. Shade fruit and pine tree on lg corner lot w/cyclone fence. Wood, oil, elect heat. \$89,000. (916) 233-2368. #1085507

**FOR SALE: 17 1/2 ft Beachcomber Tri-Hull.** Fish and ski, 140 hp Mer-cruiser 10. New top and seats, tandem trailer, mag wheels, current reg. \$5,000. (916) 334-8217. #0893059

**FOR SALE: Oak plywood.** 4 sheets, 4' x 8' x 3/4". \$55 ea or all for \$200. Also: 4-man raft w/life vest, hand pump, elec pump, alum bars, assorted books and manuals, used 5 times \$225 OBO. (415) 961-8962. #2105061

**FOR SALE: 1969 Mercury Monterey Custom.** 2-dr hardtop, 429 cu V-8 eng, 40K mi, all orig (2nd owner), bought & garaged in Prescott, AZ. Excel cond for rare auto. \$5,500 OBO. (520) 778-0697. #1578775

**FOR SALE: 1977 Kountry Air 5th wheel.** 32-ft, hitch incl, air, 2 doors, excel cond. \$5,500. (916) 678-3700. #745041

**FOR SALE: 1930 Studebaker Dictator.** 4-dr, all orig, excel cond. Suitable for restoration, or drive as is. \$6,000 OBO. (801) 848-5662 or write: J. Clayton, PO Box 445, Tabiona, UT 84072. #863715

**FOR SALE: '57 Chevy.** 4-dr, 210 series, show car, all orig. Motor/trans prof, rebuilt. Drive anywhere. Have orig bill of sale. \$4,800 OBO. (916) 743-1201. #1892465

**FOR SALE: 1937 Ford street rod project.** 350/350, AT, PS, tilt wheel, mustang IFS, all steel, all there. Current reg. \$4,500 OBO. Modesto (209) 529-7267. #1948689

**FOR SALE: Black walnut wood slabs.** \$2 LF. (916) 527-1656 or (800) 525-1656. #0630729

**FOR SALE: '83 Suzuki RM 125.** Fast and clean \$750. Also: T-62 Solar gas turbine. Burns gas or jet fuel. 95 hp, 75 obs, 56,000 rpm at 7,200 rpm. Trick boat, mini rail, aircraft application. \$1,500. (209) 667-4021. #2051464

**FOR SALE: Avid Flyer Mark 4.** 110 hp Subaru split port 18 hrs TT 1800 fpm, 100+ cruise. Real head turner. \$19,000. May consider motorhome trade. (209) 667-4021. #2051464

**FOR SALE: Idaho fishing/hunting retreat.** 40 mi fr Sun Valley, 3,200 sq ft, charming country home. Pasture, corrals, barn, hot tub, satellite, garden, views, privacy. Situated on 5 acres w/world famous Silver Creek running thru it. (208) 788-3099. #854762

**FOR SALE: 1986 Layton fifth wheel.** 32-ft, loaded, like new, incl hitch. \$6,500. (702) 826-9452 lv msg. #2264413

**FOR SALE: 10-ft commercial satellite dish** to anyone who will remove it from cement base, fill in holes and haul it away. In Benicia (510) 644-4835. #50115192

**FOR SALE: Home in Loyalton, CA.** 2,200 sq ft, 5 yrs new on 1/2 acre, 3-bd/3-ba, 3-car gar, allelect kitch, cust blt 8' x 12' hot tub, tool shed, greenhouse. 40 min fr Reno. \$165,000. (916) 993-4066. #598664

**FOR SALE: 1978 Suzuki GS550.** Black, 8K orig mi, 4-cyl, 6-spd, dig readout, Windjammer, extras. Clean commuter. \$950 OBO. (510) 254-1713. #2241843

**FOR SALE: Ford 4500 loader backhoe.** W/3pt ganon scraper, 2-14" bottom plow \$11,000. Also: Ford 1210 16hp, 4WD w/PTO rear blade cultivator & plow \$5,500. Int. TD-6 w/bGE pump, 4-gang disc hydr-cont, 6' wide hydr-scraper, 24" single shank ripper \$5,500. (209) 847-5346. #519758

