

OPERATING ENGINEERS LOCAL UNION NO. 3

ENGINEERS

NEWS

Vol. 69, #10

October 2011

***If you build it,
they will come***





PAGE 6



PAGE 19

CONTENTS

Report & Review	4
Health News	5
Semi-Annual Meeting	6
Public Employee News	8
Credit Union	10
News & Notes.....	11
ATPA.....	12
Letters to the editor	12
Organizing.....	12
Rancho Murieta	13
Looking at Labor	14
Fringe Benefits	15
If you build it, they will come	16
District Reports.....	18
Resolution to amend the Bylaws.....	24
Meetings and Announcements.....	28
Swap Shop.....	31

Operating Engineers Local Union No. 3

Russ Burns	Business Manager
Fred Herschbach	President
Carl Goff	Vice President
Jim Sullivan	Rec. Corres. Secretary
Dan Reding	Financial Secretary
Pete Figueiredo	Treasurer

Engineers News Staff

Russ Burns	Editor
Carl Goff	Editorial Adviser
Mandy McMillen	Managing Editor
Jamie Johnston	Associate Editor
Dominique Beilke	Art Director

www.oe3.org

Engineers News (ISSN 1069-2185) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 1620 South Loop Rd., Alameda, CA 94502. Periodical postage paid at Alameda, CA and additional mailing offices. Engineers News is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to Address Change, 1620 South Loop Rd., Alameda, CA 94502.



For The Good & Welfare

By Russ Burns, business manager

Local 3 in action

It's hard to believe it's already fall. Though Oct. 15 is typically the deadline most contractors shoot for to wrap up their projects, many of our districts have projects scheduled to run through the winter, with several set to start. The big Antlers Bridge project in the Redding District is continuing, as is the mining boom in Nevada District 11. Rail work continues in Utah, there is tens of billions of dollars worth of infrastructure work in the Burlingame and Oakland districts and Yuba, Sutter and Butte counties in District 60 are full of work as well. In fact, nearly every district is posting greatly improved dispatches since this time last year, and that is always the best proof of how we are doing.

Even though it has been a volatile economy this year for our industry and the entire nation, in true Local 3 form, we have persevered. Our Organizing Department signed several new contractors (please see page 12 for details), our mobilized pressure against the anti-union Santa Cruz Port District (SCPD) director gained community-wide support and forced the district to agree to come back to the table and our public-employee business agents won back some monies for our members, and I don't have to tell you how tough the current environment has been for them.

I was e-mailed a recent report claiming that construction employment fell in late summer in response to state and local governments cutting back on infrastructure improvements and the Federal Stimulus funds all but drying up. We can focus on changing reports and the blame-game drama of so many politicians, or we can focus on performing our work to the best of our abilities, getting better trained when we aren't working and sticking together to elect the right politicians. I hope you choose the latter plan of action.

Speaking of action, it was nice to see all of you at the last Semi-Annual Event. You can check out the rundown and photos of the day on pages 5-7. As usual, folks had a good time, and more importantly, an affirmative vote was reached by the membership on the resolution to amend the Bylaws. The resolution will now move on for a vote in each district at the upcoming round of District/Special Called Meetings (see page 28 for dates and locations).

The Bylaws Committee has done an incredible job of maintaining and improving the important Bylaws

that govern our great union. The implementation of the Bylaws Committee was an idea brought forth by this administration to further improve transparency between the decisions of the Local 3 officers/Executive Board and the union membership as a whole. I have received positive feedback about this committee and the decision to form it. I think you will agree that the changes the committee has made are good ones. They came about through thorough discussions and intense attention to detail. In other words, these men mean business.

Following the same lines of action, there is no time like the present to get involved in political races in your districts. However small these elections may seem compared to the presidential one in 2012, every single political office held, from small local boards to state governors, has a direct impact on your ability to keep working. We can only do so much through our skill sets, our negotiation tactics and our unity to secure jobs. The truth of the matter is, we don't get work unless there's money to fund the projects, and that funding comes directly from legislation. One of the more notable races coming up is the one for San Francisco mayor. (We have endorsed Leland Yee.) For details on how you can help us get more union jobs on the books, call your district office and visit the Politics Page at www.oe3.org. Our volunteer program, Voice of the Engineer (VOTE), is offering great prizes again this year for those who give a little extra to help the whole (see page 4).

I'd also like to draw your attention to a business agent who is being highlighted this month for "giving a little extra." See who I mean on page 14.

I'd like to close with a reference to our Bylaws, Article 1, Section 2, page 7: "All members and their families and all working men and women [are encouraged] to actively participate in the political life of their respective communities, and to register and vote." That is your part. We officers promise, as indicated in the Bylaws in the same section, "to assist organized labor in every lawful way in the achievement of all of its legitimate objectives," which includes but is not limited to improving working conditions, supporting union ideals and protecting and promoting your rights and aspirations as working men and women. We have done this and will continue to do so. See you all at the meetings this month.

Remembering the Loma Prieta earthquake

Member worked on repairs to I-880 in Oakland

It was 22 years ago this month when the 7.1 Loma Prieta earthquake rattled the Bay Area. Sixty-three people were killed, a 50-foot section of the Bay Bridge collapsed and \$7 billion worth of damage was tallied as a result.



When the earthquake hit, the uprights that held up the top deck of I-880 separated and let the top deck fall.

It's a time that Retiree Alfred "Bud" Anderson will never forget.

The 48-year member was one of the many operators who was dispatched to repair I-880 in Oakland, the site hit hardest by the quake.

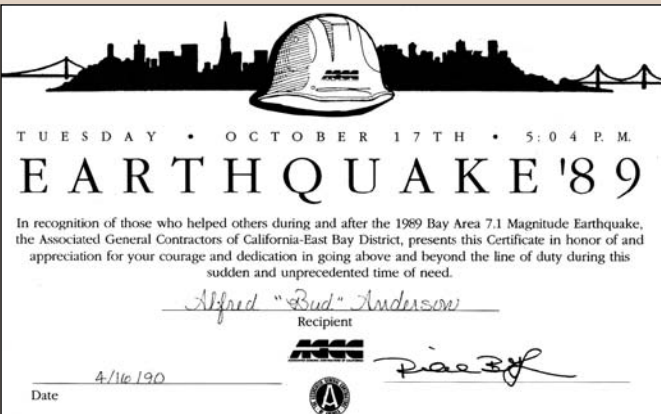
As the ground shook violently on Oct. 17, 1989, a 1.25-mile stretch of the double-decker freeway collapsed, crushing cars on the road below.

Anderson went to work on a Caterpillar 973 and was recognized by the Associated General Contractors (AGC) of California-East Bay District for his efforts. He received a certificate for his "courage and dedication in going above and beyond the line of duty during this sudden and unprecedented time of need."

As we reach the 22-year anniversary of the disaster, we recognize Anderson again, as well as the many other operators who responded to the call for help.



Above: Retiree Alfred "Bud" Anderson stands next to the equipment he operated to repair the damage to I-880 caused by the 7.1 Loma Prieta earthquake on Oct. 17, 1989. He was honored for his work with an award, below.



Talking Points
By Fred Herschbach, president



Which way is up?

On a daily basis, it seems like we fix one problem and 10 more pop up. In this topsy-turvy world we live in, nothing is normal, or there seems to be a new normal. Is the unemployment rate going to be 9 percent? (In reality, it's probably more like 15-20 percent.) Is that normal?

I just got off the phone with a member who I've known for 20 years. He is without a doubt one of the premier blade hands we have to offer, and the company he works for just told him that he can no longer operate the blade because of excessive wear-bar damage on the slide. He's only put 40 hours on this particular blade. Is that normal?

I received an e-mail from another brother about the comparisons between the everyday, middle-class American and Congress. For example, someone who serves our country for 20 years receives 50 percent pay at retirement. Politicians, on the other hand, receive full pay after serving just one term. Other examples include the fact that members of Congress specifically exempted themselves from the many laws they pass: They can't be prosecuted for sexual harassment, and the new health-care reform laws don't apply to them. Where is common sense any more?

Another thing to consider: Why does Congress get to go on hiatus or vacation, or whatever they'd like to call it, when we've got millions of folks looking for work? And although I've said it plenty of times before, our infrastructure is in the toilet. I'm not a college grad, but common sense proves that when construction workers are employed, everyone gets a piece of the pie. We buy things – clothes, barbecues, food and cars – and taxes are generated. Parents have extra cash, so their kids play football, join cheerleading, etc., and they go on vacation. Congress needs to do something (not vacation!) to get us jobs. Everything is upside down.

My thinking is pretty simple. Take my position, for example. The membership elected me to do the very best that I can to represent their interests. And by doing that, if everything goes according to Hoyle, I get re-elected and continue representing the membership. Whether you are a labor leader, senator or member of Congress, if you get too wrapped up in yourself and all you're concerned about is how to get re-elected, you have to go. You need to stand up and work for the people who elected you, because the people who put you in that position are counting on you to represent them to the best of your ability.

I don't see that mentality in Washington, D.C. With the stock market and employers trying to take advantage of these down times, this could be the perfect storm for our undoing and some politicians' gains. It's not our parents' world. In these 24/7 times we live in, we need to be able to change on a moment's notice. There are so many variables that come into play. For example, let's look at the new health-care law. It is being interpreted on a daily basis, so as Trustees, we try to figure out how to best manage our Trust Funds in accordance with the laws, but when we make a decision, somehow the health-care act, which was supposed to help us all, gets in the way.

With the Pension, it's the same thing. We think we have a solution, then work hours drop, but the stock market maintains. Then the stock market tanks, and work hours go up. At some point, we need to find a happy medium and be consistent in our everyday life, so we can find "which way is up" and maintain some form of normalcy. In the meantime, stay strong, enjoy your family and be positive.

In solidarity.



Report & Review

By Carl Goff, vice president

We listened to your concerns; made changes to health-care plans

To keep our top-of-the-line Health and Welfare Plans solvent and continue the great benefits our members receive, we had to implement some changes recently. Some were good, and unfortunately, some were not so good – many of you made that loud and clear!

As officers, we welcome members' feedback, and when something *can* be done, we try to make it better. Because of the times we're in right now, that's not always possible. The bottom line is we need to save money, and it's our job to find ways to do that by not affecting the membership too much. Remember: These changes affect us too.

With that in mind, last year, the Board of Trustees implemented a Health Dynamics Preventive Care Program for our active members and their spouses. The program offers almost 20 health screenings, from a body-fat-composition test to a cardiovascular fitness test, and for participating, members and their spouses *each* receive a \$200 reduction in their annual deductible. The thinking behind this is that if members detect problems early, they can treat them early, and therefore live healthier and save the Fund money in the long run.

On July 18, the Board of Trustees voted to offer this program through the Pensioned Health and Welfare Plan too. At this time, it is only available in California, but we are looking at the

other states as well. It will be available with the same incentives to non-Medicare, Indemnity Plan Retirees and their spouses starting Jan. 1.

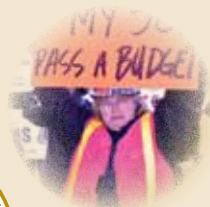
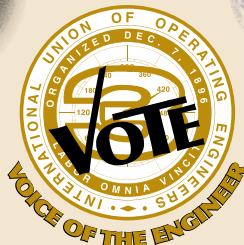
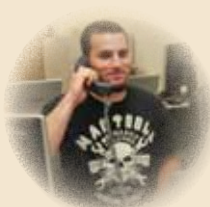
To make it easier to schedule an appointment, two new hospitals have joined the Health Dynamics network. Members can now also go to the Queen of the Valley Medical Center in Napa and the Santa Rosa Memorial Hospital. For a complete list of participating facilities and more information, visit the Trust Fund's website at www.oe3trustfunds.org or call the Trust Fund Office at (800) 532-2105, the Fringe Benefits Service Center at (800) 251-5014 or Health Dynamics at (414) 443-0200.

In discussing the Proton Pump Inhibitors (PPIs) allowance adopted by the Pensioned Health and Welfare Plan, the consensus was that the \$30/\$90 level could be a hardship for many Retirees, so the maximum allowance for PPI drugs was increased to \$50/\$90 through Dec. 31, 2012. In 2013, the \$30/\$90 rate will go back into effect, unless another extension is agreed to by the Board of Trustees.

Again, we officers appreciate your feedback and hope some of these changes will offer you some financial relief. We look forward to seeing you all soon at our fourth-quarter round of District Meetings and Retiree Meetings, which starts this month. For times and locations, see page 28.

VOLUNTEER

make a difference



Business Manager Russ Burns is pleased to announce the 2011 VOTE Program. The program is designed to recognize and reward members who volunteer their time to Local 3 activities.

HOURS
REWARD

1 - 5

Lapel Pin and Apron

VOTE
Local 3



6 - 13

Lapel Pin, Apron
and Duffle



14 - 20

Lapel Pin, Apron,
Duffle and
Mag-Lite Combo



21 +

Lapel Pin,
Apron,
Duffle,
Mag-Lite Combo
and Camelbak



To begin earning awards or for more information, contact your District Office or visit our website at www.oe3.org.

Diagnosis is good:

Women operators, spouses take advantage of free health tests at Semi-Annual

Many of the diseases that affect women can be prevented, if detected early, and many times, that detection can be done by a simple blood-pressure or cholesterol test. Luckily for our operators, these are two of the free screenings offered to them and their family members at the Local 3 Semi-Annuals, and many of them took advantage of this at the Sept. 18 event.

Engineers News caught up with a few of these women, and here's what they had to say:



With five daughters and many nieces, 10-year member Maria Muro, center, knows a thing or two about women's health. Joining her at the Semi-Annual is, from left: Daughters Allison, 15, and Mireya, 14, niece Emma, 12, daughter Laisha, 7, niece Alyssa, 10, daughter Anisa, 16, and family friend Catherine, 16. "It's one of the most important things here," Muro said of the health fair. "I'm telling everyone to get checked. It's free!"



Gradesetter Sabrena Rosenberg gets her cholesterol tested at the Semi-Annual. "It kind of updates me on where I'm at. ... It may pick up something; if I'm falling out of range, or if I'm going in the right direction."



Job Corps instructor and 23-year member Theresa Anders packed her lunch to stay healthy when she worked in the field as a gradesetter. Today, she continues her healthy habits: "I still try to eat right." Her father, Tom Ruiz, is a member, as is her father-in-law, Andy Anders, her husband, Lloyd Anders, and her daughter, Sativa Vasquez.



Twenty-seven-year member Juanita Douglas, a surveyor, makes sure she visits the Semi-Annual health fair every year to keep track of her blood pressure.



Third-step Apprentice Tricia Miles gets her blood pressure checked. "I think it is important to get check-ups on a regular basis, not just for your physical well-being but also for your mental well-being. It helps you be relaxed and focused so you can do a better job at work. Good health is a big key in success."

Women's health

It's important to follow the proper guidelines when it comes to your health. Here are a few diseases that can be easily treated, if detected early:

Breast cancer

According to the American Cancer Society, annual mammograms are recommended once a woman turns 40. If there is a family history of breast cancer, some doctors say a woman should have her first test done 10 years before the age her family member was when diagnosed with the disease.

