

ENGINEERS NEWS

OPERATING ENGINEERS LOCAL 3

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BIG ISLAND FAMILY



ON THE COVER

16 BIG ISLAND FAMILY

Isemoto Contracting Co. has built an outstanding reputation for itself on Hawaii's Big Island, thanks in large part to the close relationships it fosters within its union workforce and its labor-friendly management style. On this month's cover, members on Isemoto's Honokaa Elementary project include, from left, Apprentice Tylor Arruda-Lorenzo, Operator Raymond Silva, Gradesetter Jhomel Rosario, Operator Gary Tavares and Operator Eddie Daog, as well as Operator Shawn Icari (in the excavator).

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Anti-union legislators have set their targets on prevailing wage laws in states across the country and have mounted a new effort to repeal the Davis-Bacon Act nationally. Find out why this matters and what it would mean for you and your union.

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When the old Sutter Memorial Hospital in Sacramento needed to be demolished, Silverado Contractors brought in a customized excavator with an extended boom to accomplish the task. Read more about the project and this unique piece of equipment.

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There's lots of work coming down the pipeline! Learn about one of Local 3's newest pipeline signatories, as well as a pipeline training class that was recently offered by the International Union of Operating Engineers (IUOE) in Sacramento.

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The deadline to apply for the 2017 OE3 Scholarships ends this month! For more information, check-out the ad or visit us online at www.oe3.org.



OPERATING ENGINEERS LOCAL UNION NO. 3

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Dozer Operator Abraham Kihe III and Haul Truck Operator Spencer Quilinderino work for Isemoto Contracting Co. on the Kuawa Park project in Hilo.





FOR THE GOOD & WELFARE

By Russ Burns, business manager

A union community is the best community

As the business manager of one of the largest construction trades locals in the country, one of my main focuses is to get work for this membership. Work hours feed our Funds, improve our marketing toward prospective operators and employers, and further secure our position as a political influence at the highest level. That is why this organization will do whatever it takes to protect our wages and secure more work for us in the future.

Your International Union of Operating Engineers (IUOE), which is the blanket union for about 400,000 members across the United States and Canada, is on the same page. Because fiscal issues, such as legislation that supports infrastructure investment, workers' rights and wage protections, are at the core of our membership's well-being and success, these are what this union and the IUOE will focus on and fight for. It is what we were founded on.

If President Trump will meet us halfway on these issues, then we will support him in those efforts. If he does not, then we will not. It's that simple. Any other political discussion is pointless to consider, unless we have this.

Because dialogue is the first step toward an agreement, IUOE General President James Callahan recently met with Trump, and a commitment was made for an additional meeting in the future. Callahan has responded favorably to the Trump Administration's recent executive orders to build more domestic energy infrastructure. I will keep you posted on their communication, as we hope a middle ground between unions and Trump can somehow be reached. It's hard to forget some of Trump's past words on prevailing wage and Right-to-Work (for less) legislation or to ignore his press secretary's recent statement that Trump, "believes in Right-to-Work ...", but he is a man of many and often contradictory words, and it is hard to discern what turns his presidency may take regarding union workers in this country. No matter what: We are highly involved in protecting and improving our job opportunities.

A particular concern of ours is the anti-union agenda some of our newly elected congressional leaders have adopted. Kentucky's leaders went Right-to-Work (for less) and just eliminated the state's prevailing wage, and Missouri also went Right-to-Work (for less) in February. Republicans in Congress recently introduced legislation that would prohibit workers nationwide from being required to support the union that represents them, even if the majority of them want to. Currently, 28 states have passed Right-to-Work laws. This is serious for unions across the country. For more on this, please read your other officers' columns this month. This is an issue that we will continue to address this year with the IUOE in Washington and in our own local governments.

The wet season continues, and as many of our districts are reporting this month on pages 18-24, the storms have hindered some jobs but also created new ones in areas like Nevada (District 11), Eureka (District 40) and Redding (District 70). In Yuba City (District 60), our members with the Department of Water

Resources (DWR) and other signatories have been working day and night to repair the Oroville Dam spillway. We thank them for their expertise and skill during such a severe situation. Stay tuned for more updates on this critical work. When the weather clears, districts report that many jobs on hold will begin or be available to bid on. In Oakland (District 20), track-testing has begun on the Contra Costa Bay Area Rapid Transit extension (eBART) project, and once the Mauna Kea telescope project gets approved from the Department of Land and Natural Resources on Hawaii (District 17), our members can begin working there.

Things to consider this season about your employability: It is becoming more and more apparent that credentials are often necessary to get dispatched. For example, Utah may pass legislation requiring Occupational Safety and Health Administration (OSHA) certifications in order to work in our industry. Contact your state's training center for more information about getting your certifications or credentials,

like a Transportation Worker Identification Credentials (TWIC) card to work in the refineries, etc.

This is the last month applications for our lucrative Operating Engineers Local 3 Scholarship Awards will be accepted. Graduating high school seniors who are children,

stepchildren or foster children of Local 3 members may apply. Visit our website at www.oe3.org, click on the "Why Local 3" tab at the top and scroll down to "Scholarship Program" to download the rules and application. This is just another way Local 3 works for you!

It's easy to forget that besides negotiating on your behalf at the bargaining table, there is a lot of behind-the-scenes work your staff provides on a daily basis. Recent examples of these efforts include coordinating rallies to pressure the state to finally negotiate a decent agreement for our California Unit 12 members (see page 11); working with the California Alliance for Jobs on the "Fix our Roads" initiative through media events addressing the urgency of transportation funding state/nationwide (see photo on page 7); organizing companies to increase our market share (see page 25); working with other unions to introduce legislation in Hawaii that will give greater enforcement authority to state agencies (see page 22), and working with our Trust Funds on communicating to the membership about individual ways they can save their Health and Welfare Plan money, like using generic medications, when possible (see page 30). As our cover story illustrates this month, we are more than a union, we are a community, a family – a group of skilled workers who share common goals, pastimes and neighborhoods. Wherever we live and work, Local 3 members are an asset. Don't forget this!

To strengthen your union community, please join me, the other officers and your Local 3 staff at the March 19 Semi-Annual Event at the Solano County Fairgrounds. Get there early to get registered, as the meeting starts at a new time of 11 a.m. Lunch will be served after the meeting.

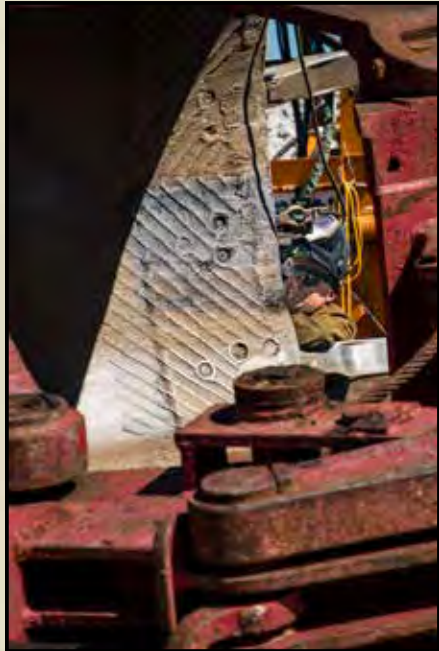
Russell E. Burns

This & That

Local 3 wins photo contest

Local 3 Art Director Ian Bright's talents have definitely improved the look of the union's publication, but we aren't the only ones noticing it. Two of his recent photographs, one from the Graniterock Asphalt Plant in Burlingame (District 01) and the other from the Folsom Dam Auxiliary Spillway project (District 80) were recent winners in a competitive photo contest for *Engineering News-Record* (ENR), a publication which focuses on construction issues worldwide. See his winning entries, as well as the other

talented winners at www.ENR.com. Entries were judged based on their artful composition and a strict adherence to safety standards. Almost 1,100 photos were submitted, putting Ian, and Local 3, at the top of a prestigious list.



Using a Canon EOS 70D, Art Director Ian Bright captured Welder Jeff Saenz repairing a clamshell lying on its side on a barge at the Folsom Dam Auxiliary Spillway project.

Dredging up the past



What was it like to be on a dredge crew over 100 years ago? Well, this photo gives us a clue. Taken in 1909 and featured in the January 1970 edition of the *Engineers News*, the photo features workers on C. A. Hooper Lumber Company's "Old Grand Island" dredge as they performed levee work in San Mateo. There's not a hardhat or a life jacket in sight. (It seems a cap and a pair of workpants were all that was required.) According to S. J. Stokes, the Local 3 member who supplied the photo to the *Engineers News* in 1970 (fifth from left), wages for a deckhand in those early days were \$40 to \$45 a month and \$70 to \$75 for a leverman. Crews worked 12 hours a day, six days a week and had a cook. The first dredging union was organized two years later, setting in motion the fight for better safety protections, wages and benefits that our dredgermen enjoy today.

NEWS & NOTES

By Dan Reding, president



Finding a balance

Anyone who's ever worked in construction knows that environmental policy can cause a lot of headaches and delays, and oftentimes, the issues at hand can be trivial. For example, consider how much time was wasted on converting our own property in Sacramento County to the new Operating Engineers Local 3 Journeyman and Apprentice Training Center (OE3 JATC) because of the mere possibility that a bush might be the habitat for a certain beetle, or how long it took to get the South East Connector project in Nevada going due to concerns about soil contamination, despite experts and inspectors verifying that those concerns were unfounded. Due to our opposition to these delays that keep workers unemployed and hold much-needed projects back, the construction industry is sometimes viewed as not caring about wildlife, the environment or the preservation of our wilderness. Nothing could be further from the truth.

Many of our members enjoy fishing, hunting, camping and hiking, and we don't just work in our communities, we live in them too. We are no less concerned about maintaining the health of our environment and preserving the wilderness we enjoy for the next generation than our neighbors are. Problems arise, however, when we are not at the table discussing solutions to balancing environmental issues with infrastructure needs and the need to provide the good jobs that keep our economy going.

Though disputes still arise from time to time, we've made sure in recent years that politicians and others with environmental concerns take our perspective into consideration. In doing so, we have been able to find solutions that benefit our members, our communities and our environment. For example, to protect wildlife and make traveling safer, our members have constructed wildlife crossings on highway projects in Nevada. In California's San Francisco Bay Area, millions of dollars worth of work will be performed by our members, thanks to Measure AA, in order to protect and preserve wetlands there. In Utah, our members have erected wind turbines, increasing access to sustainable energy. In Hawaii, our members are constructing a rail system that will reduce traffic and the problems associated with it, such as smog.

Unfortunately, we can sometimes get caught between both sides of environmental issues. Whether it's the environmental extremists who illegally sabotage equipment or block a jobsite (you may recall this on the Willits Bypass), or activists on the opposite end who want to defund or stop projects that address environmental issues, the outcome is the same: Projects that need to get done don't, and our members are left without that work.

Solutions don't come from disruption; they come from negotiation. With over 75 years of experience negotiating on behalf of working people, Local 3 can lead the way in finding a balance that works for all of us.



Thanks to our members working for contractors such as Mountain Crane, access to sustainable wind energy has increased dramatically in recent years.

Fourth Quarter 2016 Consolidated Financial Results

Please note: Due to the recent switch to Zenith American Systems (ZAS), our new Third Party Administrator (TPA), we will only be running Local 3's 2016 fourth quarter Consolidated Financial Results this month and are not able to include the work hours by industry. We are reconciling the Pension numbers during the transition and want to give the most accurate report as possible. Local 3's Pension Trust Fund numbers will be printed here in a future edition on a semi-annual basis.

Growth in our nation's economy grew more slowly during the fourth quarter of 2016, with Gross Domestic Product (GDP) increasing at an annual rate of 1.9 percent versus the revised 3.5 percent rate during the third quarter 2016. Consumer spending was still strong during the fourth quarter, as was inventory investment, residential/business investment and state and local spending. The slowdown was contributed partly by a downturn in federal government spending and an increase in imports. For the full year 2016, GDP increased 1.6 percent as compared with 2.6 percent in 2015. Economists are pointing to a healthy 2017 economy, relying on continued increase in consumer spending, factory production and interest rates. President Trump has stated he will raise economic growth to 4 percent a year by reducing federal regulations, raising infrastructure spending, discussing new trade agreements and overhauling the tax code. Some economists are skeptical regarding the long-term growth. They worry about how this will affect the middle class and ultimately working men and women. Other economists are hopeful for this stronger economic growth; however, they warn against anticipating a fast-pace GDP growth.

Job growth continued to remain steady during the fourth quarter of 2016 with 495,000 new jobs created. The private sector added 488,000 new jobs of which 7,000 were in the government sector. The construction industry reported a gain of 28,000 jobs during the quarter. The unemployment rate across the country for December 2016 was 4.7 percent, down 0.3 percent from September 2016, and 0.3 percent lower than December 2015. Within Local 3's jurisdiction, the fourth quarter of 2016 saw

California's unemployment rate decrease from 5.5 percent to 5.2 percent, Hawaii's rate decrease from 3.3 percent to 2.9 percent and Utah's rate decrease from 3.4 percent to 3.1 percent. The unemployment rate for Nevada remained unchanged at 5.8 percent.

During the fourth quarter of 2016, Local 3's membership increased by 18 members, resulting in a Year-To-Date (YTD) membership gain of 757 members or 2.18 percent. Total membership as of December 2016 stood at 34,854.

Financially, the union's consolidated fourth quarter 2016 results showed a net income of \$491,210. Consolidated revenues came in at \$13.3 million – a 7.2 percent decrease over the same period in 2015. Consolidated expenses were \$12.8 million – up 4.2 percent from the fourth quarter of 2015. YTD through December 2016, consolidated revenues came in at \$51.5 million – \$1,507,000 (12.7 percent) above the same period in 2015. YTD consolidated expenditures through December 2016 stood at \$50.2 million – a \$991,000 (8.4 percent) increase versus 2015. For 2016, Local 3 had a YTD net income of \$1,326,547. Revenues in 2016 were positively impacted by a 12.3 percent increase in supplemental-dues receipts, as well as a 5.5 percent increase in window dues and initiation fees. Expenses rose primarily due to increased employment costs and higher per-capita tax payments to state and local building trade organizations.