**FOR SALE: Four Chevy engines.** 2 4-sp truck trans, 1 3-sp OD man trans, 1-350, 1-400 AT, 2-small trk rear ends, VW parts, hundreds of auto/truck prts & other misc items. \$500 for whole package. (209) 847-5346. #519758

**FOR SALE: '89 F250.** 7.3 diesel, AT, AC, AM/FM, PS, PB, runs excel. \$8,500. (510) 682-4320. #772910

**FOR SALE: Maytag gas engines.** 1 and 2 cylinder, \$100 ea. Also: 2500-watt Sears generator \$200. (707) 224-9532. #0899585

**FOR SALE: Log splitter.** Heavy duty, 11hp Briggs & Stratton, w/12 hrs, 15" tires, variable ram torque, 26" of ram travel, 2" ball hitch, SE plates. \$1,500 OBO. (510) 516-9679. #2102638

**FOR SALE: '95 Allegro Bay motorhome.** 32-ft, 11-ft slideout, gen, back up camera, leveling jacks, 2 hrs, 2 AC, 2 TV, VCR, gas grill, island qn bed. 460 Ford, 11K mi, non-smkrs. \$63,000. (209) 772-2207. #1178198

**FOR SALE: 1940 Chevy Special Deluxe.** 2-dr sedan, all chrome polished, all new elect, hi perf Chevy sm block w/30 min running time, 95% body work completed. \$12,000 OBO. Joe (916) 673-2293. #1812808

**FOR SALE: Ranch.** 3 1/4 acres w/2 homes, 3 bldgs, 2 sep lots. You build parking stalls, 1 gar. \$330,000. Santa Rosa, CA (707) 383-1902. #1006652

**FOR SALE: 3-story home.** 3-bd/2 1/2 ba, fam, lvg rms, 2-car gar, 1 acre on Hood Canal, Hwy 101, 10 mi north of Shelton, WA. \$160,000. (707) 384-7771. #1006652

**FOR SALE: 2 bedroom house** on 4 lots. Good retirement investment. Over 20 fruit/nut trees: 4 out bldgs. Parking for RV etc. City water/sewer plus well. \$75,000. Also: 8' x 40' mobilehome on adj 110' x 95' lot. Good rental. \$30,000 or both for \$100,000. (707) 995-7031. #1196400

**FOR SALE: '89 Southwind.** 35-ft, pushbutton inside hydraulic lever, 2 TV, VCR, backup camera, walk-around qn bed, sofabed, shower/tub. Low mi, awning front/back. Tinted windows, nice refig/stove. \$38,500. Entow dolly \$700. (209) 222-4866. #549445

**FOR SALE: Southwind motorhome** 33-ft long and Toyota pickup. \$30,000. (707) 938-1303. #0399473

**FOR SALE: 40 acres.** Cattle/horse ranch. 40 mi south of Yosemite near Coarsegold. PGE, phone, house pads w/view, pastures, storage sheds, tack room, corrals, good well. \$175,000. (209) 255-0526. #918926

**FOR SALE: Ziemann 2-axle trailer.** 10-ply tires, pullout ramps, elec brakes. Equipped for Fergy tractors. In Santa Clara, CA. \$1,250 OBO. (408) 296-4686 or (408) 842-0661 after 6 pm. #0814769

**FOR SALE: 1981 Ford CL9000.** Big Cam II 350, 9-sp trans, R170 rear end, factory air, xrlt cond \$6,000. Also: '85 Ford CL9000, Big Cam 450, 9-sp, R170 rear, fact air, xrlt cond \$8,500. (916) 587-4072. #0908527

**FOR SALE: Lazy Daisy Bicycle-Built-For-2** \$200 OBO. Also: 34-ft 5th wheel Pioneer Superliner w/Expandable living rm. Hitch incl. \$5,500 OBO. 1978 Dodge 1-ton conversion van, fully self-cont, 69K mi. \$5,250 OBO. Tom (209) 984-5716. #1054919

**FOR SALE: Skis.** Dynamic VR27, Marker binding M37, 195cm \$150. Kneissl WhiteStar, 190cm, Tyrolia binding 380 \$50. Fischer ALV Steel, 205cm \$50. Hexel Hexalators, 180cm, Tyrolia binding 350, \$50. K2 Four Comp, older model, Salomon 502 binding, 190cm \$50. (415) 33-2967. #0991282