Cervical cancer

Women should first be screened for this disease no later than age 21, with follow-up tests every other year until they turn 30, and then every three years, if test results are good.

High cholesterol

Adults – men and women – 20 and older are encouraged to get regular blood tests to check their cholesterol levels. If levels are high, tests should be done annually. If "normal," doctors say tests can be done every five years.

Under- or over-active thyroid

A blood test can also determine a woman's thyroid health, which should be checked every two years, if a woman is over 35 or shows symptoms, like muscle and joint pains, swelling in the neck, hair and skin changes, weight changes and fatigue.

High blood pressure

High blood pressure can be an early indicator of heart disease and kidney failure (for men and women), so one's blood pressure should be checked regularly. This non-invasive procedure is usually done very quickly, with results available immediately.



Job Steward Jeff Young tries to knock down a bowling pin as part of a test in the Equipment Rodeo. He was the first-place winner in the backhoe competition.



From left: Thirty-eight-year member Manuel Farinha and his nephew, 35-year member Michael Rodrigues, catch up at the Semi-Annual.



Seven-year member Quinten Coffey Sr. brought his wife, Dawn, and sons Quinten, 9, and Gage, 8, to the Semi-Annual to enjoy the day's festivities.



Gus Carrillo tests his skills in the Equipment Rodeo. He was the first-place winner in the crane competition.



J.R. and Lupe Saldana take a break from the sun to enjoy the barbecue lunch.



Seven-year member Rick Flint picks up a free koozie to keep his soda cold.



Excavator/Loader Operator Saul Lozano brought his family to the Sept. 18 Semi-Annual Meeting, including wife Lupita, sons Saul Jr. and Emilio, 6, and daughter Emma, 2.



From left: Rex and Pleo Matthews and Wilma and Ken Francek met at a Semi-Annual several years ago and continue to meet at the events twice a year to catch up.



From left: Treasurer Pete Figueiredo, Financial Secretary Dan Reding, Vice President Carl Goff, Business Manager Russ Burns, Rec. Corres. Secretary Jim Sullivan and President Fred Herschbach open the meeting with the Pledge of Allegiance.

Operating Eng Up to the chal

When Business Manager Russ Burns addressed the membership at the Sept. 18 Semi-Annual Meeting at the Rancho Murieta Training Center (RMTc), it was anybody's best guess what he might discuss. Labor's political and financial environment has been as volatile as the stock market, and with the presidential election looming amid a national jobs crisis, folks braced for grim reports.

So, when he announced that the union was up "more than a million man hours from last year," and that "this is the first time since 2007 we are having trouble filling jobs," the crowd erupted in applause. They also applauded after he announced that throughout the local's four-state jurisdiction, there is more than \$33.6 billion worth of work on the books, meaning our industry may well be "on the right track to recovery."

At this year's Semi, it did seem as if things were improving for the membership. Families young and old gathered in groups. They ate popcorn and waited in line for a blood-test result or a child's face to get painted. They shared picnic tables while enjoying hamburgers, hotdogs or chicken sandwiches. Some purchased Local 3 hats or T-shirts. Some members competed in the Equipment Rodeo.

Couples Rex and Pleo Matthews and Ken and Wilma Francek actually met at a Semi-Annual Meeting a few years back and have continued the tradition, looking forward to visiting with each other twice a year at the events. For Larry and Laura Harrison, the meeting was their first at RMTc, and they hoped to meet some new people during the day's activities.

For 70-year member Russ Swanson (see page 15), this was one of hundreds of Semi-Annals he's attended, so when he



ineers Local 3: lenge

addressed the membership during the Good of the Order and stated what a fine job the current officers were doing, he knew what he was talking about. And even though Apprentice Julio Vasquez doesn't have nearly the experience as Swanson, his words, that "being a part of this [Local 3] has been a great experience," carried no less weight.

Along with positive reports, Burns discussed weighty issues for the local, explaining that recent changes to the Health and Welfare Plan were brought about out of necessity to keep the Fund solvent, since the union was down more than 10 million man hours from 2006 to 2010 and is still dealing with the effects of those losses. He mentioned the ongoing attacks on labor, such as the push for communities to become charter cities, the media's misrepresentation of public employees and the recent funding issues for airport projects in the Bay Area. He called upon the membership to come together, "not one, not six, but all of us, all 35,000-plus needs to come together" to ensure that labor remains strong.

One need only attend a Semi-Annual to see that the membership is quite capable of being up to the challenge of coming together. This was proven when the resolution to amend the Bylaws was approved by the membership during the meeting. The resolution will now move forward for a vote of the members at each district.

Burns closed by emphasizing that Local 3's 14-member, elected Executive Board maintains a strict code of checks and balances and that "these are men of integrity."

The union's Semi-Annual Meetings are full of folks with this same integrity, and the act of coming together at these events drives that point home.



Steve Trombly talks with Operating Engineers Federal Credit Union (OEFCU) Rep. Gail Bruno to set up an account for text banking.



A member since 1997, Chris Horning brought his kids, Cassidy and Marshall, to this year's Semi, so they could get their faces painted and check out the equipment.



Member Glenn Vander Plaats and family members Kira and Christina fix burgers at the barbecue lunch.



Member Greg Plympton gets his blood pressure checked at the free health fair.



Twenty-one-year member Kathy Hulbert, right, and her daughter, Samantha, 19, model two of the T-shirts for sale at the Semi-Annual.



Juan Soto sits with his daughter, Isabella, 3, while she gets her caricature drawn.



Four-year member Jesus Vasquez enjoys a free massage before the meeting.

For more photos from the Semi-Annual, visit us online at www.oe3.org.



Jerry Sherfy tests his skills on the crane during the Equipment Rodeo. He took second place in this activity.



Public Employee News

By Carl Carey, director

Stress relief a must

Over the past couple of years, we have all had to endure stresses that we normally would not have had to. Because of the economic downturn, we have had to endure financial hardships that are unprecedented, at least in our lifetimes. In our employment, we have had to accept reductions in salary, furloughs, loss of benefits and the ire of our elected officials and the general public for the simple fact that we are public employees.

For more than 23 years, I was a public employee, and I am proud of the service I provided to the citizens of the county I worked for. No matter what our occupation, public employees provide vital services to the communities in which we work and live. If the water in your faucet turns brown, who do you call? Public employees. Potholes need to be filled, police and fire services are called on for safety, parks need to be maintained – the list goes on.

When one continually hears the barrage of insults, name-calling and lies regarding public employees, frustration sets in, stress levels elevate and patience grows thin. We begin to lose perspective about why we work in public employment. It sure isn't for the money or the prestige. As for the business representatives who represent you, they must also work through this. It can be just as frustrating to them as it is to you. Sometimes you forget that every one of the public-employee business agents have come out of the public-employee arena.

With all of this madness around us, I want to pose a question: What do you do to relieve the stress and frustration that has built up? If you do nothing, stress not only affects you but the people around you.

Sometimes our anger and frustration levels are at a point where we can't see the effect we have on others. I can't speak for

you, but I can share personal experiences that have helped me get through trying times. Believe me, my wife has told me on more than one occasion that I have brought the job home, and the family didn't cause what I was upset about.

When I get home at night, regardless of what transpired during the day, I look at my family and give thanks for being as fortunate as I am to have them. If it were not for them, I would ask myself: "Why am I working?" I try to remember that they too have concerns that they face every day, and they look to me to help them solve those issues as well. This has allowed us to be a close family, support each other in our endeavors and hopefully be successful.

There are many things you can do to relieve stress. Participate in something that is completely non work-related. Read a book, go to a baseball game, participate in a sport or play cards with the family. It doesn't matter what it is, just as long as it is something you enjoy and don't consider a chore. Concentrate on that activity, not on the stresses of work. As we say around here: It gives your batteries a chance to recharge. Take advantage of time off, whether it is a scheduled vacation or an extra day off to make a long weekend, anything to give you a break.

If you can accomplish this, you will be a happier person for it. You will think with a clearer mind, enjoy family, friends and life much more and become an asset to those who are close to you and your fellow workers. You have to remember that they too are facing the same frustrations you are.

As I stated, we have all gone through troubling times, but rest assured that things will eventually turn around. Don't let the frustration, anger or stress get the better of you.

Environment of impasse and imposition

By Art Frolli, business representative

In the North State, I have noticed a change in the way employers are interacting with represented employees during the negotiations process. This is partly due to the amount of leniency toward employers that is occurring by the Public Employment Relations Board (PERB). Municipalities have grown bold because of recent decisions handed down by the PERB. The most damaging decision was when "hard bargaining" was determined to be legal. Before this decision, employers and employees were required to modify each proposal to reflect movement toward a compromise. Now, in the name of hard bargaining, employers can enter into negotiations and never modify their original offer. This decision has created an environment of abuse, and employers in the public sector have no incentive to even attempt to bargain in good faith.

In cases where this unethical tactic is used, negotiations are short with no real attempt to negotiate on the part of the municipality. For those who agree to mediation, it is only for appearances. They have no intention of arriving at a fair compromise. The system is being abused by municipalities, and their end goal is to place themselves in a position to impose the salary and benefit reductions listed in their opening proposals.

We can thank Gov. Jerry Brown for signing the legislation that allowed public employees the right to collective bargaining during his first term in office. However, the legislation did not go far enough. Why is it that when a municipality imposes terms on an organized bargaining unit, we must bargain as if we agreed to those terms during the next cycle? Why is the employer not required to start subsequent negotiations from the last agreed upon Memorandum of Understanding (MOU)? This is a balance that the system desperately needs, providing labor with a fair, fighting chance.

Since municipalities have started utilizing this and other unscrupulous negotiation tactics, I have seen an increase in members who have lost their homes, single mothers who are unable to provide health care for their families and job losses. Those members who make the least are penalized the most. I am currently negotiating with a municipality that wants to increase the percentage of health-care costs paid by our members. These employees are some of the lowest-paid city employees. The membership understands that the cost of health care is on the rise and offered to step up and pay their fair share. The municipality wanted to increase the percentage, so it's the same rate for all city employees. I made the case that since our employees made less money than the other city bargaining units, the proposed increase consumed a larger portion of their usable income. Shortly following this statement, the city declared that we were at an impasse.

This is the position of many of the municipalities I negotiate with in the North State. I have yet to see city managers and other high-ranking municipality officials offer to renegotiate their fat contracts to accept reductions similar to those they are imposing on their employees. I find it offensive that these individuals are still accepting salary increases, special incentive pay and vehicle allowances, while drastically reducing the spendable income of their subordinates.

Paying forward

By Michael Eggener, business representative

These days, it seems every news broadcast and newspaper has at least one story that villainizes public employees. However, I recently came across an article published in the Stockton *Record* describing the honorable actions of one of our members, Stockton Unified School District Police Officer Craig Schwarz.

According to the article, Schwarz and his partner were stationed at the back of the Stockton Arena after the high school graduation ceremony, when they were approached by a student wearing a cap and gown. Schwarz recognized the student as Marina Evans. She asked the officers for a ride home; apparently her ride had left without her. Later that day, after Schwarz and his partner had driven Evans home, he saw a news article about her, stating that she was the first high school graduate in her family in four generations.

After Schwarz went off-duty, he went to Evans' house and gave her a small gift and a note congratulating her for the accomplishment. Schwarz told me that when he was talking with Evans, he felt something was missing, and after reading the article about her, he was so saddened that none of her family members had come to recognize her accomplishment.

Schwarz, a 25-year law enforcement veteran, told me he believes in "paying forward," meaning if you treat others respectfully, they will pass it on. Schwarz believes in being the best example he can be to the students he serves in the Stockton Unified School District, where he has worked for the last 12 years.

At last: Positive news

By Bill Pope, business representative



Congratulations to new journey-level Mechanic Victor Ocanas Jr.

A barbeque was held Aug. 3 at the Central Service Yard in San Jose to celebrate the graduation of former Mechanic Apprentice Victor Ocanas Jr. to journey-level status. The Mechanic Apprenticeship Program is co-sponsored by the state of California, the city of San Jose and Operating Engineers Local 3.

Ocanas' coworkers, department management, a representative from the California Department of Industrial Relations and a representative from Local 3 came to support him, joining the more than 150 people in attendance.

Ocanas spent four years attending night classes (on his own time) and on-the-job training.

Getting into the Apprentice Program is very competitive, so the fact that Ocanas was chosen for the program is a testament to his work ethic and dedication. We congratulate him.

In other news, Local 3 recently settled an arbitration with the city of San Jose that provided two Local 3 members with \$1,700 each. A grievance was also settled that provided more than \$2,000 to another member.

In this time when public employees have been vilified by the public, it is nice to be able to share positive news for once.

Golden Gate Bridge no longer shines

By Dave Gossman, business representative

The Golden Gate Bridge is universally known as one of the greatest attractions worldwide. Visitors from all over the world travel to tour and drive across the bridge on a daily basis. This bridge was built and maintained by hard working, dedicated union employees from various crafts, who were proud of what they did. At one time, it was a great place to work. Unfortunately, management personnel has changed, and so has its philosophy. Management no longer supports union organizations working on the bridge.

The bargaining unit comprised of the coalition of unions and Golden Gate management have been in contract negotiations since April. The Golden Gate Bridge Board of Directors has directed its negotiating team to take away retiree-vested medical benefits and make unjustifiable and unreasonable changes in Pension benefits. The Board of Directors is asking for more mandatory reductions at the Golden Gate Bridge, as compared to the benefits given in the city of San Francisco and Marin and Sonoma counties.

Interestingly enough, the proposed changes to retiree medical benefits will not affect upper management personnel or the Board of Directors. Bridge board members are allowed

to double- or triple-dip on medical benefits from the different boards they sit on. Another interesting fact is that management encourages and helps employee groups decertify from their unions. Management's intent is to make the Golden Gate Bridge non-union. One example is that the patrol sergeants decertified and were rewarded with no break-in-service along with comp time, unlimited time-and-a-half and double overtime. It is costing thousands of dollars in overtime. The bridge policy for

unrepresented employees is that they are not allowed double overtime. The discrimination continues between the represented and unrepresented (management's pets). The injustice goes on and on.

The coalition of unions' bargaining unit continues the fight to save jobs that management is cutting, save retiree-vested medical benefits and preserve Pension benefits, but there are obstacles. Union members recently supported the Carpenters' informational picket at the bridge and did not

cross. Because of this, union members lost earnings and were threatened.

Operating Engineers and the coalition will not give in and will continue our fight to bring back the shining light at the bridge, no matter how long it takes!



Golden Gate Bridge operators include, from left: Michael Fletcher, Aaron Kozlowski, Job Steward Mario Territo, Rene Povar and Jeffrey Sylvester.

FIELD PERSPECTIVE:

What the members are saying

Do you believe in Bigfoot? Regardless of your answer, it's a question some of our District 40 members contemplate on a regular basis. Humboldt and Del Norte counties are considered "Bigfoot country," and sightings of Sasquatch have been reported there since the early 1900s.