Fund Balances (\$ in millions)		
	12/31/16	12/31/15
General	\$33.5	\$33.9
Hardship, Strike, Lockout	\$6.5	\$6.1
Emergency	\$16.9	\$16.3
Defense	\$6.8	\$6.6
Capital Maintenance	\$1.5	\$1.1
	\$65.3	\$63.9

Fourth Quarter 2016 Consolidated Financial Report
(Unaudited; in thousands)

Profit & Loss Statement
(Dec. 31, 2016 - Year-to-Date)

Membership Revenue	\$45,613
Other Revenue	\$5,875
Total Receipts	\$51,488
Salaries, Benefits & Taxes	\$32,014
Per Capita Taxes	\$7,133
Office & Operations	\$3,896
Depreciation	\$1,566
Professional Services	\$1,136
PACs & Fund Allocations	\$1,286
Admin & Public Relations	\$3,130
Total Expenses	\$50,161
Net Income/(Loss)	\$1,327

Balance Sheet
(As of Dec. 31, 2016)

Cash, Investments & Deposits	\$58,261
Employee Funded 457 Plan	\$1,799
Automobiles	\$3,743
Office Furniture & Equipment	\$1,922
Computers & Software	\$12,409
Communications Equipment	\$837
Print Shop Equipment	\$1,012
Less Accum. Depreciation	(\$12,914)
Total Assets	\$67,069
Liabilities	(\$3)
Employee Funded 457 Plan	\$1,799
Consolidated Fund Balances	\$65,273
Total Liabilities & Fund Balance	\$67,069



FACTS AND FIGURES

By Justin Diston, financial secretary

POLITICAL IMPACT REPORT

By Mark Kyle, director of government affairs

Just the numbers

We are an industry of numbers. We like sizes and weights regarding equipment, loads and dirt moved. We also like larger numbers regarding our wages. This month, I want to focus on some numbers involving our dispatches and out-of-work lists for 2016, as well as numbers regarding states with a prevailing wage rate and states without one.

Last year, Local 3 had a total dispatch number of 14,715, including our Technical Engineers. The out-of-work list for 2016 (in area) was at a high of 2,171 in January and a low of 662 in September. Districts which saw the biggest increase in dispatches year-over-year were Oakland, Fresno, Redding and Morgan Hill, with projects like the Apple II campus, High-Speed Rail (HSR) and slide-repair work creating some of this increase. In the Bay Area this year and beyond, we will see an increase in jobs thanks to Local 3's help in passing Measure AA, which will create nearly half a billion dollars' worth of work across nine Bay Area counties.

If you don't participate in politics, the results can be devastating. As more states' legislators consider dropping their prevailing wages, it is worth noting what happened in our own state of Utah, which lost its prevailing wage in 1981. According to the University of Utah's Economics Department, the repeal of prevailing wage in Utah handicapped the state's economy, since it drove down construction earnings, which lessened sales tax revenues. After the prevailing wage was repealed, construction workers' earnings dropped 22 percent and total cost overruns in the state for road construction tripled in the following decade, as a shift to a less-skilled labor force occurred. State unemployment rates rose significantly, while construction training decreased, causing an even greater rise in the unskilled workforce and sacrificing safety standards (occupational injuries increased by 15 percent). Not good.

The other side will talk about all of the cost savings and the "level playing field" that repealing the prevailing wage will create, but we know the exact opposite is true, because we've lived it. As an industry that runs on numbers, these are some hard and fast ones that you can take to the bank. Repealing prevailing wage crushes jobs, the economy, jobsite safety standards and employment opportunities. The "numbers" prove this.

Here's some other numbers for you: As pollsters' faces fell during the ballot counts of last year's General Election, one major result seemed to pass nearly unnoticed: How the state of Nevada turned blue on Election night, with Catherine Cortez-Masto taking the senate race and pro-union candidates taking control of both chambers of the Legislature. The reason for these shifting "numbers" was you and those like you, those who walked door-to-door and took the time to explain the state's middle-class issues to middle-class households.

A lot of us are uncertain of just what President Donald Trump will bring, but if he decides to mess with prevailing wage and Right-to-Work (for less) on a national level (right now, these laws are up to the states), then he will have to mess with half a million Operating Engineers nationwide. Those are some numbers! Our work picture is bright for 2017, as Local 3 continues to organize (see page 25), increase our market share and bargain for you. For more on what this year's work picture will bring, please join me and the other officers for our Semi-Annual Meeting at a new time, 11 a.m., on March 19 at the Solano County Fairgrounds. Let's have a record turnout and bring some numbers to the event!

Sign-up to EARN

Though the 2016 November General Election is over, there will be many political issues to address this year at the local, state and federal levels. Given the new administration at the White House, there is a high level of uncertainty for all. What is certain, however, is that there will be lots of proposed legislation relevant to you as a member of a union and the middle class. With this new reality, Local 3 and the International Union of Operating Engineers (IUOE) is committed to responding appropriately and in a timely fashion to whatever may impact us. Whether you work in the construction industry or in the public sector, you must respond, as well.

One of the best ways to do this is to communicate directly with your elected officials. They are very interested in getting re-elected and *very sensitive* to communication from their constituents, whether by phone, e-mail or letters. An easy way to keep on top of issues and to engage at the grassroots level is to participate in the IUOE's Engineers Action and Response Network (EARN) program. EARN is a web-based action-alert system set-up from our IUOE headquarters in Washington. When an issue important to Operating Engineers gets raised in Congress by the administration or a regulatory agency (for example, the U. S. Department of Transportation), the IUOE sends out an e-mail alert to all union members registered in the EARN system, educating them about the issue and asking them to e-mail, call or write a letter to one or more members of Congress. One simple, timely e-mail can result in thousands of phone calls and letters to Congress in one day!

It's easy and convenient to sign-up for the EARN program. If you are a Local 3 member, go to the IUOE's website at www.iuoe.org and click on the EARN link at the bottom of the homepage. Then, use your Local 3 member registration number to register. Once you're in the system, you'll have access to EARN, giving you the ability to be "in the know" about politics that impacts you.

Stay tuned for new innovations at Local 3 on how to contact your state and local politicians directly and engage in member-to-member communication about political issues that affect you – the heart of Local 3's Voice of the Engineer (VOTE) program.

Your Local 3 officers and I will continue to update you this year on everything political coming down the pipe by giving some history on prevailing wage/Davis-Bacon protections and Right-to-Work (for less) and how these union "securities" are constantly being threatened. Continue reading this magazine, visiting our website and attending your district meetings for more. Political information is always available to our membership, so put yourself in the best position to receive it!

Director of Government Affairs Mark Kyle speaks at a recent Fix Our Roads rally in Sacramento.



PUBLIC EMPLOYEE

The public employment environment in 2017

By Van Riviere, business representative

On Jan. 20, Donald Trump was inaugurated as the 45th president of the United States. As I write this, there is great uncertainty about the impact Trump may have on our great nation, and people are sharply divided about whether his election represents a step forward or a step back. Time will tell how this will play out; however, we should all keep in mind that anything that influences labor and the economy has an impact on the labor/management relationship.

As an example, California Public Employees Retirement System (CalPERS) representatives announced in December of 2016 that they will be reducing the discount rate over the period of the next three years to 7 percent (www.calpers.ca.gov/page/newsroom/calpers-news/2016/calpers-lower-discount-rate).

While this sounds like a savings, it is exactly the opposite. For example, El Dorado County will see an increase in employer contributions of greater than \$10 million in the first year of this change. The total increase could be as high as \$30 million by year three. Employee contributions, now mandated by the Public Employee Pension Reform Act of 2013, will also be increasing. CalPERS representatives overestimated the return on their investments, and the financial markets have not performed as well as projected.

These scenarios have become all too common in today's economy, and the benefits that public employees once took for granted are under continual scrutiny by elected officials and the public they serve. Often, information is taken out of context, or the information provided is incomplete, resulting in hostility and resentment directed toward workers in the public sector. In this situation, the collective bargaining environment will be further complicated by these changes based on increased costs to employers and employees. At the negotiating table, this means gains will continue to be difficult to achieve, and employers will be citing increased costs and the hardship they create to support their positions.

You may be asking, "What can I do about all of this?" Here's my counsel to those who serve their communities by working in the public sector:

- ✓ Be conservative in your planning
- ✓ Understand that benefits, such as retiree health care, are very vulnerable in today's environment
- ✓ Consider how you could/would fill the gap, if a benefit you've been counting on was lost
- ✓ Be informed/educate yourself about your benefits and how they work
- ✓ CalPERS provides very useful courses that will help you estimate your retirement income and calculate how long you will need to work
- ✓ Start planning for retirement now
- ✓ Small amounts deposited into 457(a)s or 401(k)s compound quickly and reduce your tax liability
- ✓ Exercise your right to vote in every election; complacency is dangerous and damaging to our system of government
- ✓ Consider the implications of your decisions in the voting booth to the security of your family and your future
- ✓ Each of us has important moral and ethical values that often drive our political choices, but try to avoid allowing your passion about an issue cloud your judgment about the long-term implications of your choices

Although public employees will continue to face new challenges for the foreseeable future, they still enjoy protections provided by the Brown Act and the Public Employee Relations Board (PERB) that are unheard of in the private sector. In order to benefit from these protections, become familiar with your Memorandum of Understanding (MOU) and personnel rules and communicate early with your business representative when you have questions or concerns. Understand that we're here to support and assist you; however, our relationship is a partnership and you must meet us halfway. Best wishes for prosperity and success!

Firebaugh POA is fired-up

By Allen Dunbar, business representative

The city of Firebaugh Police Officers Association (POA) is fired-up and ready to get a fair and equitable contract. The city of Firebaugh Miscellaneous Group has a better contract than the police officers, and the police officers have had enough.

The police unit is fighting for better language in overtime pay, standby pay, call-back pay, court pay and longevity pay, as a way to keep their officers in Firebaugh for the long haul. I will keep you posted, as more details about their contract unfold.



From left: City of Firebaugh POA President Fernando Campa and POA Vice President Raquel Tabards.

Nevada public employees weather bad storms with grace

By Phillip Herring, business agent

It is time to start negotiations, and it will be a busy season. As we try to read the crystal ball of the economy, it is hard to guess what may happen with our new president regarding public employee pension plans and organized labor. Only time will tell.

Meeting with members and getting good ideas for negotiations is challenging, because the Legislature has changed the way we can communicate. We can no longer talk to members on company time or at the jobsite; we have to do it off the clock or on our own time, and we all know how that goes. For those willing to participate despite the inconvenience of these rules, I thank you. When you come to the off-time meetings, it shows public entities how involved you are and helps us get a better contract.

As we start to come out of the winter, I look back at the flooding we had in the Reno-Sparks area and at the Hall. Luckily, the water only came up to the curb in the parking lot. We were given the sandbag order and were able to get the Reno office secured before the flooding event. Then came the snow and the rain that created more flooding and bad road conditions.

Our local city of Sparks public employees kept the roads clear

and passable for the motoring public, and we thank them. Thanks also to the wastewater-treatment-plant employees who keep the facility operating 24 hours a day, no matter what the conditions are. During recent flooding, they were not able to get in or out of the facility, because the bridge was under water, so they spent their weekend onsite. As always, they came prepared to do their job and brought their sleeping arrangements and plenty of food and supplies to weather the storm. Thank you to all of our hardworking members.

Public employees rose to the occasion despite recent heavy flooding in the Reno-Sparks area.



The standard is Just Cause, not 'just 'cause' they got mad at you

By Joe Louis Wildman, business representative

One of the benefits of being a public employee with an OE3 contract is having a union rep. who knows what to do when management decides to impose discipline. The non-probationary public employees represented by OE3 have property rights in their employment, and that property can't be taken or diminished without due process, which includes meeting the Just Cause standard. Arbitrators and administrative law judges know what that standard means, but many people in management don't really understand what constitutes Just Cause.

Here are six things to consider whether Just Cause exists:

- 1) Was the employee aware that his or her action (or lack thereof) was subject to discipline? (Employers make employees sign-off on employee handbooks and job descriptions, so they can say the employee should have been aware.)
- 2) Did anyone give the employee a clear direction or warning that he or she disregarded? If the employee has to be a mind-reader to know he or she was wrong, that's an argument against Just Cause.
- 3) Is the infraction related to the employee's ability to do the work? If a couple of accountants get drunk and disorderly charges on New Year's Eve, they probably shouldn't have repercussions at work, but if they are substance abuse counselors, management and the public may lose confidence in them. On the flip side, if an employee shaves her eyebrows and her boss thinks it's hideous, her actions are probably not a subject for discipline.
- 4) Did management officials shoot from the hip, making bad assumptions, or did they investigate, accumulate evidence and present it for the employee to refute? Usually it isn't enough to just say management didn't investigate; the union may need to demonstrate management's specific failures. Also, if management

officials interviewed the employee, did they deny the employee the opportunity for union representation at the interview? That may violate due process and create a separate defense.

- 5) Is this discipline in line with discipline imposed on others for similar problems? Sometimes there are extenuating or mitigating factors that make one person receive harsher or lighter discipline than another. However, disparities in discipline are often arbitrary and need to be challenged. For example, if two employees with no prior offenses are in a screaming match with each other in the break room, and one is fired, while the other gets no discipline – that is a big problem.
- 6) Does the punishment fit the crime? You can be fired for stealing, but leaving work with your employer's pen still in your shirt pocket probably doesn't meet the standard. Another example: If you are five minutes late for work, you shouldn't be fired, but if you are the person who opens up the doors in the morning, expect to hear about it. If you heard about it before, you may get a written reprimand, and if you've had a reprimand already, you may get suspended. If after all that, a person is five minutes late again, it may be Just Cause for serious discipline up to and including termination.

Every case is unique, and the facts of one case can lead to very different results from another case. The definition of Just Cause is always evolving, and a new precedent is set by new winning arguments. While these are all great arguments to consider, don't hesitate to break new ground. You may come up with a new and convincing argument.

If this topic is of interest to you, you can search the web for "seven tests of Just Cause" or "Skelly Hearings." And always feel free to call me at (707) 653-3162 – I love to talk about this stuff.



California active Health and Welfare eligibility questions addressed

Local 3 active members and Retirees enjoy excellent Health and Welfare Plans. Below are some answers to common eligibility questions regarding our California active members' Health and Welfare Plans.