**FOR SALE: 1 acre lot** in Copper Cove. About a mile from Saddle Creek golf course. Fenced, gated, paved encroachment. COWD water installed, elec, nearly level, all usable view lot. \$27,500. (209) 785-2869. #1137547

**FOR SALE: '85 Ford 8000 Series.** Also: '78 Ideal travel trailer 25-ft, '75 Corvette, 26-ft Chris Craft, 2 lots in No. Calif. bordering Modoc Natl Forest, 5,700' elev, Call for prices. (510) 754-7529. #2460007

**FOR SALE: 3-bd/2-ba home.** Manufactured home on 1 acre in Stagecoach, NV, 25 mi east of Carson City. Has natural gas, cable, water, phone, elec, on septic. \$83,000 OBO. (702) 629-9145. #1020191

**FOR SALE: 1979 Ford F600.** 16-ft flatbed, V8, straight propane eng, very good mechanical cond. Lo mi \$1,250. (408) 637-8712 lv msg. #2268068

**FOR SALE: Classic '50 Chevy** 1/4 ton pickup. Good body, runs well, 12 volt system, Ready to drive or restore. \$2,500. (916) 268-8663. #1339584

**FOR SALE: 1984 Komfort travel trailer.** 26-ft fifth wheel. Excel cond, TV, antenna, awning, many extras. \$5,500. Also: 16-ft fiberglass boat w/35hp Johnson eng. trailer. \$950. (209) 984-3038. #987219

**FOR SALE: Heavy duty mechanics tools.** (510) 582-5567. #1446503

**FOR SALE: Wright 1/4 drive torque wrench.** New. Incl. new Wright 21-pc 6-pt 1/4 drive impact socket set. And another 1/4 drive impact and standard sockets plus a 6" and 12" extension. 40 sockets in all. \$500 for all. (707) 838-7464. #1523005

**FOR SALE: Barbed wire collection.** Many only and unusual kinds. Pat (408) 479-0583. #1276822

**FOR SALE: Cocker Spaniel puppies.** Variety of colors. AKC. Quality lines, family raised. Shots, wormed, free food. Siamese kittens also available. Also: 1973 BMW Bavaria. Recent eng/trans work. Runs strong, needs cosmetic work. German model. \$1,500 OBO.

**FOR SALE: Furniture.** Like new, 6-mo old couch, love seat and chair (matching). Two end tables and coffee table. Lg 5' x 4' framed wall mirror. Cherry wood dining table and chairs. (408) 354-3007. #0698514

**FOR SALE: '89 Ford Diesel** 1-ton w/utility box. \$9,500. Also: 3 axle equip trailer. \$3,250. (209) 826-9465. #1043556

**FOR SALE: 1979 Ford Bronco XLT.** 4x4, new trans 400, clean \$4,000. Also: Miller 3 phase welder, 100% duty 250, like new \$600. (916) 335-2168. #1225541

**FOR SALE: Home in Kauai, HI.** Beauty and nature at your front door. Immac, 3-bd/2-ba w/many extras. Breathtaking views of waterfalls from surrounding mts, manicured 1 acre corner lot w/fruit trees, indigenous ferns and flowers. Paradise. (808) 822-9116. #2046983

**FOR SALE: Home in Castledale, UT.** 4 lg bdrm, 2 ba, cathedral ceilings, 1/4 acre, fenced yd, dog run, 2 storage sheds. Min from the mtns/desert. \$52,500 (pls mention you was the Knighton home in the EngNews). (801) 381-5590. #971417

**FOR SALE: Misc lathe tooling.** Jacob chucks, centers, small drill bits, #2 Morse taper drill bits, old Kennedy machinist box, dial indicators, lathe bits, tapmatic for small taps, 12" dial indicator and more. \$600 for all. (408) 384-9143. #0811411

**FOR SALE: Thru the ceiling** Fireplace hood w/chain. Black in color. Can also be used in bar lounge. \$100. Kurt (510) 724-0512 bet. 6-8 pm. #1866534