In fact, one of the earlier sightings was reported by Bulldozer Operator Jerry Crew, who claimed to see the beast's huge footprints while working in an isolated area in Bluff Creek, Calif. (Del Norte County) in 1958.

Because our members work all over this area, and in honor of Halloween this month, we asked them the same question:

Do you believe in Bigfoot?



"No. I'm a hunter – I can't believe it is out there."
– Jim Bradbury,
23-year member

"I don't disclaim anything – anything could happen. If I do see him, I'll tell him to get on the scraper."
– Larry Hoerner,
27-year member



"I don't know – if it were out there, you would think it would be spotted more often."
– Chris Canevari,
15-year member

"Never seen such a thing, and I've been on this earth 59 years."
– John Beugler,
27-year member



"I never excluded it as a possibility."
– Aaron Burns,
fifth-step apprentice



Credit Union

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

Get balanced

The downturn in the economy has no doubt affected the construction industry and each member of this local union. The effects of a credit crisis can linger for months and sometimes even years. For those needing help during these difficult times, financial advice is available from Balance, a strategic partner of your Operating Engineers Federal Credit Union (OEFCEU). Balance provides a financial fitness program offering a variety of free services to assist our members. All phone calls and meetings are completely confidential.

I'd like to share with you some information from Balance on rebuilding credit.

Know your starting point

Obtain a copy of your credit report from all three credit bureaus, so you have a clear understanding of what it says about you and your current credit scores. You may obtain a free credit report from each of the credit bureaus once per year through Annual Credit Report Request Services. You may be charged a fee for ordering a credit report directly through the credit bureaus, so please inquire before ordering.

Annual Credit Report Request Services

To order a credit report: (877) 322-8228
P.O. Box 105281, Atlanta, GA 30348-5281
www.annualcreditreport.com

- Equifax

To order a credit report: (800) 685-1111
To report fraud: (888) 766-0008
P.O. Box 740241, Atlanta, GA 30374
www.equifax.com

- Experian

To order a credit report or report fraud: (888) 397-3742
P.O. Box 2104, Allen, TX 75013
www.experian.com

- TransUnion

To order a credit report: (800) 888-4213
To report fraud: (800) 680-7289
2 Baldwin Place, P.O. Box 2000, Chester, PA 19022
www.transunion.com

Develop a plan

If there are errors on your credit report, have the credit bureaus investigate and correct them.

Correct past mistakes

If you recently filed bankruptcy or don't have any open credit, it is necessary to have new, positive items being reported on your credit report. Try to obtain several new accounts, such as a secured credit card, or become an authorized user on someone else's account. The lower your starting credit scores, the more you need to have positive items reporting.

For secured cards, never carry over-balances. Purchase one thing on credit that you would normally pay cash for, and as soon as the bill arrives, pay it. If paid in full during the grace period, no interest is charged. Follow this practice consistently, and never miss a payment.

Keep older accounts open

If you already have credit open, keep the accounts you have had for the longest period of time.

Make your payments on time – always

Pay down your credit card balances

Try to have the total amount of outstanding, revolving debt at 40 percent or less of the total available credit limits.

Looking for more financial advice? Balance's certified counselors can answer your questions, review your credit report and help you create a budget. Call (888) 456-2227 or visit www.balancepro.net for more information.

We welcome our members' comments, suggestions, concerns and compliments. Contact our member-service representatives at (800) 877-4444. Visit our website at www.oefcu.org for more information on our products, services and other members-only benefits.

(Source: Balance)



News & Notes
By Dan Reding, financial secretary

It's good to see members working

At the time of this writing, we are finishing our third-quarter round of District Meetings, and I want to thank all the members who attended. There have been a lot of questions and a lot of information shared, and it's always great to see all of you. When I was a business agent, I was able to spend a lot of time hitting jobsites and seeing the members, but my schedule as an officer has me going in so many different directions that a lot of the time, the District Meetings are my best chance to catch up with members.

When I was in Redding recently, I was able to visit the big Balfour Beatty job on the river, where a lot of our operators are working. It was really good to walk the job and see them in action.

So far this year, the rollercoaster economy doesn't seem to be letting up. Our work hours are well above last year's at this time, and in June, the stock market was doing great. It looked like things were really turning around. Then came the fight over raising the debt ceiling and the collapse overseas in Greece. Our politicians are not going to agree on anything, so the stock market went from good to ugly.

Hopefully we don't certify until Dec. 31, and hopefully it will bounce back by then, but it's hard to keep any faith in our

politicians. From the start, both sides should have focused on jobs to get this country back on track, but that didn't happen. Now, the president is trying to put plans together to create jobs, and the Republicans are rejecting every one. When asked what their plan is, they say they don't have one, yet they are not going to support anything the president comes up with. They have said that if they can keep this country in a recession, they can win the White House back in 2012. It's not about what's right for the American people. It's all about who has the power. When are we going to get representatives who care about the people, not the party?

I heard that the Republican candidate for president out of Texas claims he will create jobs and fix health care, but a recent broadcast stated that Texas has the largest group of uninsured people in the United States, and this candidate has created the most minimum-wage jobs in America. So, under him, we'd "fix" health care by simply getting rid of it, and we'd do away with the middle class, because there will be no unions. Under his plan, we will all be working for minimum wage. He's doing it in Texas, so why not everywhere else? We need a better plan.

Be safe.

We have a better way for you to save money.

Track your Vacation Pay and save money at the same time! Why use separate accounts when you can take advantage of all the features and benefits you deserve with an OEFCU Free Checking Account?

- Free Direct Deposit
- Earn Dividends*

- Free Online Banking & Bill Pay
- Free Access to Over 28,000 ATMs Nationwide

- Free Mobile Banking & Alerts**
- Plus Much More...

Remember, OEFCU offers you and your family the personal service of a small Credit Union, with the convenience of a large establishment.

Operating Engineers #3
Federal Credit Union
Union STRENGTH • Union PURPOSE • Union PRIDE

(800) 877-4444 • www.oefcu.org

* You must maintain an average daily balance of \$2,500 to earn the disclosed Annual Percentage Yield. **OEFCU does not charge fees to use OEFCU Mobile Banking or alerts; however, your wireless provider may charge additional fees for airtime and/or internet access. Contact your wireless service provider to get additional information on their applicable fees.

Dear Editor:

Just wanted to let you know I went to my urologist (Dr. Stephen Taylor at John Muir Medical Center in Concord) last week for a follow-up to the prostate surgery I had on April 4. My Prostate Specific Antigen (PSA) numbers were undetectable, which is what I really wanted to hear. No radiation or chemo for now and hopefully ever.

The article [printed in the August *Engineers News* Health News section] was just great, you did wonderful on it. It was accurate, but most of all, it conveyed a message. If one person is moved enough to get a check up, the effort was worth it.

Thank you again, and keep up the good work.

Greg Miller, Reg# 1535217

Dear Editor:

Treasurer Pete Figueiredo's "Looking at Labor" column has been very interesting lately, as he looks at labor law and how it affects our union and the politics and politicians whose decisions influence our working lives and our ability to make a living.

I'm old enough to remember Ronald Reagan as governor and then as president of the country, and I am always amused when some elements within the media try to portray him as a latter-day George Washington or Abraham Lincoln. It's fair to say that he was beloved by some, but certainly not by all.

Pete's examination of Ronald Reagan's anti-labor policies and how he and his administration turned the very elements within the government that were created to help working people against us, [printed in the August edition of *Engineers News*] is a refreshing and honest look at that period of our history, in contrast to the usual pabulum that's dished up when Reagan's name is mentioned.

I would encourage Pete to continue his educational columns, and applaud his attempts to expose the truth of our recent past history.

There are plenty of politicians in office right now who share Ronald Reagan's anti-labor views, and I hope that the *Engineers News* will continue to shine some light upon them and their union-busting policies.

Stephen Breacain, Reg# 1963480

Visit www.oe3.org for rules on sending a letter to the editor.



ATPA Angle

By Bob Miller,

Associated Third Party Administrators (ATPA) senior account executive

Retirement application tips

Last month, we discussed the retirement application process. The goal for Business Manager Russ Burns, the other officers and Associated Third Party Administrators (ATPA) is a zero-error rate, leading to 100 percent membership satisfaction. After all, a lifetime goes into building your Pension, and after retirement, the benefits will define your quality of life. You deserve the best, and Local 3 provides the best.

The following are tips on changing retirement dates, work after retirement and the Delayed Retirement Incentive:

If you apply for Pension benefits but decide to change your date of retirement, please notify the Trust Fund Office immediately at (800) 251-5014 to ensure our calculations are based on the correct date. This will save much time and frustration. You may not work beyond the last day of the month prior to your effective date of retirement. If your first Pension check is issued after your

effective date, it will include any and all missed payments.

If you wish to work after you begin receiving your Pension, you *must* notify the Trust Fund Office immediately. Failure to do this can mean up to one year's suspension of benefits. You will need to provide a written request stating exactly what you wish to do, a letter from your potential employer, including job name, description, classification and work hours, and a letter from your last employer with your exact past work history. You will receive a written decision based on the Plan rules per the *Summary Plan Description* booklet, and you cannot work and draw your Pension without an affirmative answer.

If you retire on a Service Pension, you will be notified about three months after your effective date of retirement, if you are eligible for the Delayed Retirement Incentive.

Organizing

By Bruce Noel, director

Twenty-eight new contractors signed

Unlike the stock market, union interest among workers has been on a steady rise. We have been responding to more and more calls from workers who are tired of being the whipping post for their employers. Employers who are struggling to make a profit often put a higher demand for productivity on their employees, while at the same time reducing their pay and benefits. It has also become a common practice for employers to point the workers who complain about the changing conditions of employment toward the filing cabinet full of resumes, and then show them the door, just in case they want to leave. Unfortunately, these "at will" employees have very few options.

This is where we, the union, can help. It's our job to educate these workers about their right to organize. We know they have a need – that's obvious – but it can be difficult to gain their trust. Many of them have deeply rooted philosophies that inhibit their ability to allow union representatives to help them. We tell them about the dignity, solidarity, integrity and transparency a union provides. Many times, these seem like foreign words to them – they have spent a large portion of their lives looking out for their own interests. It's hard for them to fathom that someone

might actually be concerned about their well-being. They are influenced by the constant attacks on unions and organized labor. Unions are not perfect, however, as a membership, we need to stay together and stay positive. Unions, especially this great union, offer a much better way of life. History proves this. We need to send a message to workers on the other side of the fence that unions provide many benefits through solidarity that can never be achieved on their own.

For example, during the last two campaigns where workers sought Local 3 representation, those workers saw substantial gains in wages and Fringe Benefits. You can imagine the smiles on their faces after negotiations resulted in increases of more than 54 percent in one contract and more than 90 percent in the other. Organizing is not an easy process, but nothing of value is ever achieved without significant effort and sacrifice.

Thanks to the support and efforts of this administration, staff and membership, we are able to provide additional work opportunities through organizing.

Organizing results through June are as follows:

- 28 new contractors signed
- 99 Project Agreements
- 47 new members
- 403 member dispatches



Rancho Murieta Training Center
for apprentice to journey-level operators

By Tammy Castillo, director of apprenticeship

Everything you need to know about applying to RMTC

Apprentice training and journey-level, minimum-qualification testing at Rancho Murieta Training Center (RMTC) is in full swing. For those of you who have family members and/or friends interested in applying to the California Operating Engineers Apprenticeship Program, you may not be familiar with the application process changes. The Apprenticeship Program is governed by the state, the Division of Apprenticeship Standards (DAS) and the federal government. All apprentices are required to abide by the apprenticeship standards as well as 20 rules, regulations and procedures.

To apply for this free training opportunity, candidates must be at least 18 years of age, be a resident within Local 3’s jurisdiction, possess a valid California driver’s license and have *reliable transportation*.

An applicant can call RMTC at (916) 354-2029 and request an application by phone, pick one up at a district office or complete and print one from the Local 3 website: www.oe3.org. (Click on the “Training” tab.) Mail the completed application to RMTC at 14738 Cantova Way, Sloughhouse, CA, 95683. Once RMTC receives the application, a letter will be sent to the applicant acknowledging receipt. Next, the applicant will be contacted via mail with a scheduled date for a System Assessment for a Group Evaluation (SAGE). In 2008, the apprenticeship standards were revised, and RMTC no longer uses the zero to 10 point system to rank the applicants. In the letter, the applicant will also receive a response card with three options:

1. The applicant is accepting the test date.
2. The applicant is not accepting the test date and must call me at (916) 354-2029, ext. 7933 to schedule a new test date.
3. The applicant is no longer interested in the Apprenticeship Program. (Marking the third box removes the applicant’s name from the waiting list.)

A SAGE is a basic-skills assessment test including reading, basic mathematics, vocabulary, spatial and shape recognition and eye-hand-foot coordination. The branch of training that the applicant selected will determine the minimum score required to be placed on a waiting list. The branches include: Construction Equipment Operator (CEO); Crane Operator; Dredge Operator; Heavy Duty Repairperson (HDR); Mobile Concrete Pumper; Rock Sand and Gravel and Vertical Horizontal Driller 33.3; Lubrication Technician 33.10; and Gradechecker/Gradesetter 29.70. If an applicant doesn’t achieve the minimum score required for the branch of training he or she selected but did achieve the minimum requirement for one of the other branches of training, he or she can elect to be placed on the appropriate waiting list. If not, the applicant will get one opportunity to retest. All applicants who pass the test are placed on a waiting list by district, score and branch.

The next point of contact will be for a scheduled panel interview. If selected, the applicant will be scheduled for a **mandatory substance-abuse test**. Once the substance-abuse monitor receives a negative result, the applicant will be scheduled for a five-week orientation at RMTC. (*Please note: Medical marijuana cards will not be accepted as a valid excuse for a positive result.*)

After completing the orientation, the newly indentured apprentice will be added to the out-of-work list. Once dispatched, the apprentice will begin receiving on-the-job training hours. After receiving 1,200 hours, an apprentice in any branch of training will be scheduled for two weeks of *mandatory* Supplemental Related Training (SRT). Two-year programs have a total of 240 SRT hours to complete, and the three- and four-year programs have a total of 320 SRT hours to complete.

Hopefully this has answered your questions regarding the Apprenticeship Program requirements. If you have additional

questions, contact me or your district apprenticeship coordinators listed below.

Apprenticeship coordinators

- Patrick Grisby, Senior Apprenticeship Coordinator, Yuba City: (530) 742-9240; Redding: (530) 221-3203; Eureka: (530) 308-4883
George Steffensen, Burlingame: (650) 652-7970; Rohnert Park: (707) 585-3430
Holly Brown, Fairfield: (707) 429-5337; Oakland: (510) 748-8320
Randal Miller, Oakland: (510) 748-8320
Debra Carrell, Stockton: (209) 944-5603; Fresno: (559) 229-4603
Jesus Vasquez, Sacramento: (916) 993-2066
Butch Cabrera, Morgan Hill: (408) 465-8279; Fresno: (559) 229-4603

Have a safe and prosperous work season. See you on the next one.

Take it to the next level – go online and practice!

Take a practice test before taking the real one. Practice exams are available online through the LearningExpress Library at www.saclibrary.org.