Q. When am I eligible?

Hourly employees will become eligible for benefits on the first day of the calendar month after contributing employers report at least 360 hours during a period of three consecutive months or less. For example, if you work 120 hours in July, 110 hours in August and 130 hours in September, your eligibility would start Oct. 1. **Please keep in mind: Your hours are not reported to the Trust Funds Office until the month after they are worked; therefore, it is important to keep track of your hours. In the example above, the Trust Funds will not be aware that you have met the eligibility requirements until late October. If you need to use your benefits in October, prior to the Trust Funds receiving your hours, send copies of your check stubs to the Trust Funds Office. Trust Funds staff will verify your hours with your employer, and if the hours requirement is met, they will manually update your coverage.**

Q. How does your hour bank work?

Hour banks allow active members covered under the Operating Engineers Health and Welfare Trust Funds to continue coverage for themselves and their families at no additional cost during the off-season. Members can accumulate up to 990 hours of coverage (1,320 hours for members who established eligibility prior to July 1992).

Once eligibility is established, maintaining your benefits requires 120 hours per month for most contracts. Any hours worked in excess of 120 hours are stored in your hour bank. For months in which you work less than 120 hours, hours are drawn from your hour bank to make up the difference. (See the chart below.)

If you have any questions about your hour bank balance, contact the Trust Funds Office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

Hour bank requirements are different for the Hawaii, Nevada and Utah plans. For information on those plans, please refer to your *Summary Plan Description* book or contact the Fringe Benefits Service Center at the following numbers:

Hawaii: (800) 660-9126

Nevada: (775) 857-4440

Utah: (801) 596-2677

Fringe Benefits district visits

First Tuesday (March 7)	Redding
First Wednesday (March 1)	Yuba City
First Thursday (March 2)	Sacramento
Second Tuesday (March 14)	Stockton
Second Wednesday (March 8)	Fresno
Second Thursday (March 9)	Morgan Hill
Third Tuesday (March 21)	Rohnert Park
Fourth Tuesday (March 28)	Burlingame*
Fourth Wednesday (March 22)	Oakland
Fourth Thursday (March 23)	Fairfield
*Canceled	



Retirees attend a recent meeting in Sacramento District 80.

Pre-Retirement Meetings

SANDY

Wednesday, March 22 6 p.m.
Operating Engineers' Building
8805 South Sandy Parkway

RENO

Tuesday, March 28 6 p.m.
Operating Engineers' Building
1290 Corporate Blvd.

ELKO

Wednesday, March 29 6 p.m.
Operating Engineers' Building
555 West Silver St., Ste. 104

Hour Bank Example for California after initial eligibility is established

Work Month	Hours Reported	Eligibility Month	Hours Required for Eligibility	Hours Applied/Deducted from Hour Bank	Hour Bank Balance
June	180	August	120	+60	60
July	200	September	120	+80	140
August	20	October	120	-100	40
September	40	Not Eligible*	120	+40	80
October	170	December	120	+50	130
November	0	January	120	-120	10
December	120	February	120	0	10

*insufficient hours for November eligibility



OE3 TRUST FUNDS

By Bob Miller, fund representative/client services



FROM THE VICE PRESIDENT

By Steve Ingersoll



OE3 Trust Funds district visits

Tuesday	March 7	Rohnert Park
Wednesday	March 8	Eureka
Tuesday	March 14	Burlingame
Wednesday	March 15	Oakland
Thursday	March 16	Fairfield
Tuesday	March 21	Redding*
Wednesday	March 22	Yuba City*
Thursday	March 23	Sacramento*
Tuesday	March 28	Stockton*
Wednesday	March 29	Fresno*
Thursday	March 30	Morgan Hill*

*Canceled due to Pre-Retirement Meetings.

UNIT 12

We have an agreement!

By David Jake, business rep.

After 20 long, hard-fought months, we finally reached an agreement with the state of California. Getting to this point has taken several rallies, one Tentative Agreement (TA), which was voted down by the membership, the declaration of an impasse and the involvement of a mediator.



On Jan. 27, our Unit 12 Craft and Maintenance members overwhelmingly ratified a five-year Memorandum of Understanding (MOU) from July 1, 2015 to July 1, 2020. Highlights from the agreement include:

- A 14 percent general salary increase over the life of the agreement for all Unit 12 employees
- An additional 5 percent special salary increase for 13 classifications
- An additional 10 percent special salary increase for 9 classifications
- Maintenance of 80/20 Health and Welfare contributions
- A one-time \$1,200 bonus to transition to once-a-month pay for Caltrans employees, effective July 1, 2020
- A footwear allowance for California Highway Patrol (CHP) and California Department of Corrections and Rehabilitation (CDCR) employees
- A \$200 uniform reimbursement increase for employees working for Cal Fire and the Department of Parks and Recreation

Prevailing wage under attack

For years, Local 3 has been on high-alert about attacks against prevailing wage at the state and national level. These laws require that contractors on publicly funded projects pay no less than what the majority of workers in that area would normally receive in wages and benefits for the type of work they are performing, ensuring that local businesses can compete with out-of-area contractors hiring unskilled workers. A prevailing wage also ensures the wages and benefits workers rely on aren't driven down by unfair competition over labor costs and jobsite safety is never compromised. Until now, these attacks have been largely avoided in states like California and Hawaii, but only through the vigilance of our member-elected Political Action Committee (PAC) members and the efforts of our Voice of the Engineer (VOTE) volunteers. Still, just two years ago, we saw a partial repeal of prevailing wage protections in Nevada, where contractors were exempted from paying the going wage rate for workers employed on school projects. While Local 3 and its political allies fought hard against it and were successful in lessening its impact, the repeal was approved through a largely anti-union Legislature, and, as a result, many of our members saw their pay drop by as much as \$5 an hour or more. Utah lost its prevailing wage in 1981. (For more on this, see page 7.)

This year, repealing prevailing wage laws is back on the agenda for anti-union extremists across the nation. In January, within days of coming into office, elected officials in Kentucky struck down that state's prevailing wage, despite news of their efforts sparking massive protests at the state capitol. Politicians in Ohio, Missouri and New Hampshire have all publicly stated they hope to follow Kentucky's example, which didn't just put an end to prevailing wage but also became another so-called Right-to-Work (for less) state. This should make it clear to all of us that prevailing wage repeals are part of a larger agenda to attack the wages and protections upholding the middle-class lifestyle of union households.

These attacks don't just stop at the state level. Arizona Sen. Jeff Flake has already introduced legislation in Congress that would repeal the Davis-Bacon Act, the federal prevailing wage law that has ensured fair pay in the construction industry since the Great Depression. *The National Review* and *Forbes*, two publications known for speaking on behalf of the country's richest 1 percent and heavily influencing elected officials, have called for our national leaders to take advantage of the current political environment and destroy the Davis-Bacon Act. This national repeal would roll right over the objections of voters in individual states and reduce construction wages for ALL workers regardless of where they live. Such plans used to be discussed privately in corporate boardrooms, but now they've made their way into Congress.

Prevailing wage is a bread-and-butter issue for Operating Engineers, and attacks on such wage protections are attacks on the livelihood of each and every one of us, whether you're a new apprentice, an experienced journeyman or a Retiree. If you appreciate the union wages you enjoy or the retirement you will have in your future, it's time to get involved. With our Semi-Annual Event coming up on March 19, there's no better opportunity to learn about what your union is doing for you and what you can do for your union.

CONSTRUCTIVE DESTRUCTION

By John O. Matos, associate editor

Demolition of what was formerly Sutter Memorial Hospital took place recently with one of the biggest pieces of equipment used in the Sacramento area. The EX 1200 excavator was customized by Silverado Contractors specifically for these kinds of projects, and the Sutter Memorial demolition was the first job where operators put it to use.

"There's nothing bigger in town; I guarantee it," said Superintendent David Zolczynski.

Joined by smaller excavators, a crane and some skip loaders, the EX 1200, which is equipped with a long-reach boom and two additional sticks extending its reach, allowed operators to make rapid progress on the project. A second excavator with an even longer reach was also brought onsite shortly after *Engineers News* visited the jobsite.

"We're moving along pretty good," said Excavator Operator Mick Root. "We already took out that building over there," he continued, pointing to an empty space where Excavator Operator Bertin Ferros was loading debris onto waiting trucks.

"We'll have this building down in about a week," said Excavator Operator Eric Frazee, referring to the main seven-story

structure. "It'll take longer just to fill in the basement."

After operating the EX 1200 for most of the day, the sun had moved into a position that prevented him from seeing his work, so he took a break while Laborers moved in to make some controlled cuts.

"The sun can be your worst enemy," Frazee explained. "With water spraying, the sun shining and the wind blowing, sometimes you just can't see."

As he watched the Laborers, he discussed the high levels of skill and knowledge that he and his fellow operators bring to a job like this.

"There's a lot of finesse that goes into operating that big machine," he said. "Stairwells are the hardest; concrete is the most fun. It's all a lot of fun."

The old hospital served the Sacramento area from 1937-2015, when Sutter relocated to midtown last year. It is reported that more than 300,000 babies have been born there. Now that the demolition is complete, crews will begin turning the site into Sutter Park, a new neighborhood which will include 120 single-family homes, a 12-unit multi-family building and a mixed-use building, and Operating Engineers will play a central role at every step of the process.



Excavator Operator Mick Root works for Silverado Contractors.



Crane Operator Troy Reese works for Bigge Crane and Rigging.



Elevator Operator Rick Elliott works for Bigge Crane and Rigging.



*EX 1200 Excavator Operator Eric Frazee
demolishes a structure at the former site of
Sutter Memorial Hospital.*





CREDIT UNION

By Jim Sullivan, Credit Union secretary/financial officer & recording-corresponding secretary

Hand-in-hand with Local 3 from the beginning

March marks the 78th anniversary of Operating Engineers Local 3, the union that OE Federal Credit Union was built to serve over 53 years ago. Local 3 is the largest construction trades local in the country, so it is only fitting that OE Federal follow suit as being the largest union Credit Union in the nation. We are proud to continue to serve the needs of Local 3 members and their families. We have a common bond, and our shared history makes us truly unique.

OE Federal was built by union members to fill a void the big banks could not, providing affordable financial products exclusively to union members and their families. In 1964, we began offering savings accounts and personal loans. Over the years, we expanded our product line to include checking accounts, auto loans, mortgage loans, credit cards, online/mobile banking and more. Today, we have become a full-service financial institution, always growing and evolving to meet our members' needs. What has always remained constant, however, is our link to Local 3 and our support of the union movement. We are a 100 percent union organization, which is important, because it allows us to see things from our members' perspectives and reinforces our purpose of representing our members' best interests to improve their lives.

We would not be here today as a strong and successful financial institution, if it were not for the loyalty of our members and their families. Just like you had the opportunity to help OE Federal grow into what it is today, you have the same opportunity to build upon its future. Continue the union tradition by sharing OE Federal with your immediate family members. You instill union values, hard work and good ethics to your children and grandchildren, so it makes sense to pass down the financial institution that has been there with Local 3 members for over 50 years. Banking with OE Federal is different than it is with other financial institutions, because we truly care about the wellbeing of our members. Each member is a part-owner in OE Federal, and without our member-owners, we would not exist. This is the difference you and your family will experience right away.

If you are not currently a member, I encourage you to join and utilize OE Federal to build a brighter future for yourself and your family. If you are already a member, don't forget to share the Credit Union with your immediate family. For membership details, visit us online at www.oefcu.org or at your local branch. You can also give us a call at (800) 877-4444.

CONGRATS LOCAL 3

On your 78th Anniversary!

You build our roads, bridges, skyscrapers, and more. You are the backbone of this great nation. No matter where you go, you can look at the skyline or the horizon on any given highway, and be proud that you helped built that!

Thank you Local 3. We are proud to serve our Union family. May you continue to be Union strong for years to come.

OE FEDERAL

CREDIT  UNION

(800) 877-4444 • oefcu.org





Electronic apprentice forms

We are pleased to announce that all apprentice work summary time cards and other forms can now be completed and submitted electronically. Apprentices can complete their time cards on their smart phones or other electronic devices, have their employer grade and sign the time card and e-mail it to their district coordinator. This will not only save time, it will also save on printing and postage costs. Change of address and request for leave forms are also available electronically.

In addition to the apprentice work summary time cards, apprentice dispatch forms are also available electronically. This enables the coordinator to e-mail or text the dispatch form to the apprentice if he or she is working out of town and/or 35 miles from a district office. All district coordinators have also been issued electronic devices, which will allow them to complete their contact reports electronically, while in the field.

We are excited about taking the first steps to a paperless environment. If you are an apprentice and have questions about the use of electronic forms, please contact your district coordinator.



**WANT INFORMATION
ABOUT AVAILABLE
CLASSES?**

It's never too late to get some training in, and the off-season is a great time. Call the Operating Engineers Journeyman and Apprentice Training Center (OE3 JATC) at (916) 354-2029 or visit us online at www.oe3.org and click on the "Training" tab for California.

BIG ISLAND FAMILY

Family ties and a family feel underpin contractor's success

Story and photos by John O. Matos, associate editor

In 2015, Isemoto Contracting was awarded the Outstanding Union Builder of the Year award. This wasn't surprising for the Local 3 operators who work for the company on Hawaii's Big Island, however, as this union contractor provides a family-like environment for its employees that has proven successful since Isemoto joined Local 3 in the 1970s.

"It's a family company, and you'll notice a lot of our members have worked for Isemoto for a long time," said Hawaii District 17 Business Rep. Mike Akau.

In fact, Akau once worked for the company himself, and his twin brother, Maitland, has been working for Isemoto for over 28 years. The family connection doesn't stop there, however, as Maitland's son, Aukai, also works for the company.

"Whenever there's crane work, he's also my oiler," said Maitland, while at the Isemoto Yard in Kailua-Kona.

Local 3 membership tends to be a family tradition in Hawaii just as it is on the mainland, and Isemoto employs many families. While Maitland and Aukai were working together on the west side of the island, their cousin, Andrew Akau, operated a loader on the company's Kikuihaele Park project on the east side.