**FOR SALE: 1993 Seaswirl.** Seats 8, open bow, fish finder, OMC 10. Like new. Work injury forces sale. Cost \$18,000 new. Kim or Lonnie (209) 848-0712 eves or early am. #1968022

**FOR SALE: Mobile home** at Calistoga adult park. Jacuzzi, swim pool, clubhouse. Has 2-bd/2-ba, new roof, cent air/hl, lg fam rm, ceiling fans. (510) 235-2229. #0557491

**FOR SALE: 1984 F250 Pickup truck.** 460 cu eng, bed liner, tow pkg, ex cond. \$5,000 OBO. Also: 1974 Land Rover SW88 Series III. New eng, brakes, clutch, carb, tires. \$8,000 OBO. (510) 636-0331. #545621823

**FOR SALE: Home in Hat Creek, CA.** 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq ft basement. Brand new 24' x 40' shop. 2,000' frontage on Hwy 89, 13.83 acres. Partly fenced & cross fenced, great water, close to fishing/hunting. \$159,950. Also: Baldwin Orga Sonic Organ \$800. Hardly used. (916) 335-2168. #1225541

**FOR SALE: 1989 Teton.** 40-ft 5th wheel. 2 slideouts, storm windows, fully self-cont, extra lg wheels-16", 3 axle, pulled only 120 mi. Like new in/out. Spotless. \$28,000. Also 1989 Chevy Cheyenne 1-ton. Dual wheels, custom-ext cab. 45K mi, new tires, alum wheels. Trail boss kit, 454, two pkg, sharp. \$17,000. (916) 589-3764. #0721340

**FOR SALE: Mobilehome,** 24' x 60', clean, 1974 in excl cond. 3-bd/2-ba, family, dng, lvg rms fully carpeted, all major appliances, cent h/air, also water cooler. 8' x 50' covered deck. 2 storage sheds. \$25,000. #1178353

**FOR SALE: 1983 Pace Arrow motorhome.** 31-ft, 6.5 Onan, twin beds, 454, vacuum, food processor, micro, full bath, lots of cabinet space, excel cond. Runs great, very nice. \$15,500 OBO. (916) 365-2377. #2077425

**FOR SALE: '72 Sightseer 26' motorhome.** Roof/dash air, forced ht, 5kw Onan gen, micro, gas & elec frig, needs minor repair. \$5,000. Bill (808) 966-7490 or Buzz (916) 662-4115 days (916) 662-7277 eves. #0915721

**FOR SALE: Macintosh Quadra computer** w/originally installed programs and monitor. Hewlett Packard color printer, programs such as Print Shop, Quicken and Hypercard. \$1,000 OBO. (916) 585-2480. #1175121

**FOR SALE: Mobilehome** in park near Fort Bragg, CA. 3-bd, roomy lvg rm, to maint, relax and enjoy all area has to offer: lake, beach, ocean, fishing, horseback riding, more. Only \$24,500. (707) 964-1785 or write: P.O. Box 1075, Fort Bragg, CA 95437. #369600

**FOR SALE: 1984 Southwind** 23-ft. Awning, stereo, HKW gen set, AC, micro, good cond. \$13,500 OBO. (51) 732-2646. #1774277

**FOR SALE: 1981 Pontiac Grand Prix.** V8, auto, 2-dr, runs good, lo mi. \$875 or trade. Also: 1982 Saab 900S. 4-cyl, 2-dr, 5-sp man trans. lo mi, one owner. \$1,095. (510) 682-3506. #2164217

**FOR SALE: 1988 426 CAT Backhoe/Loader.** Extendihoe and 24" bucket. Asking \$20,000. For more info call (916) 284-7320. #2123291

**FOR SALE: '84 Harley Davidson XLX 1000 Sportster.** Powder coated red w/lots of chrome. Very fast, new motor, hi-tech ign, mini gauges, tires, bat. Extra 4-gal and leather saddle bags. Has mustang seat. Thunderjet, hlway pegs, short bar. \$5,500 or trade for Corvette/Camaro. (702) 323-7125. #2258224

**FOR SALE: Harley Davidson** full face helmet. Lg size black, \$100. 3 other helmets \$25 ea. Two black leather motorcycle jackets size 44, fringed \$250, regular \$150. Black leather chaps 34 x 30 \$75. Leather vest w/lg Harley Eagle patch on back \$100. Brass HD belt buckle \$25. (702) 323-7125. #2258224