Here’s how:

1. Visit www.saclibrary.org
2. Click “Catalog”
3. Click “Knowledge Center”
4. Under “Colleges and Careers,” click “LearningExpress Library”
5. Click on “New Users”

Registration is free and easy. Start with “Adult Skills Improvement,” and continue from there.

Candidates with the highest scores are admitted into the Apprenticeship Program first, so if you’re serious about a career with the Operating Engineers, make your testing opportunity count. Study and practice.

Winter 2011-2012 California Hazwoper safety training schedule

To sign up for the California eight-hour Hazwoper refresher, call the District Office where the class is being held. **All classes start at 7:30 a.m.**

- Stockton:* Saturday, Nov. 19
Burlingame: Wednesday, Dec. 7
Fairfield: Saturday, Dec. 10
Sacramento: Saturday, Dec. 17
Morgan Hill: Saturday, Jan. 7
Rohnert Park: Saturday, Jan. 14
Redding: Wednesday, Jan. 18
Alameda (Oakland District): Saturday, Jan. 28
Alameda (Oakland District): Wednesday, Feb. 1
Stockton: Saturday, Feb. 4
Morgan Hill: Wednesday, Feb. 8
Eureka: Friday, Feb. 17
Sacramento: Saturday, Feb. 18
Fresno: Saturday, Feb. 25
Alameda (Oakland District): Saturday, March 3



Looking at Labor

By Pete Figueiredo, treasurer

Shifting gears

Lately, my articles have referenced historical events that have shaped labor's current position politically and economically. This history is critical to our industry, because to know where we are headed, we must know where we have come from. This month, however, I want to shift gears.

Since so much negative news surrounds us today (the economy, unemployment, stalled state and federal budgets), I want to focus on something positive, and I want to do this regularly by highlighting a Local 3 business agent who has gone above and beyond what is expected.

Times are tough right now. We have to fight tooth and nail to protect every single piece of equipment out there from the non-union and other crafts. We also have to fight for every slight improvement to every contract that is up for negotiations. Your business agents spend so much time putting out fires (I know this to be true, because I was an agent for four years before becoming the Oakland district rep), and yet they manage to maintain the service you expect and deserve. Many of our agents travel thousands of miles and log hundreds of hours, covering far-reaching jobsites across Local 3's jurisdiction, and then they attend city council meetings and political rallies in the evenings or weekends to ensure we maintain a position of strength within the political field.

Business agents are negotiators. They are also ralliers, coaches, counselors and most importantly, friends. Therefore, I want to honor the best of the best starting this month in a special Staff Spotlight section. I want to be clear that these agents will be selected by you, the members, because no one knows better than you which agents are really taking care of you.

The particular agent honored this month (at right) is Dredging/Safety Rep. Dave Harrison, who has led a long-standing charge against the Santa Cruz Port District (SCPD) director and the elected officials who hired her for failing to bargain in good faith and then terminating the skilled dredging crew at the harbor. You will agree that Harrison deserves to be honored, and the members he services explain why.

Let us know if an agent has really impacted your life, whether through negotiations, settling a grievance or regularly calling and visiting you to see how you are doing. Call our Public Relations Department at (916) 993-2047, ext. 2505, or e-mail mmcmillen@oe3.org and tell us why your agent deserves to be highlighted.

Remember: We work for you. Let us know who is doing it right.

Local 3 families: Tell us about it

We know Operating Engineers are the best of the best, but for every member in the field, there is usually a supporter elsewhere. Perhaps this person packs the member's lunch, or drives the children to school. Maybe this person washes dirty clothes after a hard day's work or is just understanding of the long hours, night shifts and traveling schedule of an Operating Engineer. We so often highlight the operators, but what about those who keep them going?

Are you a son, daughter or spouse of an Operating Engineer and would like to share your story? E-mail us at mmcmillen@oe3.org, write us at *Engineers News*, 3920 Lennane Drive, Sacramento, CA 95834 or call us at (916) 993-2047, ext. 2505.

Staff Spotlight: Dave Harrison

Dredging/Safety Rep. Dave Harrison is being honored this month for his tireless efforts in pressuring the Santa Cruz Port District (SCPD) to honor the dredge team that



Dredging/Safety Rep. Dave Harrison speaks with Santa Cruz Sentinel reporter J.M. Brown during a rally at the Santa Cruz Harbor in August.

has kept the harbor safe for more than 25 years, as the first contract between the port and Local 3 was signed in 1986. Harrison and the dredge crew have called upon the SCPD to negotiate with them in good faith and approve a fair contract. Recently, the issue has gained community and media attention, yet Harrison has developed a strong relationship

with the crew since 2006, when he was put in charge of dredging. He has been working on the campaign against the port's injustices for more than a year, after elected officials hired a new port director who cut the crew's wages in 2010 and then terminated them in late June. Since then, Harrison has coordinated a community-wide rally, weekly picket and media campaign against the port's unwillingness to bargain in good faith.

His efforts have not been in vain, as the crew continues to gain local support through signed petitions, which were presented to the commission in late September. The SCPD has agreed to return to the table, so stay tuned.

Harrison remains an example of brotherhood and strong leadership put into action by going far beyond his regular job duties. The well-being of his members is his life.

Background: Dredgeman from 1995 to 2005; Fairfield business rep from 2005 to 2006; dredging rep from 2006 to 2008; dredging/safety rep from 2008 to present

Recent achievements: Secured ship-dismantling work at Mare Island in Vallejo; spearheaded successful media campaign against the SCPD for unfair treatment of harbor dredge crew

What the members say: "I've worked together with business agents for 25-plus years, and Dave Harrison is the hardest working, most active one I've ever met. I'm very impressed [with Harrison]. He has helped me be a believer in unions and helped us feel that union people really help as a team, part of a family. He is really passionate about what he does." – Dredge Capt. Jim Riley, 26-year member



Fringe Benefits
By Charlie Warren, director

How does your hour bank work?

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

If you have any questions about your hour-bank balance, contact the Trust Fund 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.

Medicare Q and A

What happens when I become eligible for Medicare?

Members and spouses covered by the Pensioned Operating Engineers Health and Welfare Trust Fund and eligible for Medicare benefits must enroll in parts A and B of the Medicare program. Failure to enroll will result in the Plan denying any charges that would have been paid by Medicare, regardless of whether the eligible member or spouse has enrolled in the Medicare program. From the point the member or spouse becomes eligible for Medicare, the Pensioned Health and Welfare Trust Fund becomes the secondary payer. This means Medicare will pay first, and the Trust Fund will pay the appropriate balance of covered charges. Kaiser members and spouses eligible for Medicare benefits must enroll in the Kaiser Senior Advantage Plan if they wish to remain with Kaiser.

What if I have Medicare, but my spouse isn't old enough for Medicare?

If the spouse or member is not yet eligible for Medicare benefits, the Plan will pay the appropriate portion of the covered expenses. As soon as the spouse or member becomes eligible to enroll for Medicare, they must do so or suffer the reduction in benefits described above.



**October is
breast cancer
awareness month:
Get informed**

There have been 230,480 reported cases of breast cancer in 2011 so far. Therefore, it is never too late to get informed about this type of cancer, which, when detected early enough, can be successfully treated.

The National Institutes of Health (NIH) offers lots of free health information, resources and advice about breast cancer at www.cancer.gov, such as the online booklet *What You Need to Know About Breast Cancer* that contains important information about possible causes, screenings, symptoms, diagnosis, treatment and supportive care for breast-cancer patients.

Information specialists can also answer questions about cancer at (800) 4-CANCER.

For more information on health, see page 5.

Retiree Association Meetings

Retiree Association Meetings start this month. The Local 3 officers look forward to joining Retirees and their spouses for concise reports, good refreshments and plenty of fellowship. Check the schedule on page 28 or keep an eye out for the postcard inviting you to the meeting in your area.

Retiree Post


Whistlin' Dixie

Retired since 1981, Russ Swanson has plenty to whistle about. His classic car, "Dixie," was recently displayed at the Rohnert Park District Picnic with him at the helm; however, Swanson gained more praise than the car, for he received his 70-year pin at the event, making him one of Local 3's oldest and finest.

His father, the late Vic Swanson, was Local 3's first business manager. Russ Swanson started as an oiler in Richmond in 1937 (he was 16 years old) and worked his way up from dispatcher in District 01 to district rep in District 10 and eventually became financial secretary in 1950.

You could say he's had a good run. According to Swanson: "There is strength in numbers. You have 10 [people], you have a union. Helping people is the important thing."

For 70 years, Swanson has done just that!



From left: Business Manager Russ Burns and Retiree Russ Swanson celebrate Swanson's 70 years in Local 3.

If you build it, they will come



Gradesetter Jesse Blessing.

Story and photos by Mandy McMillen, managing editor

“Field of dreams” may be a perfect description of Redding’s city-developed, 700-acre Stillwater Business Park, a fully permitted (zoning and environmental) development with 100-plus-acre parcels for office or industrial use. The park, complete with wetlands and running trails, is intended to provide local employment opportunities and business investment in the community, while drawing businesses by what the city hopes will be Redding’s lure: Its location as a gateway to western markets.

The park is one of a kind for Northern California, because its zoning and utilities are already in place. The Redding City Council is also offering many incentives to businesses choosing to locate there, including \$1,500 job credits per employee to companies creating 10 or more jobs, electric-rate discounts, state tax credits and traffic-waiver fees.

Yet, currently it sits empty ... waiting.

According to District Rep. Bob Vanderpol, a local resident, the project has been controversial all along, because of funding (yes, an old story in today’s economy). The plans originally called for \$10 million, then \$20 million (which the city has already

invested) and now have a price tag of \$70 million for taxpayers at full build-out. While the first tenant of the park, Southern Aluminum Finishing Company (SAF), signed an agreement in December 2010, the recession has since delayed things, and the latest tenant, Southwest Paper USA, has had some issues with funding as well.

When the economy turns around, hopefully the businesses will come.

“The kids leave,” said Vanderpol. “It’s a tough economy here. This could help.”

Despite the uncertainty of the local and state economy (“California has lost 630,000 manufacturing jobs over the last 10 years, a majority before the recession started,” said an expert in the state’s manufacturing and technology industries), one thing is for sure: The park is developed with an end date in sight (2012), thanks to





Blade Operator Bruce Miller.



Operator Joe Muse.



Scraper Operator
Apprentice Trevor Meyers.



Compactor Operator Gary
Tarvin.



Excavator Operator
Michael Morón.

Operating Engineers. J.F. Shea was responsible for the first phase, and main contractor Shasta Constructors with subcontractor Meyers Earthwork is responsible for the subsequent phases.

The first phase included the entry roads, one of two bridges, trenches, power lines and utilities.

The final phases consist of the second bridge, more road-access work, including one for fire trucks, and reclamation.

Regardless of what the future holds for the park, the crews responsible for its construction are visibly happy for the work, which calls for a little bit of everything: Scrapers, dozers, excavators, compactors, gradesetters and even a crane.

Third-step Apprentice Trevor Meyers, with Meyers Earthwork, paused briefly while operating a scraper up and down steep hills to comment that the work has been “excellent” and he has enjoyed “building a bridge like no other.”

Gradesetter Jesse Blessing said the job has been “real good” and intends to work “until winter, until it rains.”

Providing unusual slope work on the project was Meyers Earthwork’s Blade Operator Bruce Miller, a 14-year member. Taking time out from a precarious position (tipped on the edge of the slope he was leveling), he was humble about his obvious skills: “I just make it work,” he said.

Shasta Crane Operator Casey McCoy was also onsite, working in the 100-plus-degree Redding heat, while driving pile for the bridge.

These crewmembers, like so many, expertly build what is asked of them, without knowing how the project may be utilized (not unlike that fabled baseball field).

“Hopefully, if we build it, they [businesses] will come,” said Vanderpol.



In the spotlight: California Generator Service

District 20 would like to take this opportunity to highlight one of our employers, **California Generator Service** based in Oakland.

Founded in June 2005, **California Generator Service** set the foundation for a knowledgeable and experienced management team. The company is made up of 13 highly skilled and qualified journey-level field technicians and a project administrative staff.

California Generator Service started with only two customers and has grown into a more than \$4 million a year service company with clients such as Bayer Pharmaceuticals, Kaiser Permanente, Stanford Medical Center, Applied Bio Systems and Chevron U.S.A.

California Generator Service is a collection of the best and brightest in the world of electrical power generation. The company's expertise is in industrial and commercial generators, controls, automatic transfer switches, uninterruptible power supply, programmable logic control, switch gear, instrumentation and engines.

By maintaining a small-business, family atmosphere, the company has remained competitive in the marketplace against larger corporate entities and has built a reputation of excellence in the emergency-generator field.



Members work for California Generator Service.

District 20 appreciates the company's hard work and hopes for continued success in the future.

Apprenticeship Spotlight

Congratulations to Construction Equipment Operator (CEO) **Jose Cervantes** for completing the Apprenticeship Program on Aug. 22. He is currently working for **Evans Brothers**.

Congratulations also go to CEO **Brenda Schaible**, who journeyed out last month.



CEO Jose Cervantes.



CEO Brenda Schaible.

District 11 welcomes new agent

This season in Northern Nevada turned out to be surprisingly busy. With work on the Ruby Pipeline ending and the future of the economy so uncertain, the prospect of upcoming work looked bleak. Thankfully, work for the state, counties and the Regional Transportation Commission (RTC) helped make it a successful season for many members.

Granite Construction is the general contractor on a design-build project on I-80 through Reno and has been busy finishing the U.S. 395 northbound expansion project. The company also has some RTC projects and is working on the runway apron at the Reno Tahoe International Airport.

Sierra Nevada Construction has been busy this year with chip-sealing jobs across the state and several RTC street-rehab projects.

Q&D Construction is busy with projects from Elko to Truckee, Calif., including downtown Elko street projects and waterline work in Hawthorne. The company has also been busy around Reno with the RTC bus stations up and down Virginia Street. **Q&D Construction** is also working on the Reno Tahoe International Airport runway aprons.

We would like to thank all our members who helped with the many new contract negotiations this year and encourage anyone who is interested in participating in future negotiations to come by the Hall or contact your business agent.

District 11's Annual Golf Tournament at D'Andrea Golf Course in Sparks was a great success. The proceeds of more than \$8,500 will benefit the Boys and Girls Club of Truckee Meadows. We would also like to thank everyone who participated and volunteered their time for this.

Remember to mark your calendar and attend our next District Meeting on Tuesday, Oct. 25 at 7 p.m. Our Retiree Meeting is on that same day at 2 p.m.

From Elko

Work is still going strong in the Elko area. **Ames Construction** is working at Cortez for **Barrick Gold** and at Independent Hill north of Carlin, crushing for **Newmont**. **N.A. Degerstrom, Inc.** is working at the Spirit Mine north of Wells and the Rossi Mine north of Carlin and is finishing work at Firecreek in Crescent Valley. **Sterling**

Crane is staying busy at the mines and around the Elko area. **Q&D Construction** is very busy on Idaho Street in Elko, where crews are five weeks ahead of schedule. **Q&D Construction** is also starting on the waterline project in Elko.