Just south of Kailua-Kona, 26-year member and Water Truck Operator Kamela Kahele was helping crews finish up

on the Hokuia bypass project, while her sister, Party Chief Kalai Akiona, also worked on Kikuihaele Park. Overseeing the Kikuihaele Park project was 20-year member and Foreman John Sauer, whose son, Apprentice Logan Sauer, was also on the jobsite building up his hours.

Dozer Operator and 30-year member Hugh Hurley Jr. had been working in the rain on a new pharmacy for the University of Hawaii (UH), Hilo. At the same time, his brother, Chet Hurley, worked on the sunnier west side of the island as part of the crew handling the Honaunau Rodeo Arena improvements project. Apprentice Weston Uemura was also on the rodeo arena job, as his father, foreman and 20-year member Aaron Uemura, oversaw the work on the Hokuia bypass just north of there.

Even if members with Isemoto are not relatives, they treat each other like family on jobsites all across the Big Island. Many members have known or worked alongside each other on the company's projects for years or even decades, creating a unique community among the company's operators. That close-knit feel is encouraged at Isemoto, where union solidarity is on display in all that our members do.



Allan Paiva



Aaron Uemura



Tiim Punihaole



Aukai Akau



Maitland Akau



VISIT WWW.OE3.ORG
FOR MORE PHOTOS!



Cody Akiona



Kalai Akiona



Hugh Hurley Jr.





Matthew Weller



Kalliaea Davis



Jordan Pang



John Sauer



Keith Cypriano



Kauhane Smith



Logan Sauer



Jade Chinen



Kameron Bento



Shawn Seril



Kapena Kaneshiro



Caesar Aseron



Kamela Kahele

Loader Operator Chad
Carvalho and Haul Truck
Operator Spencer Quilinderino
work together in Hilo on the
Kuawa Park project.



Clement Santiago



Gordon Kala

John Kapuni

Dwight
Enriquez

Work in the shop doesn't slow for winter

A slow winter has been a tradition for the construction trades in the North Bay, with the exception of Heavy Duty Repairers (HDRs). **Ghilotti Construction Company**, a Local 3 signatory with a strong commitment to training and our Apprenticeship Program, has a dedicated team of these HDRs on-call 24 hours a day, seven days a week. No job is too large or small for these

hardworking HDRs, which include **Jeremy Miles, Corey Baker, Juan Orozco, Barry Drake** and **Jacob Sawyers**.

As a reminder, out-of-work registration on the A and B list is good for 84 days and can be renewed during that time by contacting the Hall. Members on the C list must re-register on the first of every month.



Jacob Sawyers grew up working on construction equipment and is a new addition to Ghilotti Construction and Local 3.



Juan Orozco works on the suspension of fuel trucks, which have been on the move with the large amount of work across Local 3's jurisdiction.



HDR Jeremy Miles oversees shop operations for Ghilotti Construction.



HDR Barry Drake works on a CAT 637G scraper by replacing all of the pins and bushings, small but critical parts that can cause a large amount of damage if not properly greased and maintained.

Another great season ahead

Our district has had an incredible amount of work the past three years, and this looks to be another strong year.

The private sector has been steady and continues to grow with the construction of subdivisions in Lathrop, Manteca, Mountain House and Lodi. This spring, **Ford Construction** will be starting a new \$12.8 million California Asbestos Monofill (CAM) mill tailing reclamation project in Copperopolis off O'Byrnes Ferry Road.

DeSilva Gates Construction will be continuing work through the year on the \$14.3 million grade separation project located on Harney Lane in Lodi. **George Reed, Inc.** has a \$3.5 million Hot Mix Asphalt (HMA) overlay project in Lathrop and police department parking lot improvements worth \$1.2 million in Stockton. **Goodfellow/Top Grade** will begin work on the \$9.6

million Thornton Road widening project in Stockton this spring. **O. C. Jones Construction** is continuing work on the Hwy. 12 pavement rehabilitation/bridge construction project at Bouldin Island. **Knife River** is working on a \$4.2 million water meter and main line replacement project for the city of Lodi. **Brosamer and Wall** is finishing up some white paving on Navy Drive in Stockton. Local plants will be in full production and supplying material for projects throughout the area. Our members working at the **Teichert** shop in French Camp continue to work hard so others can too.

Mark your calendars! You, your family and friends are invited to the Stockton District Picnic on Sunday, May 7 at Micke Grove Park in Lodi. Hope to see you there!



Members working at the Teichert shop in French Camp include, from left, Foreman Mike Fouts, Craig Gong, Mike Fouts Jr., Mark Bicha, Apprentice Alex Guzman Pantoja, John Keiser, David Davidson, Chase Waddell, Rodney Dirks, Don Momi and Joshua Paulsen.

Spider excavator called-in for slides

Vintage Paving has been working on almost \$1 million worth of Caltrans' slide repairs that resulted from this winter's heavy rains on Hwy. 128 west of Winters. Subcontractor **Access Limited Construction** is onsite with a spider excavator for work on the steep slopes.

Myers and Sons Construction recently started work on the city of Vacaville's \$10 million Easterly Wastewater Treatment Plant (WWTP) project in Elmira, which includes demolition work, reconstruction of drying beds, construction of containment walls and paving.

This spring, you'll want to avoid Jepson Parkway between Fairfield and Vacaville, as **DeSilva Gates** will be working on a \$12.5 million project on the Fairfield side, and **Teichert** will be working on a \$26.5 million project on the Vacaville side. Work is set to start as soon as weather permits, and we are expecting at least a couple dozen members to be working on these jobs, not counting those who will be working for subcontractors.

MCM Construction came in with a low bid of \$5.5 million on a bridge replacement at Meridian Road in Vacaville, but as of this writing, the project had not been awarded yet.

MORGAN HILL | 325 Digital Drive, Morgan Hill, CA 95037 ▪ (408) 465-8260 District Rep. Manuel Pinheiro

Retiree thankful for Local 3 career

John Arthur grew up an Army kid, moving around the country from one military base to another, as his father served our country for 31 years. When John was 16, his father's military career ended and his family settled in Salinas, where he graduated from North Salinas High School in 1972 before going to work building fiberglass greenhouses. After doing that for a year, he thought he might give his father's profession a go, so he joined the U. S. Army in 1973. John served our country for six years and was stationed around the world from Fort Polk, La. to Aschaffenburg, Germany, and then right here at Fort Ord.

After his military service, John wanted a career that could provide for his family. In 1979, he found that career. He got a job with **Kaiser Refractories** as a lube technician and plant mechanic and joined the Operating Engineers. It was the start of a 35-year career that provided a good living for him and his family.

In 1997, John was offered a position as a lube technician at the **Graniterock** Aromas Quarry in Watsonville, and he stayed with the company for 19 years before retiring this past December.

John says he is grateful for having worked as a Local 3 member

all these years and always takes the opportunity to tell young people about the benefits of being an Operating Engineer and how they too could have a long, prosperous career by joining.

John has been married for 42 years to his high school sweetheart, **Phyllis**, and they have raised two children, **Josh** and **Andrea**. He is now enjoying his retirement in comfort, all because of Local 3.

Congratulations to District Rep. **Manny Pinheiro**, who is retiring at the end of this month. Manny has been an Operating Engineer since 1984 and the district rep. in the Morgan Hill Office since 2012. Former Organizer **Jim Riley** will be taking his place. He will have some big shoes to fill, but he is up to the challenge.



Retiree John Arthur has over 35 years of service in Local 3.

FRESNO | 4856 North Cedar, Fresno, CA 93726 ▪ (559) 229-4083 District Rep. Dave Mercer

Three-man crew keeps Cemex batch plant going

The **Cemex** batch plant in Lemoore is working hard to supply area projects with various concrete materials. According to longtime member and Batchman **Steve Allison**, work has been steady there in recent years, and this year looks promising, as well. Heavy Duty Repairer (HDR) **Robert Gonzalez** keeps the equipment and trucks moving material out the gate, while Loader Operator **Joseph Ponciano** is keeping the yard in top shape. This three-man team has served the needs of several contractors, including pipeline projects with **Cal Valley Construction**, as well as **Agee** and **Granite Construction**, with new bridge work on Hwy. 198 in Lemoore and Hanford. **Cemex** is also no stranger to the Lemoore Naval Air Station (LNAS), where new runways and barracks for the base have been constructed.

Mark your calendars for the Fresno District Picnic on Saturday, May 6 at the Fresno County Sportsmen's Club. Tickets will soon be available for purchase.

Late night/extended hours for the District Office will be on Wednesday, March 22 from 7 a.m. to 8 p.m. We encourage all members, especially new ones, to take this opportunity to visit the District Office with questions and/or concerns.

We offer our condolences to the family and friends of **Beverly Hunter** (spouse of Honorary Member **Robert Hunter** of Los Banos) and Honorary Member **Frank Ream** of Clovis.

From left: HDR Robert Gonzalez, Loader Operator Joseph Ponciano and Batchman Steve Allison work at the Cemex batch plant in Lemoore.



Crab Feed a success, as work season ramps up

Thank you to all who attended our recent Crab Feed, with special thanks to signatory contractors **Northcoast Fabricators**, **Mercer-Fraser Co.** and **Teichert**, which were the first to support this event, as we moved it to a new location. Many unions also rallied to make this event a success, showing their solidarity with Operating Engineers Local 3. These included **Carpenters Local 751**, **Laborers Local 185** and **Local 324**, **Heat and Frost Local 3**, **American Federation of State, County and Municipal Employees (AFSME)** and **National Union of Healthcare Workers (NUHW)**, among others. The **Building and Construction Trades Council of Humboldt and Del Norte counties** and the **Central Labor Council** also helped out, providing the bar and other support. Local labor-friendly politicians, including Sen. **Mike McGuire**, attended the event and showed their support for our members. Most of all, we thank our members who made the Crab Feed worthwhile. So many of you braved the winter roads, the weather and the distance to come and be with us. We hope you all enjoyed our display of Eureka District 40 history, as well as the raffle prizes and great food. Stay tuned for photos. Next year should be a blast!

This is the time of year we start to see projects crew-up for the spring and summer, and many of those that were started in 2016 are continuing into this upcoming work season. The rain closed Hwy. 299 for awhile, causing slides that required emergency repairs. Several of our contractors have worked around the clock to get roads open again.

Our brothers and sisters with Caltrans worked long hours and took a lot of risks over the winter, and we thank them for all the work they do. Without them, the roadwork our signatory

companies do in Humboldt and Del Norte counties would be for nothing.

Be sure to check your registration on the out-of-work-list, so you are available when our local companies need qualified hands. It's easy to forget to renew that registration and miss out, so don't let it happen to you.

With your support, we are sure to have a great season. You make our union strong, whether you work at Pelican Bay, the Idlewild maintenance yard in Gasquet, with **Mercer-Fraser** up and down Hwy. 101, in Scotia with **Wahlund**, pouring concrete for **Powell Concrete Pumping**, turning wrenches for **Peterson** or are one of our many valued Retirees. You keep Local 3 working, and we look forward to a busy season.

*New journey-level Operator
Cody Freitas works for
Wahlund Construction.*



SACRAMENTO | 3920 Lennane Drive, Sacramento, CA 95834 ▪ (916) 993-2055 District Rep. Rob Carrion

Levee project is largest in West Sacramento's history

Winter finally brought us the much-needed rain we've been waiting for, but it comes at a price for the construction industry. Work has slowed, and many of our members find themselves on the out-of-work list due to Mother Nature. Hang in there! Spring is coming, and the work picture looks promising for Yolo County. Work forecasts for the entire district are looking just as

good, if not better, than last year.

Peninsula Crane and Rigging (PCR) is working through the winter, weather permitting, on the Amazon warehouse just east of the Sacramento International Airport. At its peak, there were four large crawler cranes on the project: three for setting the iron and one for tilt-ups. This has kept six to eight members working through the winter.

DeSilva Gates and **Granite Construction** finished the Sacramento International Airport's east-side taxiways improvement project earlier this year. The next step will be to remove and reconstruct the west-side taxiways, with work beginning this summer.

The Sacramento International Airport also has plans to build a \$23 million, 135-room Hyatt Place Hotel, which could begin as early as June. This hotel will be built in between the airport's main commercial terminals. There is talk of another hotel being built on airport property, depending on the success of the Hyatt. The airport is also beginning construction of an onsite solar farm project, which would produce enough energy to power 1,000 homes.

Work on the \$80 million Southport Levee, the largest project in the city of West Sacramento's history, is underway. Many of our signatory contractors, including main contractor **Granite Construction**, will be performing this work, employing a significant number of our members throughout the year.

We look forward to seeing you and your family at the Sacramento District Picnic on Sunday, April 30 at Mather Regional Park's Rotary Grove located at 4111 Eagle's Nest Road in Mather.



Crane Operators with PCR have been working through winter on the new Amazon warehouse near the Sacramento International Airport.

Dust off your boots

The work season is just about to kick into full swing. It looks like it is going to be another great year for our membership, so get your boots ready. We have had a great deal of rain, enough to fill up all of the reservoirs, underground streams, wells and lakes that surround us, and hopefully the drought is coming to an end.

The East Contra Costa Bay Area Rapid Transit (BART) extension project, known as eBART, is doing great and should open by June. New trains have been testing the tracks from Antioch to Pittsburg for the past month. This is another job well done for our members on the project.

Work on the new Pinole Valley High School and the Pinole/Hercules Wastewater Treatment Plant (WWTP) kept our members busy through the winter, as did our rock quarries and

asphalt plants, which are expecting to produce a lot of material during the upcoming work season. The Bay Bridge demolition project is still going, as trucks with lowbed trailers fly up and down the highways with all sorts of equipment. There will be plenty of pipeline projects popping up during the second quarter, as well.

The upcoming Semi-Annual Meeting will be in Vallejo on Sunday, March 19. The meeting starts at 11 a.m. and will be followed by lunch, so come out and learn what is going on with your union before enjoying a great meal. Getting together over good food gives you more time to get to know your fellow union members and your business agents, so come out and have a great day with us.

REDDING | 20308 Engineers Lane, Redding, CA 96002 ▪ (530) 222-6093 District Rep. Dave Kirk

With work lining up, need for operators increases

It's been a very wet winter, but that hasn't prevented our signatory contractors from keeping our members busy. **J. F. Shea, Stimpel-Wiebelhaus** and **Steve Manning Construction** have all done emergency work this winter with some jobs turning out to be long-term projects. **Steve Manning Construction** will be working on the Big French Creek slide for the better part of the year, with our members literally moving a mountain so it will stop falling on the roadway.