**FOR SALE: '97 Saturn SL2.** Better than new, has Blew Ox tow bar. \$18,000 firm. (510) 676-7581. #372963

**FOR SALE: Camera - Leica M-6** w/50mm Summilux F1.4 lens. Complete as rec'd from Wetziar (manuals, pkg, etc). Everything in double-mint cond. \$3,295. (510) 937-5845. #1355466

**FOR SALE: 9 studios,** rents \$250 ea. Duplex, rents \$400 ea. House, rents \$500 ea. Take all \$225,000. Close to Merced College and grade schools. (209) 723-2405. #0904593

**FOR SALE: 16-ft Starcraft boat.** 115 Evinrude motor, tilt trim, walk-thru windshield, CB, 8-track, cepth finder, skis, life jacket, fold down upholstered seats. Excel cond. EZE Load trailer. \$4,500. (541) 352-6660. #0381659

**FOR SALE: Approx 11,000 sq ft bldg** to be used as supermarket. All refig cases and compressors in perfect cond and ready to go. New 15-yr roof. Quick sale, only \$175,000. (916) 243-4302 (owner) or 1-800-541-3977 (real estate office). Make offer. #02005841

**FOR SALE: Home in Paradise, CA.** 3-bd w/tile roof. Stucco ext, new paint, new automatic garage door, 1/2 acre lot w/room for garden, trees, pool etc. \$120,000. Clifton Corner (916) 872-0864 day or night. #255202

**FOR SALE: 1,200 sq ft home.** Comfortable on 1/2 tree-studded acre. Min from Lassen Natl Park and water rec areas. Energy efficient, kerosene fir or woodstove. Has Primstar TV, woodshop, storage bldgs, fenced back yard, RV parking and end of road privacy. \$89,500. (916) 474-1559. #0826401

**FOR SALE: House in Puertecitos, Baja.** 2-bd, lg lvg rm & kitchen, enclosed bathroom & shower. 100 yds from Sea of Cortez. 50 yds from airport runway. Fully furn, 3 propane tanks, 1850-watt gen, marine radio, 6 yrs left on 10-yr lease. (520) 636-0812. #1152662

**FOR SALE: Home in Antioch, CA.** 1,100 sq ft, 3-bd/2-ba, 2-yrns new, immac, upgraded carpet & linoleum, patio, lg 2-car garage, new refig, d/w, built-in micro, AC, fire-place, miniblinds on all windows, vaulted ceilings, ceiling fans, front porch, landscaped front/back. Located at end of cul-de-sac, lg lot, unobstructed view of Mt Diablo. Excel neighborhood, near parks. Must see. \$139,000. (510) 754-2379. #0240250

**FOR SALE: 1983 Beachcraft.** 24-ft boat, excel cond, inboard 350 Mercruiser 4 barrel, low hrs, new outdrive, pin-striping and clearcoat, new canvas cover. Sink, stove ice-box, cuddly cabin and bathroom. \$10,000 OBO. Write for picture, info: Yvonne or DJ, PO Box 745, Riverton, UT 84065. #2018332

**FOR SALE: Health Rider.** Now. \$350. (408) 265-7164. #1941657

**FOR SALE: 1979 motorhome.** Chevrolet chassis, honey color. Sleeps 5-6, built-in w/d, refig, AC, small bloc 400 Chevy eng. 49K mi. Good cond. \$8,500 OBO. (510) 944-0717. #1597798. (510) 944-0717

**FOR SALE: 1990 Pace Arrow** 32-ft Class A motorhome. 454 Chevy eng, gen, 2 lars, micro, twin beds, excel cond. \$37,000 OBO. (209) 782-3325. #1219513

**FOR SALE: 1967 Camaro Drag Car.** 468 Chevy Aries, Crower, Erson, Deden Bear, Mork Williams. Coil over w/ladder bars. \$10,000 firm. (209) 782-3325. #1219513

**FOR SALE: 1987 Corvette convertible.** White w/red int, white rag top, V8, auto. 85K mi, mint cond. \$20,000. (801) 637-4872. Price, UT. #529020475