Frehner Construction is working on I-80 between Elko and Wells and was awarded the airport jobs in Battle Mountain and Eureka. **MKD Construction** is working in Lamoille on the waterline job and was awarded the Talbot Creek Bridge. **Valentine Surfacing** is working in Elko County, and **Parr Electric** is installing new lights on Idaho Street.

Our **Newmont Gold** members are very busy, with gold at an all-time high, recently up to \$1,824.90 per ounce. We want to thank all our members at **Newmont** for working safely.

District 11 welcomes new Business Agent **Bill Bodin**, who will represent the members at **Newmont**.

The **Newmont** membership meeting is on the first Wednesday of the month at 6 p.m., and the construction membership meeting is on the second Wednesday of the month at 6 p.m.

If you have any questions, please call Bodin or Business Rep. **Allen Strong** at the Elko Hall at (775) 753-8761.



Tom McLane works for Merit Electric.



Members with Q&D Construction work on the roundabout on Nugget Avenue in Sparks.

Vote for Hirono, Hanabusa

On Aug. 24, union leaders from both public and private sectors gathered together as a sign of union strength to commit to an early endorsement of two candidates running in congressional races in 2012. An endorsement was given to **Mazie K. Hirono**, who is running for the Senate seat currently held by Sen. **Daniel Akaka**, who is not seeking re-election. An endorsement was also given to **Colleen Hanabusa**, who is seeking re-election to the House of Representatives District 01. An endorsement for House of Representatives District 02 to replace Hirono is forthcoming. These endorsements from both sectors show the power organized labor has in Hawaii.

In late August, a 40-hour Hazwoper class was held on Kauai for 19 members, who received classroom instruction and hands-on field training. This was the first class held on the island of Kauai. Classes are normally held at the Kahuku Training Facility on Oahu. In an effort to reduce cost, Training Administrator **Mitchell Kealoha** and his staff will be taking the class to the outer islands for larger groups.

For a list of important meetings in Hawaii this month, please see page 28.

YUBA CITY | 468 Century Park Drive, Yuba City, CA 95991 ■ (530) 743-7321

More than \$70 million worth of work in Butte County

There is a lot of work upcoming or currently under construction in District 60, with more in the design phase, including \$55 million in Yuba and Sutter counties. In Colusa County, we have \$19 million in work, plus a 14-mile natural-gas pipeline project. There is \$7 million worth of work in Glenn County and more than \$70 million in Butte County. In Sierra and Plumas counties, we have \$4.5 million worth of work.

For current updates and specifics, come see our job board at the Hall.

Grievances

Grievances are a disciplinary policy for employers. Many of us have had a grievance with our employer at one time or another,

and it's a hard decision, to say the least, when the time comes to voice our opinion. Do we confront our boss? Do we call the business agent? Will the company lay us off and never work us again or make our job miserable until we quit? Your business agent can help you with any questions you have. They work candidly to get answers for you and make sure contracts are enforced fairly. Remember: A business agent will not file a grievance on your behalf or contact your boss unless you ask.

Also remember, during negotiations, both sides agree to abide by all terms and conditions written in contracts. Since a contract is of little value unless it is enforced, your business agent has the responsibility of policing jobs in the

district and assuring contractors honor their agreements. They rely on you for assistance and information.



The Vacuworx attachment is made for lifting pipe on the Central Valley gas-storage project.

EUREKA | 1213 Fifth St., Eureka, CA 95501 ■ (707) 443-7328

Members stay busy at Arcata Airport

As work remains steady in District 40, we would like to welcome **Fluor Construction** as the new general contractor for the decommissioning of the Humboldt Bay Pacific Gas & Electric (PG&E) Power Plant.

Golden State Bridge continues working long hours to stay on track on the Mad River Bridge project. The company will be working steadily until the Oct. 15 deadline.

Granite Construction started work outside of Bridgeville on the \$4 million Hwy. 36 road realignment, which will keep five to six operators busy. District 40 would like to wish **Kurt Van Dyke** a speedy recovery from back and hip surgery, so he can return to work at the **Granite Smith River** hot plant and rock quarry.

Wahlund Construction is staying busy on median projects throughout the district, at the Ferndale Water Treatment Plant and at the \$1.4 million Arcata Airport runway stabilization. The company is also performing bridge-deck repair throughout Del Norte County.

West Coast Contractors was the low bidder at \$5.4 million for the Trinidad Pier replacement, and **Dutra Dredging Company** was the low bidder at \$7.8 million for the inner boat basin and rock-slope protection in Crescent City.

Steelhead Construction is busy at the \$1.4 million Elk River Rancheria expansion, which addresses safety concerns at the Humboldt Road intersection. The company is also working hard at the \$1.2 million Klamath River boat-basin expansion.

J.F. Shea is wrapping up on the Garberville slide on Hwy. 101. Crews did a fantastic job beating the weather to get that job finished.

Mercer-Fraser has been extremely busy throughout the district with Hwy. 101 north and southbound paving in Eureka, the \$1.4 million Bald Hills Road paving, the \$4.4 million Klamath Martin's Ferry Bridge work and the \$4.3 million phase of the Martin Slough Interceptor. **Mercer-Fraser's** rock quarries have been very busy producing aggregate and asphalt, and the company was

the low bidder on the Rio Dell Water Treatment Plant upgrade at \$10.4 million.

District 40 would like to remind everybody to Slow for the Cone Zone, as our Caltrans brothers and sisters are working on highways throughout the state. We'd also like to remind everyone that registration on the out-of-work list is only good for 84 days, so call the Hall and renew it and ask about the local work picture.



Mercer-Fraser paving crewmembers include Terry King and Elaine Bryant.

CIFAC makes sure local contractor gets zoo project

Our work picture has really picked up this year. In the Merced area, the long-awaited, brand-new Bellevue High School has finally started, putting **Teichert** on the dirt-work portion of the job. **RGW** is still working on the Hwy. 99 overpass project on the north end of Merced and started on the \$28 million state Route 140 overpass on the west side of town.

Rockford started a Pacific Gas & Electric (PG&E) pipeline-replacement project in Santa Nella that will also include work from the Sacramento area to Barstow. **Jaxon Baker** is repaving a section of Hwy. 99 from Hwy. 152 past Chowchilla. **Kroeker** is working at the Raymond Rock Quarry, crushing for the Crane Valley Dam project at Bass Lake. **Kiewit** is the general contractor on the project and will hire a dredging company soon.

Dawson Mauldin is working in downtown Fresno. Another local contractor was awarded the construction of the new seal exhibit at the Fresno zoo, thanks to **Michelle Tucker** with Construction Industry Force Account Council (CIFAC), who made sure city money is used for that type of work. **Teichert** is finishing up and ready to open eastbound state Route 180 in Fresno. **Tri-County** has work in and around Fresno and Clovis, and **Emmetts, CDS, Mass X, American Paving** and **Agee Construction** have several jobs throughout the district.

District 50 would like to wish member **Nick Dodson** the best of luck in his move to the Bay Area and a very happy 95th birthday to Local 3 member **Harry Smith**, who was awarded a 70-year pin at our August District Meeting.

One for all, all for one

Work is starting to pick up in District 90. We have seen increases in hours this year compared to 2010. We have also encountered changes throughout our industry – in collective bargaining agreements and labor disputes. The Port of Santa Cruz dredging operators have been locked out and laid-off from their jobs. Some of these crewmembers have been here for 25 years. On Aug. 17, we had a great turnout for a rally at the Santa Cruz Harbor to show support for our dredging operators and get the port director to come back to the table and bargain in good faith for a decent contract. The event showed unionism at its best. United we stand, divided we fall; we will stay strong, shoulder to shoulder.

Several new projects have started in District 90. **Papich Construction** started work at Fort Hunter Liggett with grading underground and building new roads. The Department of Defense is building areas for explosives training. **Papich Construction** of Monterey will construct new buildings on the base.

Graniterock/Pavex Construction is working nights along Hwy. 17 from the Santa Cruz County line north and southbound into

Los Gatos. The project involves grinding, paving and underground work for new storm drains throughout this busy stretch of Hwy. 17.

Granite Construction is paving, grinding and working days and nights throughout Santa Cruz County. **Golden State Bridge** is coming along on a big bridge project in Lucia, and just north of this project, **Condon-Johnson** is finishing a retaining wall on Hwy. 1 that had been washed out for many years. **MCM Construction** is working in Monterey County on several bridge projects with **Granite Construction** and **DeSilva Gates**. In the northern part of District 90, **RGW** continues to work day and night shifts on Hwy. 101 and Tully Road, building new bridges and northbound and southbound on-ramps. **RJ Gordon** is working in Gilroy, restoring slopes at the landfill on Hwy. 152. **Gordon N. Ball** has several grading, paving and underground projects in the San Jose area.

Local 3 wishes everyone a safe season. We hope the flurry of new projects will continue well into the future. If you have gone back to work, please call the Hall for your dispatch.

Red Bluff dam project is homecoming



Balfour Beatty
Superintendent Don
Perry.

As another season comes to a close, some will retire, some will take some much-needed time-off and others may continue training to further their careers as Operating Engineers. Whatever you choose, the District 70 staff hopes you have a good, safe winter.

Thanks to all our members for putting their best feet forward. We have held our own this season, putting many members to work on paving projects, bridge jobs and even a few dirt jobs. (See pages 16 and 17.) We are optimistic that many projects will resume and a few new projects will start next season. Word is the \$10 million curve-alignment project on Hwy. 299 will begin this spring, and that project will put some dirt hands to work. The \$30 million paving project on I-5 at Dog Creek has started, but peak employment will begin in the spring. The Antlers Bridge job will continue. An \$8.2 million water-system project will also begin in the spring. Therefore, we hope you look to next year as a positive thing, ease your minds a little and enjoy your winter.

Thanks to all who attended our Aug. 24 District Meeting. A good attendance means members are getting involved, and that is what it's going to take to keep our membership strong. We look forward to seeing all of you at the next District Meeting on Oct. 19.

We would also like to thank Vice President **Carl Goff** and Financial Secretary **Dan Reding** for recently visiting **Balfour Beatty's** diversion dam project in Red Bluff. It was a homecoming for Reding, as he was able to visit with many former coworkers and project managers.



From left: Members John Beck and James France, Financial Secretary Dan Reding, Vice President Carl Goff and member Danny McCoy at the Red Bluff diversion dam project.

Rail work continues through state

Work in Utah has been strong again this year, with several pipeline projects involving U.S. Pipeline, Associated Pipeline, Abercrombie Pipeline and Snelson Pipeline.



Work on the National Security Agency (NSA) building has kept crews from Jacobson Excavation, W.W. Clyde & Co. and Geneva Rock busy. Bragg Crane and Shurtleff & Andrews have cranes on this project. Ames continues work on the I-15 Core project, Murdock Canal and Kennecott. The Kennecott expansion is also keeping crews from W.W. Clyde & Co. and Granite Construction working. Kiewit Western is working on the Geneva Road widening project in Orem and the Mountain View Corridor project with W.W. Clyde & Co. and Granite Construction.

Rail work in the state continues. KHP completed the Mid-Jordan line but continues work on the Draper line. Stacy Witbeck/Kiewit completed the West Valley line and is working on the Airport North Temple line. The viaduct bridge on North Temple is complete, and North Temple is now open to traffic going to downtown Salt Lake City after being closed for 16 months.

CRC is continuing work on the Commuter Rail line from Salt Lake City to

Provo. Most of the grade work is completed.

As fall sets in, remember that we must all get involved in politics. We need to elect representatives at the city, county, state and federal levels who will look out for the working class. We need to find funding avenues for continued transportation and infrastructure projects. Please register to vote, get informed and vote.

During the slower season, schedule some training at our site on the west side of the Salt Lake Valley. We have acquired newer equipment and are in the process of being able to train on GPS. There will also be Occupational Safety and Health Administration (OSHA), Mine Safety and Health Administration (MSHA) and first-aid training available. Watch for the winter training schedule in an upcoming edition of *Engineers News*. Training and improving your skills is an investment in yourself and your union!

Twenty-three-year member Steve Jaques sets pipe to enclose the Murdock Canal.

A wind-wind situation

Solano County will soon have 142 new windmills in the Rio Vista/Hwy. 12 area. This work has been split into three projects: Blattner Energy has Montezuma II with 34 turbines, Michels Wind Energy has Solano III with 54 turbines and White Construction has Shiloh III with 54 turbines. White Construction and Michels Wind Energy are well underway, while Blattner Energy is getting started.

Helping Michels with road construction is subcontractor Knife River Construction. Mag-Con General Engineering is working on the new substation to get power to the grid. In all, about 40 operators are working on the project. Windmills should be erected soon, and Michels is expected to complete the project by the end of the year.

White Construction is self-performing all phases of its project except for laying the power cables from the windmills to the substation, which was subcontracted to Infrasource Underground Construction. With windmills already up, White Construction is

working on a very aggressive schedule to complete the project by early November, wind permitting. The operators on White Construction's dirt crew did a great job digging all 54 foundations for the windmills without one grade bust. Way to go, gang! Between White Construction and Infrasource, there are about 50 operators working on Shiloh III.

All three windmill projects have been in the permitting process for quite some time, and we must thank our activists who attended all the planning commission and council meetings and the elected officials who helped get these projects through planning and permitting to actually employ our members.

A reminder to our Retirees: The next Retiree Association Meeting will be held at 2 p.m. on Tuesday, Oct. 18 at the Suisun Hampton Inn (2 Harbor Center in Suisun City). Our fourth-quarter District Meeting is also on that day at 7 p.m. at the Fairfield-Suisun Masonic Building (412 Travis Blvd.). Hope to see you all there.



Operator Tim Bankus.



Operator Rich Espinosa.



Scrapers work on one of District 04's three windmill projects.



D8 dozer operators Tim Vargas and Chris Fink finish a 14-foot cut.

Slide-repair work offers beautiful views

With all the severe damage done by storms this year, the state of California released quite a bit of money for improvements on almost all of District 10’s highways heading west toward the coast. At the northern end of Hwy. 1 (considered the Lost Coast), **Valentine Corporation** is performing a slide repair. Members have been working on two retaining walls overlooking the beautiful Pacific Ocean. The north wall is pushing just over the 200-foot mark, and the south wall reaches slightly over the 300-foot mark. Members have been putting in 6-by-12 lagging and 50-foot-long, soldier-pile H-beams. Member **Jim Noone** has been with **Valentine** for 15 years and thinks he has the best view anyone could ask for. Operator **James Lee** is also on the job.

Another slide repair is being performed on Hwy. 20 by **Team Ghilotti**, which has kept members busy for several months. This job consists of new construction on a retaining wall nearing the 300-foot mark. Crews have removed more than 1,000 yards of dirt and brought it back after laying down Geo-Grid every foot to

ensure good soil stabilization. **Team Ghilotti** also laid down fiber mesh in the main body of the fill to ensure good compaction. Members **Jim Reagan Jr.**, **Mike Sciacca** and **Terry Newhart** have kept things safe for traffic.



Member **Jim Noone** works on a slide-repair job for **Valentine Corporation**.