We are fortunate to have many construction projects in our district this year, and it looks like hours are going to be up again. **Tutor Perini** has been hoisting parts of the old Antlers Bridge out of the lake since it was demolished in early January. **Golden State Bridge** has been building falsework for the \$25 million Shasta Viaduct bridge replacement just north of Lake Shasta. **Mercer-Fraser** has a \$2.7 million sewer replacement job in Redding and a \$5.2 million overlay project west of Weaverville

on Hwy. 299. **Tullis, Inc.** has the \$2.8 million Redding Municipal Airport project, a \$2 million curve correction on Hwy. 44 east of Shingletown and an \$8.8 million realignment project on Hwy. 36 near Mineral. **Sierra Nevada Construction** has a \$9.5 million pavement rehabilitation project on Hwy. 395. **RNR Construction** will be replacing bridges in Trinity County worth \$6.6 million.

So far, it looks like we are going to have a great year and may run out of people, so if you know a non-union operator, make sure to tell him or her about all the benefits of being union. Organizing at the grassroots level is one sure way to grow our membership and our market share.

We hope to see everyone at the Semi-Annual Event on the March 19 at the Solano County Fairgrounds. The meeting starts at 11 a.m. It's a great opportunity to see friends, tell stories and get the latest information about our great union. The food is awesome too!



Operators with Steve Manning Construction work on the Big French Creek slide in Weaverville.

Members get back to work as snow melts

As spring approaches and the snow melts, work is finally starting. **Kiewit/Clyde** Joint Venture's (JV's) Bus Rapid Transit (BRT) job in Orem is ramping up for a high-paced summer and adding more people to get the job back on schedule. **W. W. Clyde** will be starting the I-15 job in Meadow and has been running the crusher on this project all winter, making asphalt material for **Geneva Rock Products** at the Corinne Plant. **W. W. Clyde** will also be starting the Redwood job and the Vernal Regional Airport runway project.

Geneva Rock Products has picked up a lot of work along the Wasatch Front and has started calling back members who were laid-off last year. **Ames Construction** is working on the Olmsted Power Plant at the mouth of Provo Canyon, a project that has kept our operators working all winter. **Granite Construction** has picked up several projects that will start soon.

This year looks like it will be very similar to last year with a projected increase in work and man hours coming in 2018. If you are off, take advantage of the Operating Engineers Joint Apprenticeship Training Center (JATC) in West Valley City and get your Mine Safety and Health Administration (MSHA), Occupational Safety and Health Administration (OSHA) and journeyman upgrades. There is a good chance Utah will pass legislation requiring workers to have OSHA certifications in order to work in our industry, so if you do not have yours, we encourage you to sign-up for the next class as soon as possible. The Joint Apprentice Committee (JAC) takes great pride in helping our members get the training classes they need to improve their skills so they can get more work. If you don't have the certifications you need, contact Secretary **Keira Nielson** in the JATC office at (801) 664-6934.

If you have leads on a company that is looking for experienced operators or that Local 3 could help grow, call Organizer **Jon Bambrough** at (801) 509-6021 or the District Office. Let's grow this union and get the market share back. Doing so will help us get better wages, benefits and working conditions and make Utah an even better place to work and live. Every one of us should talk to someone we work with. Mentor one or two

younger operators and help them build a better workforce for the future. As union members and as Americans, we all need to work together to make a difference, take pride in what we do and unite this country.

Journeyman Spotlight



Brandon Atkinson is from the small town of Kamas, and he's proud of it. He is a volunteer firefighter and has enjoyed giving back to his hometown in this way since he was 19 years old.

Brandon started his career as a laborer, chasing stakes for his dad. He wanted to be a blade operator but is grateful for his time working as a laborer, since it helped him to see grade and understand how to place material correctly. He worked with **Wasatch Constructors** on the I-15 Salt Lake County job in preparation for the 2002 Olympics, **Granite Construction**, **Kiewit**, **W. W. Clyde** and **Ames Construction**, as well as a lot of JVs between these.

Brandon's advice for operators is to watch and learn from others, take what they do best and apply it. He has had some of the best mentors, including **Bob Jones** and **Roger Jones**, who he credits for making him the operator he is today. Brandon believes in teaching those who will be taking his place when he retires in the hopes that they do the same for someone else.

Brandon joined Local 3 because he wanted health care, a retirement plan and to provide his family with a good life. He's seen a lot of people who worked non-union their whole lives and consequently are unable to retire and will likely work until they die. He has also seen operators who are doing what they want after retirement thanks to their union career, and he is looking forward to doing the same.

HAWAII | 2181 Lauwiliwili St., Kapolei, HI 96707 ▪ For all branches, call (808) 845-7871 District Rep. Pane Meatoga Jr.

Workforce grows as projects begin

Our first quarter often sets the pace for the rest of the year, and it's coming to an end this month. Contractors started several projects in January and February, and we are slowly getting members back to work, as new jobs begin.

So far, **Shimmick/Taylor/Granite** Joint Venture (STG JV) has begun deep shaft work on the Honolulu Rail project and will slowly crank things up throughout the year, hitting maximum employment by November or sooner. **Royal Contracting** is wrapping up smaller jobs and will focus on the Ho'opili project. **Jayar Construction** has started several small jobs and will be increasing its workforce. **Goodfellow Brothers, Inc. (GBI)** will be starting several jobs, increasing and consolidating its workforce, which includes **Top Grade Construction** in California. We have seen members from the Big Island and Maui working on Oahu and members from Oahu, Maui and the Big Island working in California on the Apple II campus. This has helped keep our members working when things slow down.

We are waiting for a favorable decision from the Department of Land and Natural Resources (DLNR) on the Mauna Kea 30-meter telescope. In anticipation of this, we are working with state law enforcement to ensure safety for our members, as they travel to and from the jobsite.

Legislatively, we are working this year with our Stabilization Department and signatory contractors to protect our prevailing wage and collective bargaining rights, while working with other unions to introduce legislation that will give greater enforcement authority to state agencies, such as the Hawaii Department of Labor and Industrial Relations. We will also be conducting educational workshops with state and county agencies that award contracts, such as the Department of Accounting and General Services (DAGS), the Department of Education (DOE) and the Board of Water Supply, to name a few. We will defend against so-called Right-to-Work legislation (which really means the right to work for less). Our sister state of Utah is already a so-called Right-to-Work state, and with the new president, we are watching for actions at the federal level.

Pre-jobs as of this writing include **Koga Engineering and Construction's** \$547 million project to replace the Mana Waterline at Pacific Missile Range Facility (PMRF) on Kauai, **Goodfellow Bros.'s** nearly \$13.8 million Kahoma Village project on Oahu, **Watts Constructors's** \$314.5 million consolidated rental car facility project on Oahu and **Paradigm Construction's** \$7.7 million EBG area project, also on Oahu.

Daly City slides call for OE3 skills

In San Francisco, at Third Street and Townsend Street in the South of Market (SoMa) neighborhood, members with **Granite Excavation & Demolition, Inc.** will be drilling about 40 holes for a new Hyatt Regency Hotel with Drill Operator **Benito Ramos**. The company will then excavate the site about 16 feet down to start the foundation work.

At 101 First St., **Clark/Hathaway Dinwiddie** Joint Venture (JV) is constructing the Salesforce Tower. The 1,070-foot, 61-story tower will be the second-tallest building west of the Mississippi River, and the seventh tallest in the United States, surpassing the Chrysler building in New York City. Local 3 tower crane operators **Carlos Tovar**, **Nick Shafer**, **Shawn Frazer**, **Brett Johnson** and **Scott Lilly** are working day and night to keep the project on schedule. Also on the project is a 10,000-pound Chicago Boom operated by **Bill Alger** and a Spydercrane operated by **Brett Rapozo**. (See the back page for more.)

Hathaway Dinwiddie is working on The Exchange, one of many projects rejuvenating Mission Bay after the epic groundbreaking ceremony for the Golden State Warrior's new Chase Center arena. **Bigge Crane and Rigging** is providing the project with crane and lift operators. **Steve Gordon** operates the 160-ton Rough Terrain (RT) crane, **Mike Vilmur** operates the 275-ton Liebherr 1200 crawler crane and **John Kooker Jr.** and **Ron Kultti** are operating two tower cranes.

In the Mission District, **Clipper International** Tower Crane Operator **Craig McNaught** is setting exterior panels for the St. Luke's Campus at California Pacific Medical Center (CPMC). Inside, elevator operators **Sean Elliott** and **Tim McKeivitt** will be servicing the other crafts for the rest of the year.

In the Sunset District, Backhoe Operator **Anthony Hall** with **Mitchell Engineering** is providing work on an \$8 million San Francisco Public Utilities Commission (SFPUC) project at Stern Grove Park. The project includes updating the massive waterline that goes through the park, removing and replacing old valves and lines to make it earthquake-ready.

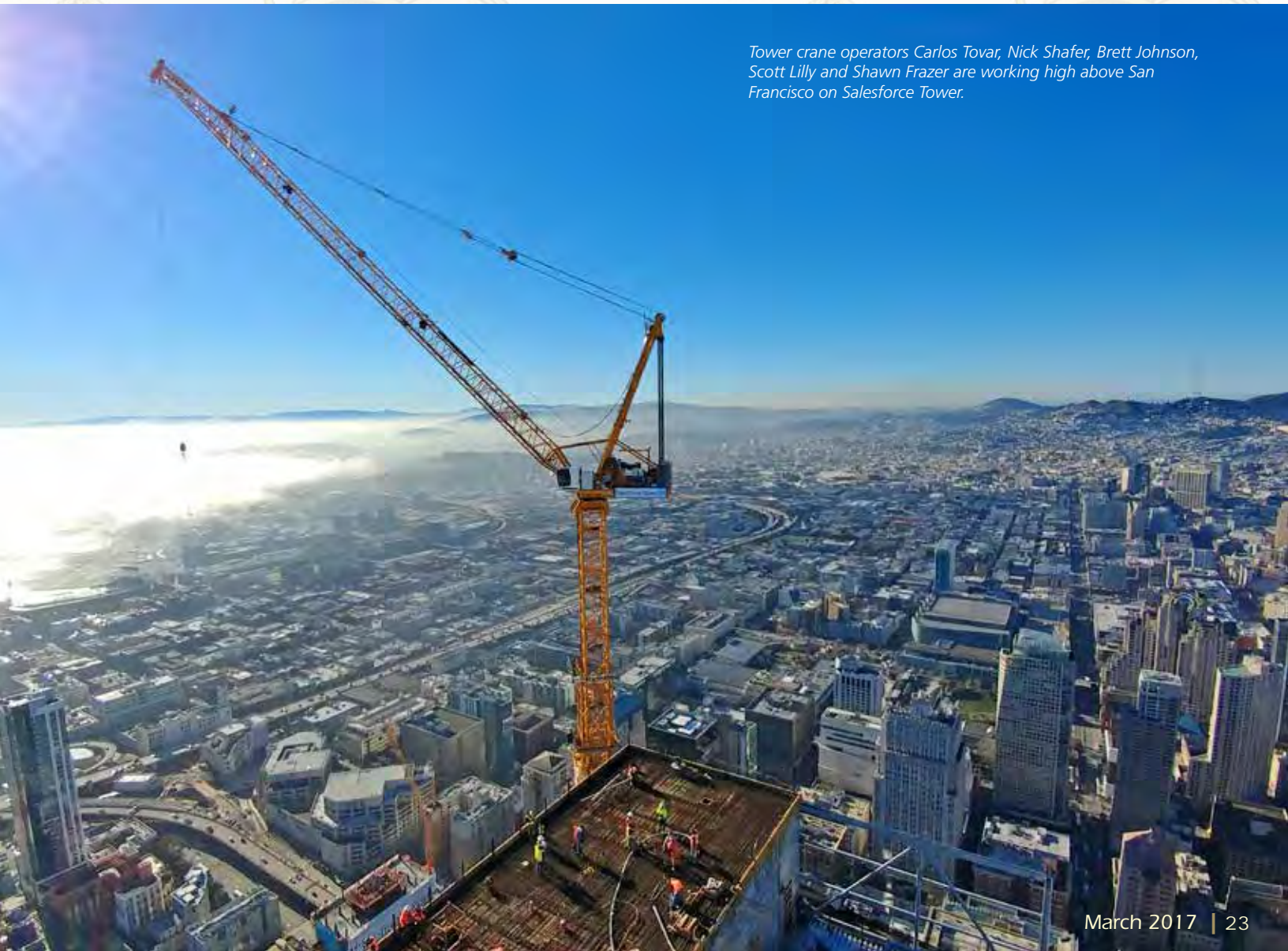
In South San Francisco, **McGuire and Hester** is providing grading for five buildings at Genentech that will be used for daycare. Operators include **Johann E. Berg**, **Oscar Maldonado**, **Sean M. Pipkin**, **Keith Butler**, **Ismael Jimenez**, **James A. Doyle**, **David M. Luis**, **Nathan C. Fox**, **William H. Robinson**, **Victor M. Gonzalez**, **Victor Gonzalez Jr.** and **Gilbert Moran**. Operator **Tracey W. Morgan** is also onsite with **Broom Service, Inc.**

At Station Park Green in San Mateo, 599 residential units are being built. Operators **Louie Shuckahosee** and **Henry Steffes** with **Foundation Constructors, Inc.** are drilling auger piles. Operators **Roberto D. Plasencia** and **Cody Burgess** with **Berkeley Concrete Pumping** are also onsite, as is **Michael F. Fries** with **Bigge Crane and Rigging**.

At Mussel Rock in Daly City, operators **Alfonso Guerrero** and **Jesus Rodriquez** with **Stoloski and Gonzales** are working on slide repairs, placing over 1,000 tons of riprap to protect bluff areas and walking trails.

In San Bruno, Foreman **Manuel B. Navarro** and operators **Jose E. Pena** and **Marcos Garcia** with **Tennyson Electric** are doing distribution work.

Operators are keeping production rolling at **Vulcan Materials Company** in Half Moon Bay. Members there include **Jeremy Vaz**, **Thomas Viallet**, **Jose Castillo** and **Frank Stafford**.