**FOR SALE: MF 30 50E.** 3680 hrs. 80% tires, no leaks, all hydraulic Ganon scraper, loader bucket excel. Too large for job. \$12,000 OBO. (209) 745-2574. #1826078

**FOR SALE: Firearms.** Two 36-cal cap & ball Colt, 2nd gen pistols. Unfired in walnut cases w/bullet molds and power flasks. One Robert E. Lee and one Ulysses S. Grant. (916) 275-2094. #1578833

**FOR SALE: 1987 Cadillac Sedan DeVille.** 70K mi, excel cond, mechanically perfect, all power, wire wheels, new tires, new eng, lo mi. \$11,000. Also: '63 Chrysler Imperial Crown. 131K mi; all orig, excel cond, mechanically perfect. "Classic" Hot August Nites. \$11,500. (707) 446-6701. #1373022

**FOR SALE: Golden West manufactured home.** At American Canyon, CA World Marine Estates Security Park. Forced air/heat, 2-bd/2-ba, 1,744 sq ft, lg 2-car garage, corner lot. (707) 643-3531. #0463892

**FOR SALE: '56 Ford F-100.** Orig 292 wide block, orig 2-sp Fordomatic trans. All parts complete, needs minor rewiring. Very clean w/custom seat and rims. \$3,500 OBO. Clarence (408) 779-8571. #1040650

**FOR SALE: 1993 Winnebago.** 27-ft, 454 eng, 17K mi, dash/roof air, awning, qn bed, lg bath, built in TV, sofabed, AM/FM cass. Outside entertainment center. Must see to appreciate. (209) 299-3817. \$45,000. #0998883

**FOR SALE: OTC hydraulic pumps,** cylinders, pullers. 500-lb lb torque wrench, bottle jacks and comealong. (209) 745-2574. #1826078

**FOR SALE: Jacobs brake** for 743 Cio Cummins eng, 220 thru 320. \$300 OBO. (209) 745-2574. #1826078

**FOR SALE: '78 Chevy 1/4 pick-up.** Auto, new eng, 2 fuel tanks. \$1,500. Also: fairly new log splitter \$750. (510) 530-2304. #1130382

**FOR SALE: Hydraulic tailgate,** \$125. (916) 689-4061. #1238702

**FOR SALE: Home in Merced, CA.** 1/2 acre lot, 1,600 sq ft, raise foundation, hardwood floors, 2-bd/2-ba, inside laundry, lg studio w/alley access. Asking \$185,500. (209) 722-4464. #826783

**FOR SALE: 18K gold chains.** All sizes and wts. \$13 a gram, warranty. (408



# More scholarship awards

**Local 3 to award  
20 \$500 'Special  
Scholarships'  
at July 19  
semi-annual  
meeting**



In fall 1996, Operating Engineers Local Union No. 3 and the Local 3 Federal Credit Union held their first scholarship fund raiser, the T.J. Stapleton Invitational Golf Tournament, which netted over \$25,000 for the Scholarship Fund.

Due to the overwhelming success of this event, Local 3's Executive Board has decided to award 20 \$500 "Special Scholarships." These awards will be given in addition to the two \$3,000 and two \$2,000 Local 3 College Scholarship Awards given annually to the sons and daughters of Local 3 members. The winners of the \$3,000 and \$2,000 awards will 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.

For the Special Scholarships, the names of all applicants will be entered into a drawing to be held at the July 19 semi-annual membership meeting. Applicants need not be present to win. The Special Scholarships are available only to the sons and daughters of Local 3 members.

The Executive Board knows that the workplace is rapidly changing and future jobs 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.

## General guidelines for awarding the 20 \$500 Special Scholarships

1. Sons and daughters of Local 3 members may apply for the scholarships. The 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.
2. 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 have applied for the regular Local 3 College Scholarship Awards and do not win will automatically qualify for this drawing.
3. Applications will be accepted until June 1, 1997. You may get an application at your district office or any credit union branch.
4. Winners will be determined by a random drawing to be held at the July 19, 1997 semi-annual membership meeting. Applicants do not need to be present to win.
5. The money will be funded when the college or trade school confirms the winner is a full-time student.