Members **Mike Sciacca**, **Terry Newhart** and **Jim Reagan Jr.** work for **Team Ghilotti**.

SACRAMENTO | 3920 Lennane Drive, Sacramento, CA 95834 ▪ (916) 993-2055

Traffic relief in the city of Galt

Teichert Construction was awarded the \$21 million contract to reconstruct the existing overpasses across Hwy. 99 at A and C streets and upgrade C Street. The project started in April with tree and brush clearing, K-rail setting, lane widening along the center divide and shoulder demolition.

To build the new overpasses and on- and off-ramps, **Teichert Construction** must import 400,000 yards of dirt from Elk Grove, Galt Park and a borrow field. Peak workload will keep 22 operators on two crews building and placing the approaches and ramps. **MCM Construction** will build the overpasses, with **Folk & Associates Inc.** overseeing the layout of the project, which should continue into 2013.

Lately, there has been a big push for stopping Project Labor Agreements (PLAs) in the city and county of Sacramento.

There is a misguided message to the general public of Sacramento that PLAs and prevailing wage are not good for the public, the city or the county. Anti-union Associated Builders and Contractors (ABC) claims the city and county can save big money by lowering the prevailing wage and stopping PLAs from being signed.

What type of people believe that prevailing wage and PLAs are wrong for the general public? Non-union contractors, folks who have not been educated on this process and people in office who do not care about the working American. PLA projects are good for the general public, because they finish on time and/or under budget. There are no work stoppages, and labor compliance is met.

Today, “fair and open competition” petitions are circulating around the city and county of Sacramento. ABC and two ex-Sacramento City Unified School Board members, among others, are the simple minds behind these petitions. They say that fair and open competition is for allowing the non-union to bid on public-works projects, but this argument holds no merit, because it’s already a law through the Public Contract Code: Anyone can bid on public-works projects, as long as they are qualified and responsible. The law has been in place for years.

Please, do not sign these petitions! In doing so, you support lowering the wages and fringes for yourself and your fellow brothers and sisters.

Pay particular attention to how these petitioners disguise their aim. They solicit no tax for online purchasing, support for battered women, no dues deduction from your paycheck and other coercions. But the true driving force behind these petitions is to lower your wage.

If you see any petitioners, please call the anti-ABC hotline at (916) 812-4023 (**Bud**) or (916) 812-4024 (**Kevin**). Please give them the time, date, location (nearest cross streets) and gender of the signature collector. Don’t fall for this scheme, because that is exactly what it is.

Stay safe, and we appreciate your help.

Apprenticeship Spotlight

District 80 fifth-step Heavy Duty Repair (HDR) Apprentice **Edet Adakama** is working on the **Southland/Tutor Perini** tunnel project in Sunol. Master Mechanic **Rick Cook** said Adakama is doing a good job and was the most experienced apprentice he has had on this project. Adakama loves to learn about different equipment and recently made repairs to the Mitsui Miike (aka the Big Mike). Adakama said his crew hit a rock wall, and the Big Mike was the machine for the job.



From left: **Matt Carstensen**, **Dwight Hicks** and **Sean Robinson** work for **Teichert Construction**.



Fifth-step Apprentice **Edet Adakama**.



From left: Third-generation Operating Engineer **Nathan Nottanagel** and member **Evan Trujillo** work for **MCM Construction**.

Another Hetch Hetchy project awarded

As of August, the work picture in the Stockton District is much better than last year. Our dispatches and work hours are way up thanks to federal stimulus investments and public agencies wanting to get the most bang for their buck by putting projects out to bid in this competitive market.

In August, **RGW Construction** started the \$6.2 million Hwy. 26 realignment project. **Ford Construction** has the \$1.9 million slope repair at the top of Carson Pass on Hwy. 88 and the \$2 million Rock Creek Landfill closure in Calaveras County. **Teichert Construction** is doing the \$2.7 million paving repair and overlay in Tamarack on Hwy. 4. **Sierra Mountain Construction** is working on the Tuolumne County Law and Justice Center infrastructure-improvement project. **George Reed Construction** has more than \$18 million in overlays, realignments and widening



Bill Martello works for Ford Construction.

projects throughout our district. **Tom Mayo Construction** has paving projects in Amador County. **Proven Management** is still working on the \$10.1 million Tulloch Lake Tri-Dam electric project. **Rock & R Construction** is working hard to finish grading and paving at Sonora Elementary. **Granite Construction** started the Arch Road Prison hospital project. **Contri Construction** was awarded the \$45.2 million eastern segment of the Hetch Hetchy pipeline, traveling 6.7 miles downstream from the Oakdale portal. **Knife River Construction** was awarded the \$22 million pressurized irrigation system for the South San Joaquin Irrigation District (SSJID), installing about 13 miles of pipe and constructing two storage basins and two pump stations.

Don't forget to attend the Oct. 11 Stockton District Meeting to find out more

about the work going on in your area and get involved and informed about the business of your union. The meeting will start at 7 p.m. at the Italian Athletic Club (3541 Cherryland Ave.). We hope to see you all there.



Excavator Operator Jeremy Wilson removes large boulders on a vertical slope at the top of Carson Pass on Hwy. 88 for Ford Construction.

BURLINGAME | 828 Mahler Road, Suite B, Burlingame, CA 94010 ▪ (650) 652-7969

Vote Leland Yee for San Francisco mayor

In District 01, the rate of hiring has steadily increased this year. This is one of the major benefits of having labor-friendly politicians elected. It means living-wage jobs for working families who spend money in their communities and improve the quality of life for that community. As more people are put to work, more communities feel those benefits.



Oiler Donna Carter works on the SFPUC Sunnydale Tunnel project.

Operating Engineers rely heavily on infrastructure projects to keep us busy, particularly in these times when the private work picture is so fragile. Therefore, we need to be politically active. A great opportunity to do this is the upcoming San Francisco mayor's race. San Francisco is known as a union town, and we have to keep it that way by voting for state Sen. **Leland Yee**, a longtime friend of labor and especially of Local 3. It is a race that we can win if we do what we do best – work together.

We have almost \$20 billion worth of work in just seven projects already underway – the \$4.6 billion in San Francisco Public Utilities Commission (SFPUC) Hetch Hetchy projects, the \$1.1 billion Doyle Drive project, the \$4.2 billion Transbay Terminal, the \$1.4 billion Central Subway, the \$1 billion General

Hospital project, the \$1.5 billion UCSF Mission Bay project and the \$5.5 billion New Bay Bridge. These projects have kept members from all over Northern California and beyond working through the deepest recession since the 1930s.

That is why the San Francisco mayor's race is so critical for all of us. All of the projects named above were supported by San Francisco mayors who were endorsed by Local 3. We have to make the political effort today to help guarantee that the stream of major infrastructure projects keeps going. There are several projects in the billions of dollars that are still making their way through city hall, like the Cathedral Hill Hospital (\$1.9 billion), waste-water projects (\$4.5 billion), Treasure Island (more than \$5 billion) and Hunters Point shipyard (more than \$4 billion). These projects will provide jobs for years to come and build the infrastructure we need. Let's elect a mayor who will push these projects through: Yee. Call the Hall to see how you can help us and help yourselves!

Other work in the district includes the \$24 million High Occupancy Vehicle (HOV) project with **Ghilotti Bros./RM Harris Joint Venture (JV)** in Marin County. Travelers should give plenty of time when driving through Novato. It looks as though **Reyes Construction** will be working on the marina improvements in Sausalito through the end of the year. Caltrans is slated to hire six new Local 3 members,

since people have recently retired, thus creating new jobs for people in Marin and Sonoma counties.

Since work is picking up, don't forget to upgrade your Hazwoper, rigging/signaling, CPR/first aid and any other training you may need that is offered through Local 3. This way, you'll be ready to take any dispatch that comes along. See page 13 for details.

We hope everyone had a good summer. Don't forget the District Meeting at the Unity In Marin in Novato on Thursday, Oct. 13.



Thirty-year member Vince Marcum works on the demolition portion of the new Transbay Transit Center.

Resolution to amend the Local Union Bylaws

A number of the recommended changes to the bylaws are considered housekeeping in nature. These changes include updates of Officers names, office addresses, consistency of terms, and edits to clarify. In no way are any of these housekeeping changes meant to change the intent of these bylaws.

NOTES

- 1. Wherever the phrase "Political Action and Grievance Committee" appears will now be changed to "Political Action Committee".
- 2. The Officers' page will be updated to reflect the current administration.
- 3. The list of offices on the inside back cover will be updated.
- 4. The table of contents and index will be updated with correct page numbers.
- 5. If language is changed any place in the document, where there is similar language throughout the Bylaws the change will also be made.

Page 1 of 17

RESOLUTION

WHEREAS, each District has dutifully elected a rank and file member to serve as its representative on the Bylaws Committee, and

WHEREAS, the task of the Bylaws Committee was to review, update and improve the current Bylaws, to remove outdated language, provide clarity, and conform the Bylaws to reflect the actual operations of the Local Union, and

WHEREAS, another task of the Bylaws Committee was to review, update and improve the current Bylaws to make dues amounts fair for members who do not receive Union fringe benefits, and

WHEREAS, another task of the Bylaws Committee was to review, update and improve the current Bylaws to allocate dues for the overall good of the Union in ensuring the work picture through political contributions, and

WHEREAS, the Bylaws Committee and Officers have recommended a comprehensive and integrated set of amendments to revise the current Bylaws consistent with the foregoing principles.

THEREFORE, be it resolved that the recommended changes attached to this Resolution be presented to the August 2011 meeting of the Local Union Executive Board for its consideration and report to the members for adoption at the September 18, 2011 Semi-Annual Meeting, followed by secret ballot voting on the amendments at the District meetings.

Page 2 of 17

(3) Supplemental Dues:

- c. Monthly dues for alternate dues payers, including Members who do not execute Supplemental Dues authorization forms and Owner/Operators, and Travelers, shall be equivalent to the amount of monthly dues plus one hundred and fifty (150) hours of Supplemental Dues at the applicable rate for the bargaining unit. Any Member or Fee Payer who fails to submit a current, signed Supplemental Dues authorization card is subject to alternate dues payer status. Alternate dues payers are not entitled to unemployment dues under Article VI, Section 2(a)(2).

Section 2 (page 25)

(l) Incapacitated Dues. For Members who have exhausted the benefits provided in the Good Standing Procedures and who continue to meet those requirements, the monthly incapacitated dues shall be the per capita tax of the International Union of Operating Engineers, rounded to the next highest dollar, plus two dollars (\$2.00) per month, due and payable on a quarterly basis. Members lose eligibility to obtain Incapacitated Dues upon registration to the out-of-work list.

Section 3 (page 25)

(e) Insofar as allowed by law, \$1.50 per Member per month shall be distributed to the Local Union Political Action Committee; \$0.50 per Member per month shall be distributed to the District Political Action and Grievance Committee.

Section 3 (pages 25-26)

(f) For the purposes of allocating funds for political action and grievance committees, the District Political Action and Grievance Committee to which the funds are distributed shall be that District in which the Member resides according to the membership records of the Union. Funds shall not be allocated to any specific District Political Action Committee for Members residing outside the jurisdiction of the Local or whose residence is unascertainable by the Union, but instead shall be distributed to the general statewide issues advocacy/ballot initiative fund.

Should a District Political Action Committee's prior month end fund balance exceed fifty thousand dollars (\$50,000.00), no new funds shall be allocated to the District Political Action Committee and any such funds which should have been allocated under this Bylaws section shall instead be distributed to the general statewide political fund.

ARTICLE VIII:
BUSINESS MANAGER

Section 3 (pages 30-31)

(e)

- (2) He or she is further authorized, with the advice and consent of the Local Union Executive Board, on behalf of this Local Union to defend its Officers, Local Union Executive Board and its Members, each Political Action and Grievance Committee and its Members, Job Stewards, Representatives, Agents, and Employees in any legal (civil or criminal) or administrative proceeding, action, or suit in which any of them are named as a party by reason of any act or thing done or which it is claimed any of them failed to do arising out of or in the course of their duties or employment as an Officer, Local Union Executive Board or its Members, Political Action and Grievance Committee or its Members, Job Steward, Representative, Agent, or Employee, except if such Officer, Representative, Employee, or Agent is charged with a breach of his or her trust to the Local Union or any Member thereof, in which event, he or she may be indemnified only if the action is terminated favorably to him or her. (IUOE directive 6/19/08)

Page 6 of 17

Declaration
(page ii)

We, the Members of Operating Engineers Local Union No. 3 of the International Union of Operating Engineers consisting of the Parent Local Union No. 3 and Subdivisions 3A, 3B, 3C, 3D, 3E, 3G, 3M, 3P, and 3R (Registered Apprentices) of Northern California, Northern Nevada, the States of Utah, Hawaii, and Mid-Pacific Islands, in order to solidify and perfect a more useful and beneficial Union and to promote the welfare of our Membership do hereby adopt the following Bylaws.

ARTICLE I:
DECLARATION OF THE OBJECTS,
PURPOSES AND PRINCIPLES
OF THIS LOCAL UNION

Section 1 (pages 1-2)

(c) To advance the standing of this Local Union, its Members, Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Representatives, Agents, and Employees in the territorial jurisdiction of this Local Union and in the free labor movement by all lawful means including participation in community life and affairs.

(f) To provide for the education and training of its Members, Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Representatives, Agents, and Employees.

ARTICLE III:
DUTIES OF MEMBERS

Section 3 (page 9)

All Members, Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Representatives, Agents, and Employees of this Local Union shall comply with and conform to the "Code of Ethics" of the International Union of Operating Engineers.

ARTICLE V:
INITIATION FEE

Section 1 (pages 10-11)

Effective September 1, 2004, the initiation fee (which includes payments for the Defense Fund, the Capital Maintenance and Technology Improvement Fund, and the required International Tax) of each applicant for Membership in the Parent Local and all Subdivisions shall be as follows:

Page 3 of 17

ARTICLE X:
POLITICAL ACTION AND GRIEVANCE COMMITTEES

Section 1 (pages 35-36)

District Political Action and Grievance Committee.

(a) There shall be a Political Action and Grievance Committee in each District with the responsibility to consider requests for support by the Local Union for issues, and political candidates, and goodwill in the District and to hear complaints and grievance charges internal to the Local Union. Internal union charges shall be processed according to the procedures in Article XVIII. The District Political Action and Grievance Committee shall consist of five (5) Members: (IUOE directive 6/19/08)

- One (1) District Executive Board Member;
- One (1) District Representative; and
- Three (3) Delegates Members, who shall be registered voters in the District, elected by the Members of the District.

Section 2 (page 36)

The Political Action and Grievance Committee shall meet at least one (1) evening each week, from 7:00 p.m. to at least 8:00 p.m., in the Local Union Office in the District in which they reside, or, in case of emergencies, upon the call of the District Representative.