Tower crane operators Carlos Tovar, Nick Shafer, Brett Johnson, Scott Lilly and Shawn Frazer are working high above San Francisco on Salesforce Tower.

Weather stops and starts projects

From Reno

Winter weather brought many construction projects in Northern Nevada to a screeching halt; however, work was also created due to damage caused by heavy rains, snow and flooding. Many of our operators were called out to do emergency repair work on roadways, drainage systems and private properties.

We anticipate another great work season and look forward to seeing our members out in full force, as things dry up and we head into spring. Several ongoing projects will carry us into late summer and fall, and many others are set to start soon, weather permitting.

Granite Construction will be continuing its work on the \$150 million South East Connector, the Nevada Department of Transportation's (NDOT's) \$28 million shared-use path along Hwy. 28 in Incline Village and a mass grading job at the Switch project east of Reno near USA Parkway. **Par Electrical** was awarded NDOT's \$9 million ITS infrastructure project, which includes installing nearly 17 miles of conduit along Hwy. 395 between I-80 and the California state line. **Q&D Construction** is hard at work on the \$14 million North Truckee storm drain project for the city of Sparks and will soon be on I-80 near Dun Glen for a \$10.5 million NDOT paving job.

With the work season fast approaching, please make sure all of your required certifications, contact information and out-of-work-list registration is up-to-date. Registration on the out-of-work list must be renewed every 84 days. Contact the Reno Office at (775) 857-4440, if you have any questions. Have a safe and enjoyable work season.

From Elko

Construction work has been fairly slow in Northeastern Nevada, with many projects completed or put on hold due to the weather. Mining has been hit and miss, though **Remington Construction**, **Ames Construction** and **Canyon Construction** have been performing work in the region. **Remington Construction's** project in West Wendover should be nearing

completion.

The negotiating cycle has begun for public employees from the city of Elko and White Pine County. Many of the employees working for these communities, as well as those with the city of Ely, have been doing a great job keeping our roads clean and drivable during the winter.

Northeastern Nevada has a good outlook for the upcoming work season, and NDOT has various projects to be advertised in Humboldt, Elko, Lander, Eureka and White Pine counties. These proposed projects could provide over \$50 million in work for our members.

As a reminder, Newmont meetings are held the fourth Wednesday of every month. Beginning in April, we will be open until 8 p.m. on the second and fourth Wednesdays of the month.

We encourage anyone to stop by. Have a great year, and be safe.



The Reno District Office is blanketed in snow after recent storms spread across Nevada.

YUBA CITY | 468 Century Park Drive, Yuba City, CA 95991 ■ (530) 743-7321 District Rep. Ron Roman

Local 3 public employees protect us all

Our members with the Department of Water Resources (DWR) were already busy this winter due to record-breaking rainfall, but when issues with the Oroville Dam were discovered, they went into overdrive to protect life, property and the livelihoods of the public. As of this writing, due to their hard work and vigilance, an emergency evacuation order has been recalled and people are being allowed back into the affected areas. We extend a huge thank you to our brothers and sisters with DWR and their support crews, and hope they stay safe as they work to keep us safe. Numerous signatories have also been dispatched to the site, with as many as 45 members working day and night to repair the spillway. Crews will be out there until the snow is gone and the threat of flooding ceases. At the time of this writing, DWR is working on plans for the repair work of the dam, which is expected to exceed \$200 million.

In addition to ensuring the integrity of the Oroville Dam, our members at the DWR Oroville Yard maintain over 198 miles of levees, 22 bridges and seven weirs. During the summer months, these crews maintain and repair valves and pipes in our waterways, clear trees and brush and make major repairs to the levees. They also clean debris from Lake Oroville and perform maintenance to boat ramps, the fish facility and switch stations. Maintenance Craft Workers operate all types of equipment, weld

and perform building maintenance projects.

Construction projects scheduled to start during the winter months have been postponed due to weather and Caltrans crews have been working long hours, seven days a week when necessary, to remove snow and keep our highways safe.

The work picture this year is looking good with jobs already scheduled and many jobs still going out to bid. Be sure to stay current on the out-of-work list.



DWR crews work to ensure we are all protected from floods like this one, which hit Yuba City in 1955.

ORGANIZING

Hydro excavation experts join Local 3

By Bruce Noel, director of organizing



Caribou Energy Corporation recently signed to the National Pipeline Agreement and the Northern California Master Construction Agreement. Welcome to the Local 3 family of contractors!

Caribou Energy Corporation is a Service-Disabled Veteran-Owned Small Business (SDVOSB) with West Coast operations based in Benicia. The company is owned by founder Rob Williamson, an Army veteran who served in Iraq and Afghanistan (the company is named after his Chippewa grandmother), and Scott Yenzer, an engineer from Cal Poly with an extensive executive background in construction and energy.

Experts in hydro excavation, Caribou focuses on efficiency and value and is driven by a philosophy that being “accident and injury free” is possible. As a result, the company has logged tens of millions of safe work-hours in challenging conditions around the world.

Having worked on some of the largest pipeline, energy and construction projects in the nation, Caribou built a local team of highly trained, experienced hydrovac operators in California that is ready to provide services with the highest levels of professionalism and safety. The company looks forward to growing its presence in the region.

Our members act as our eyes and ears in the industry, so if you see any new employers out working, we would really appreciate receiving a call about them. With the increase in private commercial and residential work, we need to be on the lookout for any new employers trying to get a foothold on our work, as the larger and more entrenched they become, the more difficult it is to get them signed. Take a look at the logos on the side of any trucks hauling equipment, and make sure there are no non-union employers subcontracting for our union general contractors.



Pipeliners receive training

In January, pipeline operators from across Local 3’s jurisdiction gathered in Sacramento for training put on by the International Union of Operating Engineers (IUOE) and hosted at the Sacramento District 80 Hall. Our members received instruction on a variety of topics relevant to the trade and the industry, including grievance procedures with IUOE Field Rep. Steve Harris, effective organizing tactics and successes with Organizing Director Bruce Noel and Organizer Jim Riley, and changes in California Government Code 4216 presented by

Pacific Gas & Electric (PG&E) representatives Jorge Gil-Bilanco and John Gilginas.

Despite the fact that training lasted all day and occurred on a Saturday (a barbecue lunch was provided by Local 3 business agents), a large number of Local 3 members were willing to travel to Sacramento in order to attend, showing their commitment to being the most knowledgeable and qualified pipeliners in the industry.



Members from across Local 3’s jurisdiction gather for pipeline training at the Sacramento District 80 Hall.

REMINDERS ANNOUNCEMENTS

HONORARY MEMBERSHIP

Retirees with 35 or more years of service in Local 3 are eligible for Honorary Membership. To find out if you are eligible, please contact your district office or the Recording-Corresponding Secretary (RCS) Office at (510) 748-7400.

The following Retirees have 35 or more years of membership in Local 3 as of January 2017 and have been determined to be eligible for Honorary Membership effective April 1, 2017.

Calvin Bottolfson District 99: Out of Area	1627865
James D. Brown District 30: Stockton	1840377
Ray E. Crabtree District 60: Yuba City	1934980
Hector S. Estrada District 30: Stockton	1878419
John Galimba District 10: Rohnert Park	1845851
Tim W. Lassiter District 99: Out of Area	1735345
Geoffrey R. McMurray District 80: Sacramento	1420206
Carl Parrish District 12: Utah	1935916
Edward Ritchie District 60: Yuba City	1906460
LeRoy Stanton District 30: Stockton	1904091
Spencer Thomas District 70: Redding	1262972
Esther J. Ward District 99: Out of Area	1855293

SERVICE PINS

In honor and remembrance of years of service in Local 3, service pins are available to members with 25 or more years of membership. These pins come in five-year increments from 25 through 75 years of service. Please contact your district office to receive your pins. To see some of our recent pin recipients, check out pages 12-13.

SEMI-ANNUAL MEETING

Rec-Corres. Secretary Jim Sullivan has announced that the next Semi-Annual Meeting of the membership will be held on Sunday, March 19, 2017 at 11 a.m. at:

Solano County Fairgrounds
900 Fairgrounds Drive
Vallejo, CA 94589

UPCOMING PICNIC INFORMATION

District 10: Rohnert Park Picnic Details
Sunday, April 30, 8 a.m. to noon
Santa Rosa Veterans Memorial Building,
1351 Maple Ave., Santa Rosa
Menu: Pancakes, eggs, bacon, sausage,
orange juice and coffee
Cost: Adults: \$5; Retirees: Free; Children
11 and under: Free

District 60: Yuba City Picnic Details
Sunday, April 30, 11 a.m. to 2 p.m.
Butte County Fairgrounds, 199 E. Hazel
St., Gridley
Menu: Chopped brisket, pulled pork,
BBQ beans, potato salad, rolls, coleslaw,
soda, water and beer
Cost: Adults: \$10 presale, \$12 at the door;
Retirees: \$5; Children 10 and under: Free

District 80: Sacramento Picnic Details
Sunday, April 30, 11 a.m. to 3 p.m.
Mather Regional Park Rotary Grove, 4111
Eagle's Nest Road, Mather
Menu: Brisket, chicken, potato salad,
coleslaw, beans and cornbread
Cost: Adults: \$12 presale, \$15 at the door;
Retirees: Free; Children 12 and under:
Free
Other: \$5 parking fee per car

District 50: Fresno Picnic Details
Saturday, May 6, 10 a.m. to 2 p.m.
Fresno County Sportsmen's Club, 10645
North Lanes Road, Fresno
Menu: Tri-tip, ribs, chicken, rice pilaf,
green beans, potato salad, salsa, rolls and
ice cream
Cost: Adults: \$10; Retirees: \$5; Children
10 and under: Free; Children ages 11 to
15: \$5; Family of four: \$30

District 30: Stockton Picnic Details
Sunday, May 7, 11 a.m. to 4 p.m.
Micke Grove Park Delta Shelter, 11793 N.
Micke Grove Road, Lodi (off Hwy. 99 and
Eight Mile Road, just south of Lodi)
Menu: Tri-tip, asparagus, beans, salad,
french bread, hot dogs, ice cream and free
beverages
Cost: Adults: \$10 presale, \$12 at the door;
Retirees: \$5; Children 6 and under: Free
Other: \$6 parking fee per car. Lunch will
be served from noon to 2 p.m. There will
be raffle prizes, a jump house for the kids
and a horseshoe contest

District 90: Morgan Hill Picnic Details
Sunday, May 27, 11 a.m. to 3 p.m.
Christmas Hill Park Mulberry Areas,
7050 Miller Ave., Gilroy
Menu: Tri-tip, hot dogs, beans, salad,
garlic bread, beer, soda and water
Cost: Adults: \$10 presale, \$12 at the door;
Retirees: Free; Children 10 and under:
Free



Members participate in a raffle drawing during Sacramento's District Picnic last year.



Your participation benefits the
OE3 Scholarship Foundation.

Prices are per person, cruise-only, based on double occupancy. Air is additional. All categories subject to availability at time of booking. Blackout dates, restrictions, fees, taxes and other terms may apply. Princess ships' registry: Bahamas CST#2079194-10



Operating Engineers Local 3

Alaska Cruise

Join us on an unforgettable voyage along Alaska's famed Inside Passage, sailing roundtrip from San Francisco.

15-night Grand Alaska Cruise
Grand Princess | August 26, 2017
Sailing roundtrip from San Francisco to
Ketchikan, Juneau, Skagway and Victoria.

Fares from
\$1299
per person

For more information or to book, contact:



Gail Gomes
(650) 373-4406
gail.gomes@frosch.com

MEETINGS

DISTRICT PICNIC SCHEDULE

Rohnert Park District 10
Sunday, April 30

Yuba City District 60
Sunday, April 30

Sacramento District 80
Sunday, April 30

Fresno District 50
Saturday, May 6

Stockton District 30
Sunday, May 7

Morgan Hill District 90
Saturday, May 27

Utah District 12 (Riverton)
Saturday, June 3

Redding District 70
Saturday, June 3

Fairfield District 04
Sunday, June 4

Oakland District 20
Sunday, June 4

Nevada District 11 (Sparks)
Saturday, June 17

Hawaii District 17 (Big Island)
Saturday, June 17

Burlingame District 01
Sunday, June 25

Nevada District 11 (Elko)
Saturday, July 29

Hawaii District 17 (Kauai)
Saturday, Aug. 26

Hawaii District 17 (Oahu)
Saturday, Sept. 2

BUSINESS HOURS

In California, Utah and Nevada, "late night" will be as follows:

- November-March: Late night will be the fourth Wednesday of the month.
- April-October: Late night will be the second and fourth Wednesdays of the month.

Office hours:

Monday-Friday: 7 a.m. to 5 p.m.

Designated late nights: 7 a.m. to 8 p.m.

In Hawaii, please call the Hall to confirm available late nights.

Office hours:

Monday-Friday: 7 a.m. to 5 p.m.

Designated late nights: 7 a.m. to 7 p.m.

DISTRICT MEETINGS

All meetings convene at 7 p.m.

MARCH 2017

2nd District 12: Sandy
Operating Engineers' Building
8805 South Sandy Parkway

APRIL 2017

No meetings scheduled.

MAY 2017

2nd District 04: Suisun City
Veterans Memorial Building
427 Main St.

2nd District 30: Stockton
Operating Engineers' Building
1916 North Broadway Ave.

3rd District 20: Martinez
Plumbers Local 159
1304 Roman Way

3rd District 50: Clovis
Veterans Memorial District
453 Hughes Ave.

4th District 01: Burlingame
Transport Workers Local 505
1521 Rollins Rd.

4th District 90: Morgan Hill
Operating Engineers' Building
325 Digital Drive

9th District 10: Ukiah
Hampton Inn
1160 Airport Park Blvd.

9th District 40: Eureka
Operating Engineers' Building
1330 Bayshore Way, Ste. 103

10th District 70: Redding
Operating Engineers' Building
20308 Engineers Lane

10th District 80: Sacramento
Operating Engineers' Building
3920 Lennane Drive

11th District 60: Yuba City
Yuba-Sutter Fairgrounds
Flower House Building
442 Franklin Ave.

16th District 12: Sandy
Operating Engineers' Building
8805 South Sandy Parkway

17th District 11: Reno
Operating Engineers' Building
1290 Corporate Blvd.