Section 3 (pages 36-37)

All complaints and grievances charges before being brought on the floor of the Local Union shall be filed with the Recording-Corresponding Secretary for processing. The charges complaint or grievance shall then be presented:

- First, to the District Representative;
- Second, to the District Political Action and Grievance Committee;
- Third, to the Business Manager;
- Fourth, to the Local Union Executive Board;
- Fifth, to the regular District Meeting of the District in which the infraction or cause alleged charges arose. (IUOE directive 6/19/08)

If the charge complaint or grievance has not been settled satisfactorily in the first four grievance steps provided herein within the sixty (60) day period following the date first presented to the District Representative, it may thereafter be taken by the Member or Members to the next regular quarterly District Meeting in the District in which the infraction or cause charge arose.

**NOTE: We are moving the paragraph below to Article XVIII, Members Pretrials and Trials Procedure. All pertinent constitutional procedure governing trials, charges, and penalizing of members shall apply to such trial and procedure before regular district membership meetings and any member aggrieved by such procedure or the penalty assessed therein may appeal therefrom directly to the General Executive Board in the manner and form governing appeals under the Constitution. (IUOE directive 6/19/08)

Section 4 (pages 37-38)

No Member shall be eligible for election, be elected, or hold the position of Political Action and Grievance Committee Delegate Member:

(a) Unless he or she is a Member in good standing in the Parent Local Union and a registered voter (with proof of current voter registration) in the District where he or she is seeking nomination in which he or she is a candidate when nominated;

Page 7 of 17

California, Nevada, Hawaii and Mid-Pacific Islands	
Parent Local	\$906.67
Subdivision A	\$740.00
Subdivision B	\$820.00
Subdivision C	\$740.00
Subdivision D	\$106.67
Subdivision E	\$740.00
Subdivision G	\$25.00
Subdivision M	\$106.67
Subdivision P	\$106.67
Subdivision R (Registered Apprentices, Pre-Apprentices, and Trainees)	\$393.33
Utah	
Parent Local	\$713.33
Subdivision A	\$546.67
Subdivision B	\$626.67
Subdivision C	\$546.67
Subdivision D	\$100.00
Subdivision E	\$546.67
Subdivision M	\$100.00
Subdivision P	\$100.00
Subdivision R (Registered Apprentices, Pre-Apprentices, and Trainees)	\$313.33

Section 2 (page 12)

The Defense Fund payment shall be as follows:

California, Nevada, Hawaii and Mid-Pacific Islands	
Parent Local and Subdivisions A, B, C, and E	\$70.00
Subdivision R (Registered Apprentices, Pre-Apprentices, and Trainees)	\$35.00

Utah	
Parent Local and Subdivisions D, M, and P	\$10.00

Section 3 (page 12)

The Capital Maintenance and Technology Improvement Fund payment shall be as follows:

California, Nevada, Hawaii and Mid-Pacific Islands	
Parent Local and Subdivisions A, B, C, and E	\$110.00
Subdivision R (Registered Apprentices, Pre-Apprentices, and Trainees)	\$60.00
Subdivisions D, M, and P	\$10.00

Utah	
Parent Local and Subdivisions A, B, C, and E and R (Registered Apprentices, Pre-Apprentices, and Trainees)	\$25.00
Subdivisions D, M, and P	\$5.00

Page 4 of 17

Section 4 (page 13)

The Defense Fund and Capital Maintenance and Technology Improvement payments for California, Nevada, Utah, Hawaii, Mid-Pacific Islands, Parent Local, and Subdivisions A, B, C, D, E, M, P, and R shall be deposited in the General Fund and distributed to the respective Funds in accordance with Sections 2 and 3 above.

ARTICLE VI: DUES

Section 1 (page 15)

Dues in Subdivisions D, G, M, and P shall be due and payable on the first day of each calendar month.

Section 2 (pages 15-18)

- (a) Parent Local Union No. 3 and Subdivisions A, B, C, E and R (Registered Apprentices).
- (3) ~~Effective October 1, 1998,~~ employed dues for a Member working partly under the Master Agreement and twenty-five percent (25%) or more of his or her hours worked under an Addendum, in a given quarter, shall be an amount equal to two (2) hours and thirty (30) minutes per month of a composite average wage package, rounded to the next highest dollar.

Effective ~~October 1, 1998,~~ employed dues for individuals working under a Project or Special Agreement of at least six (6) months' duration shall be equal to two (2) hours and thirty (30) minutes per month of the average wage package of that Project or Special Agreement, rounded to the next highest dollar.
- (c) Subdivision D - Mining Units and ~~Subdivision M—Healthcare~~ all Private Sector Units with no OE3 sponsored employee fringe benefits.
 - (1) ~~The dues shall be an amount equal to two (2) hours and thirty (30) minutes per month of the average wage rate, plus the per capita tax payable to the International Union, rounded to the next highest dollar.~~
 - (2) ~~Unemployed dues shall be an amount equal to one-half (1/2) of the employed dues rate, except that in no event shall unemployed dues be less than an amount equal to one and one quarter (1 1/4) times the applicable average wage rate and per capita tax, rounded to the next highest dollar.~~
 - (1) Effective January 1, 2012, employed dues shall be an amount equal to fifty-five dollars (\$55.00) per month, adjusted upward by 1.9% each January 1st thereafter not to exceed two (2) hours and thirty (30) minutes of the average wage rate.
 - (2) Unemployed dues shall be an amount equal to one-half (1/2) of the employed dues rate, rounded to the next highest dollar.

Section 2 (pages 23-24)

- (j) Changes in the dues rates.
 - (2) For Subdivisions D, M, P, and Industrial Bargaining Units, the dues will be adjusted effective the first day of the second month following a change in the average wage package for the Unit.

Page 5 of 17

- (e) (e) 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 and Grievance Committee Delegate Member and will accept the nomination if nominated.

Section 5 (pages 38)

Rules of Order.

- (b) Three (3) Members of the Political Action and Grievance Committee shall constitute a quorum.

Section 6 (pages 38-39)

The Political Action and Grievance Committee shall process the grievances charges of any Member who is desirous of appearing before them and who files his or her grievance charge within thirty (30) days of the event or circumstance giving rise to the to the charge or within thirty (30) days of learning of the event or circumstance, and report their findings and recommendations in their minutes.

Section 7 (page 39)

The Political Action and Grievance Committee shall work in conjunction with the District Representative and the Members in the District to further the cause of organized labor and, more specifically, the Operating Engineers, and the objects, purposes and principles of this Local Union.

Section 9 (page 39)

- (a) Any Delegate to Member of the Political Action and Grievance Committee absenting himself or herself for four (4) consecutive meetings without an excuse satisfactory to the Committee shall be replaced.
- (b) Replacement of Political Action and Grievance Committee Delegates Members shall be done by appointment of the President for the remainder of the Committee Member's term.

Section 10 (page 39)

The term of office for the three (3) Delegates Members of the Political Action and Grievance Committee shall be for one (1) year, and the election shall take place at the first District Meeting of the year in each respective District.

Section 11 (pages 39-40)

Any Member against whom a grievance charge is filed shall be requested in writing to appear before the Political Action and Grievance Committee. The request to appear shall state the alleged grievance charge and the Member shall be entitled to have witnesses appear in his or her behalf.

Section 12 (page 40)

When a grievance charge is filed, the Member filing the grievance charge shall be present at the meeting when the Political Action and Grievance Committee hears the grievance charge.

Page 8 of 17

ARTICLE XII: ELECTIONS

Section 1 (page 42)

Eligibility.

- (a) Officers other than the Business Manager and District Members: No Member shall be eligible for election, be elected, or hold office unless he or she shall have been a Member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; a Member continuously working or having hours reported to the Trust Funds or seeking work (out-of-work list registration) within the jurisdiction of Local 3 for the one year preceding the month of nominations; and provided that no Member shall be eligible for election, be elected, or hold office unless he or she shall also have been a Member of the Local Union for two years immediately prior to election, subject to Paragraph (d) below, and nominated by at least two hundred (200) or 2%, whichever is less, of the Members of the Local Union and its Subdivisions, except Subdivision R (Registered Apprentices), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The two-hundred (200) or 2% shall be two-hundred (200) or 2% of the Members shown on the records of the Union as of the last day in February preceding the election. (IUOE directive 6/19/08)

Section 1 (pages 42-43)

- (b) Business Manager: No Member shall be eligible for election to, be elected to, nor hold the office of Business Manager unless he or she shall have been continuously in good standing in the Local Union for a period of two (2) years preceding the month of nominations, subject to Paragraph (d) below; a Member continuously working or having hours reported to the Trust Funds or seeking work (out-of-work list registration) within the jurisdiction of Local 3 for the two (2) years preceding the month of nominations; and nominated by at least two-hundred (200) or 2%, whichever is less, of the Members of the Local Union and its Subdivisions, except Subdivision R (Registered Apprentices), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The two-hundred (200) or 2% shall be two-hundred (200) or 2% of the Members shown on the records of the Union as of the last day in February preceding the election.

Section 1 (page 43)

- (c) District Member of the Executive Board: No Member shall be eligible for election, be elected, nor hold the position of District Member unless he or she shall have been continuously in good standing in the Local Union for one (1) year preceding the month of nominations; a Member continuously working or having hours reported to the Trust Funds or seeking work (out-of-work list registration) within the jurisdiction of Local 3 for the one (1) year preceding the month of nominations; and provided that no Member shall be eligible for election, be elected, nor hold the position of District Member unless he or she shall have been a Member of the Local Union for two years immediately prior to election, subject to Paragraph (d) below.

Section 1 (page 44)

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

Page 9 of 17

Continued on page 26

Section 2 (page 47)

- (e) Nominations shall be in writing and signed by one or more nominators giving the last four (4) digits of each nominator's Social Security Number and **complete** Register Number in the form following:
(Note: Election Committee shall not count any nominators whose information is incomplete.)

Section 2 (page 48)

- (f) When nominations are called for by the Presiding Officer for a particular Office or Position, one of the nominators shall address the Presiding Officer reciting his or her name and Register Number and **give present** to the Presiding Officer the names and Register Numbers of the other nominators and the name of the Member and the Office or Position for which he or she is nominating the Member and deliver the written nominations to the Nomination Committee.

Section 3 (page 52)

- Elections.
(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a **nationally-known** firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

Section 3 (page 53)

- (b) ~~Additionally, any active or retired Member residing outside the geographic jurisdiction of the Districts of this Local Union may petition the Committee to serve as a non-elected Member of the Committee to serve the interests of the Members who reside outside the geographic jurisdiction of Local Union No. 3, as set out and defined in Appendix A to these Bylaws. Petitions to serve will be submitted in writing to the Committee, through the office of the Recording-Corresponding Secretary, no less than ten (10) business days before the first meeting of the Committee. The elected Committee Members will then vote to accept no more than one of the petition(s) or reject all petition(s).~~

Section 3 (page 55)

- (d) ~~The Election Committee shall deliver~~ **Recording-Corresponding Secretary shall electronically transfer with delivery receipt** the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the **nationally-known** firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

ARTICLE XIV:
MEETINGS

Section 1 (pages 60-61)

Regular stated Membership Meetings of Local Union No. 3 shall be held semiannually at 1:00 o'clock p.m. on a Saturday or Sunday in March and September at locations within the territorial jurisdiction of Local Union No. 3. The dates and locations of such Semiannual Membership Meetings shall be established by the Executive Board and shall be published, in the case of the March meeting, in the January and February editions of the *Engineers News*. Dates and locations for the September meeting shall be published in the July and August editions of the *Engineers News*.

Page 10 of 17

Regular District Membership Meetings of Local Union No. 3 shall be held quarterly at locations within the territorial jurisdiction of the District as defined in Appendix A. Regular District Membership Meetings shall take place in one (1) designated location per District. For those Districts with subcommittees, only informational meetings will occur in the location of the subcommittee. All Union business will be conducted in the District's designated location during the Regular District Membership Meeting.

Special meetings shall be called upon notice in writing to the Members by mail addressed to each Member's last known address ~~on the books in the records~~ of the Local Union. Notice of regular Semiannual Meetings shall be posted in the Local Union Employment Offices on or before the first day of the month preceding the next regularly scheduled Semiannual Meeting.

Section 3 (page 62)

- (b) Special District Meetings shall be called from time to time upon request of the District Representative or the District Political Action and Grievance Committee, with the approval of the Business Manager and shall be presided over by the Business Manager or his or her Designated Representative.

ARTICLE XVII:
ALLOWANCES, EXPENSES AND BENEFITS

Section 1 (pages 68-69)

Allowances.
Recognizing that the Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Delegates, Representatives, Agents, and Employees of this Local Union should participate in cultural, civic, public, fraternal, and educational activities in addition to their specific duties as provided in the International Constitution and these Bylaws, and that such activities tend to secure and obtain the objects and purposes of this Local Union and benefit its Members; and recognizing that the time and money spent on such activities is unpredictable and unascertainable, such Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Delegates, Representatives, Agents, and Employees who participate in such activities may be granted an allowance in such amount (daily, weekly, or monthly) as the Business Manager with the advice and consent of the Local Union Executive Board may determine.
Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Delegates, Representatives, Agents, and Employees of the Union who are required to travel may receive an out-of-town allowance in such amount as the Business Manager may determine with the advice and consent of the Local Union Executive Board.
In addition to the above, all Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Delegates, Representatives, Agents, and Employees may be reimbursed for or provided for all expenses incurred in their activities for or on behalf of this Local Union.

Page 11 of 17

ARTICLE XXX:
AMENDMENT OF BYLAWS

Section 2 (pages 85-86)

- (a) The Bylaws shall be reviewed on a regular basis and recommendations for amendments made by a committee known as the Bylaws Committee, composed of one (1) Member from each District as set out and defined in Appendix A to these Bylaws. **The Bylaws Committee shall meet at least once annually and as many times as necessary as determined by the Business Manager.** The Bylaws Committee Members will be elected in the fourth quarter of the year immediately following the election of Officers and Executive Board Members and become a standing Committee during the term of the Officers. The Members shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting, was within the area covered by the District. **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 serve on the Bylaws Committee and will accept the nomination if nominated.** Each nominee shall be a registered voter (with proof of current voter registration) in the District ~~in which~~ **where** he or she is **seeking nomination** ~~nominated~~, shall have been a Member of the Parent Local of Operating Engineers Local Union No. 3 for five (5) years next preceding his or her nomination and election, shall be a Member in **continuous** good standing, and cannot be an employer or on the payroll of the Local Union or a related entity. In the event of a vacancy on the Committee, an election will be held in that District at the next regular quarterly District meeting to fill the vacancy. The first order of business of the Committee shall be to elect a Chair and Secretary from among the elected Committee Members.

Section 2 (page 86)

- ~~(b) Additionally, any active or retired Member residing outside the geographic jurisdiction of the Districts of this Local Union may petition the Committee to serve as a non-elected Member of the Committee to serve the interests of the Members who reside outside the geographic jurisdiction of Local Union No. 3, as set out and defined in Appendix A to these Bylaws. Petitions to serve will be submitted in writing to the Committee, through the office of the Recording-Corresponding Secretary, no less than ten (10) business days before the first meeting of the Committee. The elected Committee Members will then vote to accept no more than one of the petition(s) or reject all petition(s).~~

Page 14 of 17

New article for Market Geographic Area Committee

ARTICLE XXXI:
MARKET GEOGRAPHIC AREA COMMITTEE

Section 1

A Market Geographic Area Committee for the Union will be established in each District of Local 3 where a construction agreement provides for it.