TOWN HALL MEETINGS

MARCH 2017

No meetings scheduled.

APRIL 2017

4th District 12: Layton
Dinner: 6 p.m.; Meeting to follow
1651 N. 700 W., Layton

5th District 12: Spanish Fork
Dinner: 7 p.m.; Meeting to follow
Spanish Fork Fairgrounds
High Chaparral Building
(Rodeo Grounds)
475 S. Main St., Spanish Fork

6th District 12: Price
Lunch: Noon; Meeting to follow
Ramada Price
838 Westwood Blvd., Price

8th District 12: Washington
Lunch: Noon; Meeting to follow
Washington City Historical Museum
25 E. Telegraph St., Washington

MAY 2017

No meetings scheduled.



Your gift to the Local 3 Scholarship Foundation will help build the strength and future of the fund and allow you to experience giving the gift of a lifetime. There are a variety of ways to contribute: Cash gifts in any amount; merit sponsors and memorial and honor gifts; bequests; and securities.

To learn more about the Scholarship Program and how you can give, call Rec. Corres. Secretary Jim Sullivan at (510) 748-7400 or visit us online at www.oe3.org/about/scholarship/donation.html



OPERATING ENGINEERS LOCAL UNION No. 3

1620 SOUTH LOOP ROAD, ALAMEDA, CA 94502 • (510) 748-7400 • FAX (510) 748-7412
Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

Recording-Corresponding Secretary James K. Sullivan

Dear brothers and sisters:

As you all know, our local union is large and encompasses four states. All official union business, including the nomination and election for union-wide offices, Bylaws, elections and Political Action Committee (PAC) delegates, will be conducted at locations close to the main district office in your specific home area.

As a result of the large geographic jurisdiction of Local 3, the business manager can, at his discretion, establish subcommittees. Business Manager Russ Burns has currently authorized four subcommittees to be located in Elko, Nevada; and Hilo, Kauai and Maui, Hawaii. These subcommittees will have their own PAC to deal with local concerns. Please note: The payment of dues for subcommittee PAC members will be at the discretion of the business manager.

If you are interested in becoming a PAC member, the business manager strongly encourages you to attend your first quarter District or Town Hall Meeting (see page 24 for meeting dates and locations) so that you may be nominated and then elected.

Fraternally yours,



Jim Sullivan

Recording-Corresponding Secretary

*Family members of a recently deceased Local 3 member may contact the member's local district office for a brief obituary to be included in the Engineers News district section. Contact information for the district offices is on pages 18-24 in this edition.

Departed Members*

Avist, William Fairfield, CA District 04 12-29-16	Doseo, Philip Jr. Kapolei HI District 17 12-06-16	Harrison, Robert Fallon, NV District 11 11-16-16	Madruaga, Thomas Citrus Heights, CA District 80 11-17-16	Nadler, Joel Santa Rosa, CA District 10 10-14-16	Schaefer, Donald Aromas, CA District 90 12-19-16
Bailey, Vernon Idaho Falls, ID District 99 11-23-16	Dunn, William Chandler, AZ District 99 12-05-16	Healey, Eugene Alpine, UT District 12 11-23-16	Maland, Donald Healdsburg, CA District 10 01-04-17	Nelson, Steven West Jordan, UT District 12 11-24-16	Snyder, Stanley Yuba City, CA District 60 11-17-16
Delaney, Michael Sparks, NV District 11 01-07-17	Duran, Gilbert San Martin, CA District 90 12-15-16	Homer, Sheldon Elko, NV District 11 11-01-16	Maxwell, Richard Scotts Valley, CA District 90 12-23-16	Olivarez, David Stockton, CA District 30 12-11-16	Vanderhurst, Russell Redwood City, CA District 01 12-12-16
Derby, James Pacifica, CA District 01 12-11-16	Ellis, Dylan Honolulu, HI District 17 11-21-16	Johnson, Danny Oroville, CA District 60 12-19-16	McKeague, Al Kailua, HI District 17 11-28-16	Place, Ellsworth Jr. Hayward, CA District 20 12-16-16	Vargas, Timothy Vacaville, CA District 04 01-06-17
Dollard, Ken Modesto, CA District 30 12-04-16	Errington, Albert Woodland, CA District 80 12-05-16	Kaluhiwa, Jerry Kaneohe, HI District 17 12-29-16	McKinney, John Anderson, CA District 70 12-16-16	Ream, Frank Clovis, CA District 50 12-13-16	Whited, Gene Cazadero, CA District 10 12-17-16
Doolin, Edwin Sacramento, CA District 80 12-01-16	Harmon, Harold Napa, CA District 04 12-08-16	Leach, Jim Silver City, NV District 99 11-23-16	Munoz, Frank Rancho Cordova, CA District 80 12-14-16	Robbins, Lewis Salt Lake City, UT District 12 12-10-16	Williams, Bob Madera, CA District 50 12-06-16

Deceased Dependents

Bacoccini, Edla. Spouse of Bacoccini, Ted 12-09-16	Johnson, Pattis. Ex-spouse of Johnson, Steve 12-02-16	Potter, Shirley. Spouse of Potter, Charles 12-21-16	Rhodes, Nona. Spouse of Rhodes, Ronald 12-08-16	Schenone, Raymond Jr. Son of Schenone, Raymond 12-08-16
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2017 PAC ELECTION

Rec.-Corres. Secretary Jim Sullivan has announced that in accordance with Article X, Section 9 of the Local Union Bylaws, the election of Political Action Committees (PACs) will take place at the first District Meeting of 2017 in each respective district. No Member shall be eligible for election, be elected, or hold the position of PAC Member:

Unless he or she is a continuous Member in the Parent Local Union for the two (2) years preceding nomination and not suspended for nonpayment of dues during those two years and a registered voter (with proof of current voter registration) in the District where he or she is seeking nomination;

If he or she is retired, is an Officer of, or is on the payroll of the Local Union or a related entity;

If he or she is an Owner-Operator or a Contractor;

No Member shall be nominated unless he or she is present at the meeting, or unless he or she has filed prior to the meeting with the Recording-Corresponding Secretary or to the District Meeting Secretary on the day of the meeting before the meeting commences a statement in writing, signed by him or her, to the effect that he or she is eligible to be a Political Action Committee Member and will accept the nomination if nominated.

The schedule of meetings at which these elections will be held can be found on page 27.

PROOF OF VOTER REGISTRATION FOR PAC NOMINEES

To be eligible to hold office, all Political Action Committee (PAC) nominees must bring proof of voter registration to the District Meeting at which nominations take place. You can obtain this proof by going to your county Registrar of Voters' or county clerk's office. If you are unable to bring it to the District Meeting, you may fill out a voter registration card at the meeting, before it begins. You may also fill one out online prior to the meeting (and print a copy of it) by finding your state's voter-registration link on our website at www.oe3.org.



OPERATING ENGINEERS LOCAL UNION NO. 3

SCHOLARSHIP FOUNDATION

Academic Scholarships

Two scholarships of
\$10,000

Two scholarships of
\$7,500

Two scholarships of
\$5,000

Applications
accepted from

**Jan. 1 through
March 31, 2017**

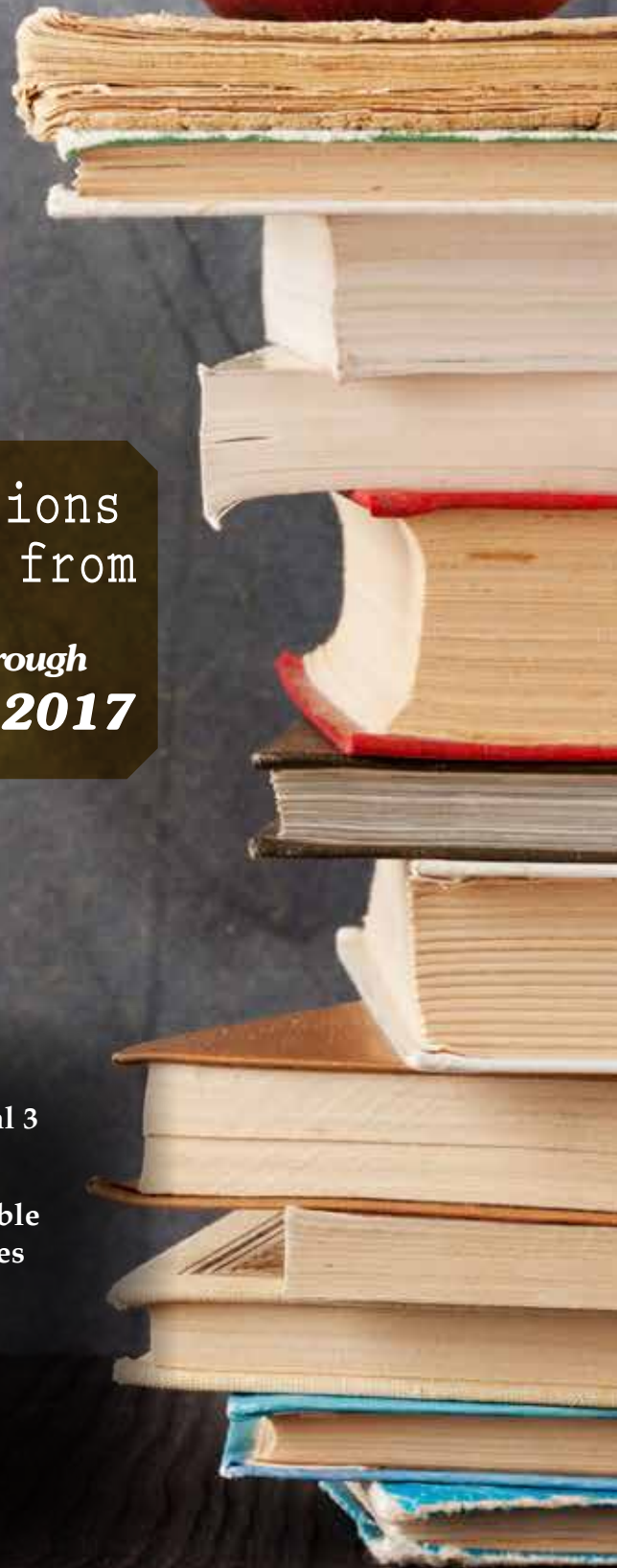
Merit Scholarships

25 scholarships of **\$1,000**

- Children (including stepchildren and foster children) of Local 3 members may apply for the scholarships.
- OE3 Academic and Merit Scholarship applications are available at the local's district offices, OE Federal Credit Union branches and online at www.oe3.org.
- See full rules online.
- If you have any questions, please call the Recording-Corresponding Secretary's Office: (510) 748-7400.



**LAST
MONTH
TO APPLY!**





March is National Nutrition Month! Are you eating healthy?

Eating right doesn't have to be complicated – simply begin the shift to healthier food and beverage choices. These recommendations from the Dietary Guidelines for Americans can help get you started:

- Emphasize fruits, vegetables, whole grains and low-fat or fat-free milk and milk products
- Include lean meats, poultry, fish, beans, eggs and nuts
- Make sure your diet is low in saturated fats, trans fats, sodium and added sugars

Make your calories count

Think nutrient-rich rather than “good” or “bad” foods. The majority of your food choices should be packed with vitamins, minerals, fiber and other nutrients, and lower in calories. Making smart food choices can help you stay healthy, manage your weight and be physically active.

The information above is from the Academy of Nutrition and Dietetics and can be found at www.eatright.org.

Focus on variety

Eat a variety of foods from all the food groups to get the nutrients your body needs. Fruits and vegetables can be fresh, frozen or canned. Eat more dark-green vegetables, such as leafy greens and broccoli, and orange vegetables, including carrots and sweet potatoes. Vary your protein choices with more fish, beans and peas. Eat at least three ounces of whole-grain cereals, breads, crackers, rice or pasta every day.

Know your fats

Look for foods low in saturated fats and trans fats to help reduce your risk of heart disease. Most of the fats you eat should be monounsaturated and polyunsaturated oils. Check the Nutrition Facts panel on food labels for total fat and saturated fat.

Medical Assist Line – Free. Easy. Valuable.

The Medical Assist Line is a one-of-a-kind medical referral service that can help make your health-care decisions easier, while saving you significant out-of-pocket costs. The best thing is that it is available to OE3 Trust Funds members for free!

The Medical Assist Line can help you locate the best doctors and facilities in your area, and tracks the precise costs they charge. Representatives can then share this information with you to help you make a more informed decision about your health care.

Representatives will provide you with the quality measures and costs of over 400 different medical and surgical procedures that the Medical Assist Line tracks. They will also help determine your basic benefits and estimate any out-of-pocket costs you may face, and you'll have all of this important information before you decide which steps to take next.

Here are two examples of how the Medical Assist Line could have prevented our participants from making costly decisions:

Want to save money? Call first.

A participant had a preventive colonoscopy at a Preferred Provider Organization (PPO) contracting hospital. The billed charge for the hospital was \$4,633.39. The Anthem Blue Cross contract rate was \$3,508.48. Plan provisions limit colonoscopies done in an outpatient hospital setting, rather than an ambulatory surgery center, to a maximum payment of \$1,500. So the Plan

paid the hospital \$1,500. Although the participant received the Anthem Blue Cross discount of \$1,124.91 on the \$4,633.39 hospital claim, his total responsibility ended up as \$2,008.48.

How to avoid a huge surprise? Call first.

A participant had outpatient surgery at a non-contracting surgery center. His surgeon contracted with Anthem Blue Cross. The billed charge for the surgery was \$28,695. Our Plan provisions only provide a maximum payment of \$500 for non-contracting surgery centers. The Plan paid the \$500, and the participant's responsibility was \$28,195.

Moral of these stories: Use the Medical Assist Line and avoid out-of-pocket costs like these!

To get started, visit www.anthem.com/ca and click “Register Now.” Follow the instructions. Then, all you have to do is call:

- Operating Engineers Health and Welfare Trust Funds: (855) 279-2128
- Pensioned Operating Engineers Health and Welfare Trust Funds (Non-Medicare members only): (855) 229-7822

Use your Medical Assist Line to keep you safe and healthy!

Generic medications – what a great idea!

Using generic medications instead of brand-name drugs will not only save you money but also help the Fund control the cost of prescription drug coverage. Generic medications must meet the same standards for safety, purity and effectiveness as brand-name medications, and on average, they can cost up to 50 percent less than their brand-name equivalent.

If you are taking a brand-name medication, find out if it has a generic equivalent. Talk to your doctor about the benefits of switching. You'll be glad you did!

Need lab work?

When you need laboratory or pathology tests performed, ask your doctor if you can use a Quest Diagnostics, Inc. (Quest) or Laboratory Corporation of America (LabCorp) facility. Services at these labs can cost 70-75 percent less than the same services provided by hospital-based facilities and non-network labs. This means you can save the Fund \$75 for every \$100 worth of lab tests your doctor orders just by asking for Quest or LabCorp. For help finding the nearest facility, visit www.anthem.com/ca. You can contact Quest or LabCorp directly by phone or visit their website at:

- Quest: (800) 377-7220, www.questdiagnostics.com
- LabCorp: (888) 522-2677, www.labcorp.com

Swap Shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. Please notify the office if your item has been sold. Business-related offerings are not eligible for inclusion in Swap Shop. *Engineers News* reserves the right to edit ads. Ads received by the 1st of the month will run the following month. Limit two ads per issue. Must be 60 words or less.

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

Operating Engineers
Local Union No. 3
3920 Lennane Dr.
Sacramento, CA 95834
ATTN: Swap Shop*

Or call:
(916) 993-2047, ext. 2506

Or fax ads to: Swap Shop
(916) 419-3487

Or e-mail to:
jmatos@oe3.org

*All ads must include
Member Registration
Number.

FOR SALE: 2005 Harley-Davidson FXDLI Dyna Low Rider. \$10,000. Call (510) 967-0725. Reg# 2543582.

FOR SALE: 2003 Coachman Cross Country 37-foot motorhome. New Michelin tires and new batteries. In good condition and never smoked in. Fully equipped with TV, DVD, AM/FM, CD, Micro, A/C, awning, rear camera, 2 slide outs, 2 tanks, hydraulic gear window covers and motorhome cover. Only 29,700 miles. Asking \$65,100. Call Paul at (916) 361-3100. Reg# 1229742.

FOR SALE: 2 old one-lung engines. First is a McCormick Deering, runner. \$600. Second is an Ottawa parts engine. \$300. Also selling a very nice Fairbanks Morse "Typhoon" water pump, runner for \$1,400; A very nice working antique rock/jaw crusher, 39" tall for \$2,000; An old mining ore cart for \$1,200. Can provide photos on request. Call (530) 391-6716. Reg# 2489118.

FOR SALE: Beautiful home on 5+ acres in Hayden, Idaho with two living quarters and two separate entries. 3 bed, 2 bath, large kitchen, breakfast bar, BBQ, bar, forced heat, gas fireplace, wood stove. Downstairs: 2 bed, 1 bath, office/exercise room, kitchen. Equestrian arena, orchard, garden space, pond, shop, RV parking. (208) 755-0256. Reg# 1812603.

FOR SALE: Two Topcon sonar trackers in good working condition with cables and carrying case \$1,299. Call (925) 586-2032. Reg# 2102638.

FOR SALE: Approximately 26 acres in Fiddletown, Amador County, Calif. Easy commute to Sacramento, Placerville, Jackson, Lake Tahoe and Reno. Beautiful property with lots of wildlife. Asking \$325,000. Will consider offers. Also selling loaded 2015 Thor Axis motorhome with low mileage and lots of storage. Sleeps 5-6. \$72,000. Call (208) 755-0256. Reg# 1812603.

FOR SALE: 2013 enclosed 10' X 6' 1-axel trailer. Back opens up, and there is a side door as well. Like new. \$1,600. Call Vic at (530) 923-4878. Reg# 1276105.

FOR SALE: 2005 Dodge quad cab, 3500 diesel, 1-ton truck with lock-up gun safe in the bed and an auxiliary fuel tank that allows for a combined total of 72 gallons of fuel. Also selling a 2009 Cougar fifth-wheel trailer. Both have been well-kept and are in perfect condition. Willing to sell the pair for \$31,000 or call to discuss purchasing them separately at (530) 243-0546. Reg# 1265020.

FOR SALE: Oxyacetylene set, large tanks, all tips, etc. and cart \$250. Call (707) 823-4667. Reg# 0924959.

FOR SALE: 1990 Jaguar XJS V12 conv. 41,000 miles, auto, black exterior, red interior. Like new. Great investment. \$15,000. Call (707) 823-4667. Reg# 0924959.

FOR SALE: Outdoor oriented magazines from the 70s through 2009. Fair condition. Good articles and information. "Ducks Unlimited," "Mule Deer Foundation," "Safari Club International," "Sports Afield," "California Hunters Digest," "American Sportsman," "The Sporting World," "Guns & Ammo," "Golf," "Sports Illustrated" and others from the 1970s to 2009. Any reasonable offer will be considered. E-mail awsqc12000@netzero.com or call (408) 274-5591. Reg# 2105272.

FOR SALE: Vintage Underwood No. 3 engineer's typewriter. 18" wide. In good working order. Will deliver or may waive shipping and handling dependent upon buyer's location. All reasonable offers will be considered. Asking \$599. E-mail awsqc12000@netzero.com if you have any questions, or call (408) 274-5591. Reg# 2105272.

FOR SALE: 2006 Kawasaki motorcycle. Red with 13,000+ miles, new tires, new battery, recent tune up. Runs and rides very well. Minor scratches and dents throughout. Will consider trade. Call Paul at (209) 229-5235 or e-mail kelli@rowdyranchhardware.com. Reg# 2193846.

FOR SALE: Inversion stretch massage chair with rolling, kneading and swing footrest. Remote controlled. Excellent condition, like new. Originally paid \$3,900. Asking \$1,500 or best offer. Call Eric at (916) 630-0781 or (916) 708-0781. Reg# 2437833.

FOR SALE: Cemetery plot at Lawncrest Memorial Park in Redding, Calif. Double internment space with two burial vaults and a matching military memorial (24" X 12") on a granite base (28" X 38"). Section N, lot B-2, space 9. \$3,500 or best offer. Please call (530) 246-2814 or (530) 209-2092. Reg# 1876447.

FOR SALE: Completely restored 1984 Chevrolet Silverado ¾-ton 4X4. New Corvette engine has less than 3,000 miles. Brand new 7R transmission has less than 400 miles. New steering box, new Michelin tires, new upholstery, new radiator. \$17,000 invested. Moving, make offer. Call (925) 699-0687. Reg# 1199157.

FOR SALE: 2007 Wilderness AX6 fifth-wheel self-contained travel trailer. 39', 2 axels with 4 slide outs. Series M-385FKQS. \$39,000. For more information, call Paul at (209) 229-5235 or e-mail kelli@rowdyranchhardware.com. Reg# 2193846.

FOR SALE: One 36" Case bucket, \$500. One 18" CAT bucket, \$500. Two 24" excavator buckets, one-ton chain hoist. Call (209) 509-5696. Reg# 1043556.

WANTED: Portable track pin press, large or small. Also looking for Emerson or Gray air jacks. Will travel. Call (775) 219-3704. Please do not text. Reg# 2548805.

FOR SALE: 1996 Kawasaki Vulcan 1500, yellow with shaft drive, 9,000 miles, like new tires. Helmet included. Looks and runs great! Asking \$2,500. Also selling two 2002 Suzuki dirt bikes, a two stroke and a four stroke enduro w/196 Miles. Call (530) 722-7815 or (530) 226-5377 for prices. Reg# 1989890.

FOR SALE: Spectra Physics 1145 dual slope laser in like-new condition with one receiver, tripod, 2-linker rods (engineering), one of which is cut down to fit into a full-size pickup's tool box. Asking \$1,650. Call Don at (831) 238-1571. Reg# 1807090.

FOR SALE: Craftsman 12" X 36" wood lathe mounted on 24" X 60" table. 16 wood turning chisels, four jaw wood chuck, ½" arbor drill chuck, owners manual. \$500. Horizontal and vertical metal cutting band saw made by Enco with owners manual. \$250. Call (831) 637-2464. Reg# 1586184.

FOR SALE: Small electric Allen Jac 7692 cement mixer from Orchard Supply Hardware. 1/3 horsepower. Only used once. Call (559) 292-2641. Reg# 1312793.

FOR SALE: 2002 27' Montana Arctic Package fifth wheel. New tires, no smoking, no pets, well maintained. Clean inside and out. Large living room, booth, dinette slide, large solar panel and satellite dish. Sleeps six. Asking \$12,500 or best offer. Call Ed at (775) 852-4167. Reg# 1296063.

FOR SALE: 1972 Ford 330/360 V8 engine. Rebuilt 30,000 over. Comes with 4-speed bellhousing w/clutch, pressure plate, fly wheel. Asking \$1,000. Will consider trade in silver and gold coin. Call Jerry at (408) 226-0729 or e-mail at gerard_elambert@hotmail.com. Reg# 1225584.

FOR SALE: Record rolodex with cabinet and records. 78 rpms and 33s, mostly waltz, some early 1900s. \$250. Call Larry at (541) 536-4359. Reg# 1578661.

FOR SALE: 14' aluminum boat with new trailer. Has removable floor mats to make inside floor level, new tires and wheels, rod holders. Like new. \$900. Call (509) 510-1534. Reg# 0827031.

FOR SALE: 1999 Peterbilt 330 bobtail dump truck with 44,000 original miles, CAT power, 2005 16-ton Zieman trailer, 20' tilt bed, air brakes, 2012 Case SN 580, loaded cab, 4X4, 5 buckets, 4-in-1 bucket, compaction wheel and lots of extras. 3,250 hours. \$150,000 or best offer. Call (650) 773-0225. Reg# 1543019.

FOR SALE: 40 acres w/1500 sq. ft. house. Two story, all fenced, 2 barns, 2 car garage, all haying equipment. 3 cows, 1 bull, live spring, bailer, swatter, 3 hay sheds, \$270,000. Ready to ranch. (509) 486-0830. Reg# 1770647.

FOR SALE: New collectable Royal Doulton bone china english porcelain 40-piece dish set. Service for 8 with sugar/cream set. St. Moritz white moselle embossed. No imperfections. Sold single \$600. All for \$350. Call or text (209) 931-2058. Reg# 1022395.

FOR SALE: Retirement/vacation home 125 miles from American border in San Felipe, Baja, Mexico. Two homes and 2 lots available. Safe and secure 22-lot gated beach community. Water, electricity, sewer, paved streets, newly paved highway, international airport. Average temperature of 85 degrees. Guaranteed title to home. Call Mike at (925) 525-2882 or e-mail mikef@mountaincascade.com. Reg # 2573773.

WANTED: Rifles, shotguns, pistols and ammunition. From one to a whole collection. (559) 351-6615. Reg# 2123273.

FOR SALE: Late 1960s 8N Ford Tractor with box scraper. Runs good. \$2,495. Call (209) 509-5696. Reg# 1043556.

FOR SALE: 2000 Arctic Fox 25s 25-foot travel trailer. Sleeps 3 people. Well maintained. Excellent condition. Complete with hitch and ready to go! Asking \$9,000 or best offer. If interested, call (714) 930-6059. Reg# 2587802.

FOR SALE: Huge record collection (over 4,000), all in original covers and in very good condition. You name it, it's here. Country, rock, hard rock, blues, soul, jazz and easy listening. Lots of double picture albums. Take them all for \$1,450. (530) 510-1534. Reg# 0827031.

FOR SALE: 1976 aluminum camper shell, fits Ford 8-foot bed. Rear hatch locks. Sturdy and in good condition. \$150. Call Tom at (510) 734-0294. Reg# 2299640.

FOR SALE: D4 CAT dozer 7J. \$2,500. Power takeoff for D2, orchard model. \$400. Behlen power steering unit for CAT motor grader, \$200. Rebuilt starter for a 92 series Detroit. \$50. Call (530) 346-2918. Reg# 1271053.

FOR SALE: Leer Tonneau cover for a Chevy or GMC 1-ton truck with 8' bed. Color is silver birch. \$750. Call (209) 603-7814. Reg# 1963705.

FOR SALE: Beautiful 3bd, 2-1/2 bath split/open floor plan on 5 acres 30 miles east of Redding in Whitmore, CA. Master suite w/private deck, gourmet kitchen w/breakfast room. Large shop/garage w/3 bays. Garden area, pond, waterfall. Private, close to fishing, hunting and boating. Full RV hookup for guests. Wildlife, satellite, low utilities and much more. Asking \$335,000. Call (530) 472-1934. Reg# 1142983.

FOR SALE: 1955 Ford F350. 9' bed, stepside, 428 engine, C6 auto transmission, 427 cast iron headers, aluminum intake manifold, electronic ignition, dual Flowmasters, power disc brakes, power steering, stereo, AC, dual side mounts, 25 gallon tank, custom interior. Rust free, nice driver. Lost storage and must sell. \$20,000. Call (408) 226-0729 or email gerard_elambert@hotmail.com. Reg# 1225584.

FOR SALE: Mechanics tools. Over 30 years as a Heavy Duty Repairer and plant mechanic means tools, tools, tools! 1/4 to 3/4 sockets, 1/8 to 1-1/2 wrenches, plus much more. Call Mike at (209) 862-0799 (home) or (209) 485-8963 (cell). Reg# 1858347.



From left: Crane operators Carlos Tovar and Nick Shafer work on the Salesforce Tower, the largest skyscraper in San Francisco.

Towering above the Bay

In San Francisco, construction of one of the tallest buildings in the United States is currently underway with Local 3's tower crane operators involved in all the action. The Salesforce Tower will have a roof height of 970 feet (the tallest of any building west of the Mississippi River) and an overall structural height of 1,070 feet. The office skyscraper is part of the Transbay redevelopment plan and a giant icon of the Transbay Transit Center. For our operators, who work at dizzying heights on the tower, it's just another day on the job.

"The cranes made 11 jumps climbing to a boom tip height of 1,320 feet," said Crane Operator Carlos Tovar. For some perspective, that's a quarter of a mile!

Thank you to Carlos for sharing these images, which he took on a break while on the project, though pictures can't do justice to experiencing these views firsthand, let alone doing the work.