Section 2

Three (3) Members shall be elected to each District Market Geographic Area Committee as provided herein. Elections shall be held at the fourth quarter District meeting of the year in each District after the election and installation of Officers. The term of office shall be three (3) years. Each elected Member shall serve until his/her successor takes office, following the next election. There shall not be any limit on the number of terms, successive or otherwise, that a Member can serve.

Section 3

- To be eligible for election and to hold office, a Member must meet these eligibility rules:
(a) Must be dispatched and working under a Local 3 construction agreement or registered at the Operating Engineers Job Placement Center seeking a dispatch to work under a construction agreement in his or her District.
(b) Must be a Member in good standing of the Parent Local for the five (5) year period prior to the election.
(c) Must be living in the Committee's District geographical area.
(d) Must be an "A" list journey operator.
(e) Cannot be an owner-operator.
(f) Cannot be a retired member, an Officer of the Local Union, or on the payroll of the Local Union or a related entity.
(g) 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 serve on the Market Geographic Area Committee and will accept the nomination if nominated.

Page 15 of 17

ARTICLE XVIII:
MEMBERS TO MEMBER CHARGES, PRE-TRIALS AND TRIALS PROCEDURE

Section 1 (page 71)

All internal union charges brought by one Member against another Member must be in writing and signed by the complainant. Charges must be filed with the office of the Recording-Corresponding Secretary with correct payment, in accordance with IUOE Constitution Art. XXIV Subdiv. 7, Section (q), within thirty (30) days of the event or circumstance giving rise to the charges, or within thirty (30) days of learning of the event or circumstance, whichever is later. The Member shall be tried in accordance with the following these procedures:

(a) Section 2

Within thirty (30) days after the pleadings are filed, or the plea entered, or the time elapsed in which the same must be filed or entered, the Executive Board may at its discretion order a pre-trial hearing and direct the complainants and defendants to appear at said hearing.

(b) Section 3

All parties shall be notified in writing by Certified or Registered Mail providing the date, time, and place of the hearing and the specific charges to be tried. The purpose of the hearing shall be to define the issues and to make a preliminary determination as to whether the charges have merit. The Executive Board, upon hearing all the parties, may at its discretion, decline to process these charges after such hearing, as being without merit. However, such decisions of the Executive Board not to process the charge shall be appealable to the General Executive Board in accordance with the provisions of this Article. The failure of the complainant to appear at such pre-trial hearings may result in a dismissal of the charges by the Executive Board. The Executive Board shall also have the power to settle the matter of at such hearing in the event such settlement is mutually agreeable to all parties.

(b) Section 4

In the event the Executive Board does not invoke the pre-trial procedures within the time set forth herein or invokes the procedures and determines to proceed with the charges on their merits, the following provisions shall then become effective. After the pleadings are filed or the plea entered or the time elapsed within which the same must be filed or entered and the pre-trial procedure has been invoked and/or time limitation for same expired, the President shall cause the parties to be notified of the trial date, which must be the next regular District Meeting thereafter. Unless a request for postponement of the trial shall have been made to and been granted by the President, the trial shall proceed upon the date set. Complainants and defendants may present their own cases or by counsel selected from among the Membership of the International Union of Operating Engineers. After all the evidence is in and a full and impartial hearing has been had upon the issues, the President shall distinctly state the charge or charges and present the matter to the Members present at said meeting for a vote.

Section 5

****NOTE: No changes in language. We are just moving the paragraph below from Article X, Political Action and Grievance Committees, Section 3**

All pertinent constitutional procedure governing trials, charges, and penalizing of Members shall apply to such trial and procedure before regular District Membership Meetings and any Member aggrieved by such procedure or the penalty assessed therein may appeal therefrom directly to the General Executive Board in the manner and form governing appeals under the Constitution. (IUOE directive 6/19/08)

Page 12 of 17

ARTICLE XIX:
DEFENSE FUND

Section 3 (pages 73-74)

Without limitation of the foregoing, this Fund shall be available to pay organizational expenses, public relations expenses, expenses incurred in defense of or in support of the objects and purposes of this Local Union for legal fees, costs, and expenses in the prosecution or defense of actions brought by or against the Local Union or any of its Officers, Local Union Executive Board Members, Local Union Political Action and Grievance Committee Members, Local Election Committee Members and Bylaws Committee Members while they serve in that capacity, Representatives, Agents, or Employees while engaged in activities for or on behalf of the Local Union, and strike and lock-out benefits authorized by the Local Union Executive Board, except if such Officer, Representative, Employee, or Agent is charged with a breach of his or her trust to the Local Union or any member thereof, in which event, he or she may be indemnified only if the action is terminated favorably to him or her. (IUOE directive 6/19/08)

ARTICLE XXI:
GOOD STANDING PROCEDURES

Section 2 (page 75)

On approval of his or her individual claim for any period of illness or disability of more than thirty (30) days' duration, a Member's dues may be paid from the General Fund. **Members lose good standing status benefit upon registration on the out-of-work list.**

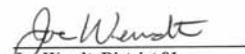
Any Member seeking such benefits shall make application, accompanied by a certificate signed and dated by a doctor or a Christian Science Practitioner, and the Business Union Representative in the Member's area and presented to the Recording-Corresponding Secretary.

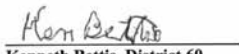
Section 3 (page 76)


Any Member approved to receive eighteen (18) months' benefits under these Procedures, and who is then unable to return to work, shall be notified in writing prior to the eighteenth (18th) payment, that he or she has the option of: (1) applying for a withdrawal card from the Local Union; or (2) applying to the Local Union Executive Board, one (1) time in a ten (10) year period, for incapacitated dues, per Article VI, Section 2(n), by furnishing the Recording-Corresponding Secretary with a certificate signed and dated by a doctor or a Christian Science Practitioner and the Business Union Representative in the Member's area. No Member who is working at any gainful occupation shall be permitted to pay dues at the incapacitated dues rate. (IUOE directive 6/19/08)

Page 13 of 17

The Operating Engineers Local Union No. 3 Bylaws Committee has duly considered the Resolution to amend the Local Union Bylaws. We recommend that the membership pass a motion at the September 18, 2011 Semi-Annual meeting in support of this Resolution so it will be presented to members attending meetings in all districts, where a majority of all votes cast will determine whether the Resolution is adopted or rejected:

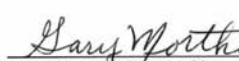

Joe Wendt, District 01
Reg # 1590861


Kenneth Bettis, District 60
Reg # 0939847



Jack Short, District 04
Reg # 0853652

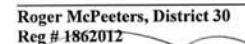

Kenneth Green, District 70
Reg # 0888809

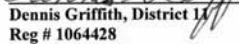

James Killian, District 10
Reg # 1509108



Gary Morthole, District 80
Reg # 0857999

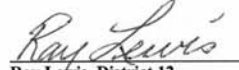

Myron Pederson, District 20
Reg # 1382885



Kevin Brown, District 90
Reg # 2002605

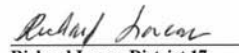

Roger McPeeters, District 30
Reg # 1862012


Dennis Griffith, District 11
Reg # 1064428


Brian Bishop, District 48
Reg # 1493056


Ray Lewis, District 12
Reg # 0775463


Gary Braden, District 50
Reg # 1159437



Richard Lacar, District 17
Reg # 1265012

Page 16 of 17

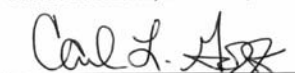
The Operating Engineers Local Union No. 3 Executive Board has duly considered the Resolution to amend the Local Union Bylaws as proposed by the Bylaws Committee. We recommend that the membership pass a motion at the September 18, 2011 Semi-Annual meeting in support of this Resolution so it will be presented to members attending meetings in all districts, where a majority of all votes cast will determine whether the Resolution is adopted or rejected:



Russell E. Burns, Business Manager



Dennis Dorton, District 30


Fred D. Herschbach, President

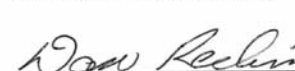

Michael Johnson, District 40


Carl L. Goff, Vice President


Ronald "Gus" McClain, District 50



James K. Sullivan,
Recording-Corresponding Secretary



Luther Slack, District 60


Dan Reding, Financial Secretary


Stanley Green, District 70

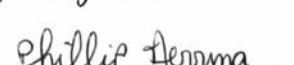

Pete Figueiredo, Treasurer

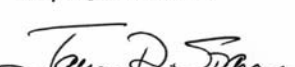

Jim Graham, District 80



Brad Parrés, District 01



Michael Sierra, District 90

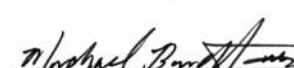

Mark Fitzgerald, District 04


Phillip Herring, District 11


James Spain, District 10


Glenn Smith, District 12


Andrew Lagosh, District 20


Michael Brandt, District 17

Page 17 of 17

Please note: The resolution to amend the Operating Engineers Local 3 Bylaws was presented for a vote by the membership at the Sept. 18, 2011 Semi-Annual Meeting in accordance with Article XXX, Section 3(a) of the Bylaws. An affirmative vote was reached by the

membership at the Semi-Annual Meeting, and the resolution will now move for a vote of the members in each district at District Meetings and Special Called Meetings **held this month**, in accordance with Article XXX, Section 3(c).

DISTRICT MEETINGS All meetings convene at 7 p.m.

OCTOBER 2011

11th District 20: Martinez
Plumbers 159
1304 Roman Way

11th District 30: Stockton
Italian Athletic Club
3541 Cherryland Ave.

12th District 50: Fresno
Cedar Lanes
3131 N. Cedar Ave.

12th District 80: Sacramento
Operating Engineers' Building
3920 Lennane Drive

13th District 01: Novato
Unity In Marin
600 Palm Drive

13th District 90: Morgan Hill
Operating Engineers' Building
325 Digital Drive

18th District 04: Fairfield
Fairfield-Suisun Masonic Building
412 Travis Blvd.

18th District 40: Eureka
Best Western Bayshore Inn
3500 Broadway

19th District 10: Rohnert Park
Operating Engineers' Building
6225 State Farm Drive

19th District 70: Redding
Operating Engineers' Building
20308 Engineers Lane

20th District 60: Marysville
Veterans Memorial Center
211 17th St.

25th District 11: Reno
Operating Engineers' Building
1290 Corporate Blvd.

25th District 17: Honolulu
Operating Engineers' Building
1075 Opakapaka St., Kapolei

26th District 12: Salt Lake City
IBEW Local 354
3400 W. 2100 S.

NOVEMBER 2011

No meetings scheduled

DECEMBER 2011

No meetings scheduled

October Special Called Meetings

For vote on the resolution to amend the Bylaws

OCTOBER 2011

11th Retiree/Special Called Meeting
District 20: Oakland – 10 a.m.
Oakland Zoo – Snow Building
9777 Golf Links Road

11th Retiree/Special Called Meeting
District 20: Concord – 2 p.m.
Centre Concord
5298 Clayton Road

11th Retiree/Special Called Meeting
District 30: Modesto – 10 a.m.
Tuolumne River Lodge
2429 River Road

11th Retiree/Special Called Meeting
District 30: Stockton – 2 p.m.
Italian Athletic Club
3541 Cherryland Ave.

12th Retiree/Special Called Meeting
District 50: Fresno – 2 p.m.
Cedar Lanes
3131 N. Cedar Ave.

12th Retiree/Special Called Meeting
District 80: Auburn – 10 a.m.
Auburn Recreation Center – Lakeside Room
3770 Richardson Drive

12th Retiree/Special Called Meeting
District 80: Sacramento – 2 p.m.
Operating Engineers' Building
3920 Lennane Drive

13th Retiree/Special Called Meeting
District 01: Burlingame – 10 a.m.
Transport Workers Union Hall
1521 Rollins Road

13th Retiree/Special Called Meeting
District 01: Novato – 2 p.m.
Best Western Novato Oaks Inn
215 Alameda Del Prado

13th Retiree/Special Called Meeting
District 90: Freedom – 10 a.m.
VFW Post 1716
1960 Freedom Blvd.

13th Retiree/Special Called Meeting
District 90: Morgan Hill – 2 p.m.
Operating Engineers' Building
325 Digital Drive

18th Retiree/Special Called Meeting
District 04: Suisun City – 2 p.m.
Hampton Inn
2 Harbor Center

18th Retiree/Special Called Meeting
District 40: Eureka – 2 p.m.
Best Western Bayshore Inn
3500 Broadway

19th Retiree/Special Called Meeting
District 10: Ukiah – 10 a.m.
Hampton Inn
1160 Airport Park Blvd.

19th Retiree/Special Called Meeting
District 10: Rohnert Park – 2 p.m.
Operating Engineers' Building
6225 State Farm Drive, Ste. 100

19th Retiree Potluck/Special Called Meeting
District 70: Anderson – 1:30 p.m.
Frontier Senior Center
2081 Frontier Trail

20th Retiree/Special Called Meeting
District 60: Marysville – 2 p.m.
Veterans Memorial Center
211 17th St.

24th Town Hall/Special Called Meeting
District 17: Kauai – 6 p.m.
Kauai Beach Resort
4331 Kauai Beach Drive, Lihue

25th Retiree/Special Called Meeting
District 11: Reno – 2 p.m.
Operating Engineers' Building
1290 Corporate Blvd.

25th Retiree/Special Called Meeting
District 17: Kapolei – 2 p.m.
Operating Engineers' Building
1075 Opakapaka St.

26th Retiree/Special Called Meeting
District 12: Salt Lake City – 2 p.m.
IBEW Hall
3400 W. 2100 S.

26th Retiree/Special Called Meeting
District 17: Kona – 11:30 a.m.
King Kamehameha Kona Beach Hotel
75-5660 Palani Road, Kona

26th Town Hall/Special Called Meeting
District 17: Kona – 7 p.m.
King Kamehameha Kona Beach Hotel
75-5660 Palani Road, Kona

27th Retiree/Special Called Meeting
District 17: Hilo – 11:30 a.m.
Hilo Woman's Club
7 Lele St., Hilo

27th Town Hall/Special Called Meeting
District 17: Hilo – 7 p.m.
Hilo Woman's Club
7 Lele St., Hilo

28th Retiree/Special Called Meeting
District 17: Maui – 2 p.m.
Maui Beach Hotel
170 Kaahumanu Ave., Kahului

28th Town Hall/Special Called Meeting
District 17: Maui – 7 p.m.
Maui Arts and Cultural Center
One Cameron Way, Kahului

TOWN HALL MEETINGS

The following meetings will be held at the District 11 Hall in Elko (1094 Lamoille Highway) at 6 p.m.

OCTOBER 2011

- 5th Newmont Mine Meeting
- 12th Construction Meeting

NOVEMBER 2011

- 2nd Newmont Mine Meeting
- 9th Construction Meeting

DECEMBER 2011

- 2nd Newmont Mine Meeting
- 7th Construction Meeting

Fourth-quarter District Membership Meetings – Dues Card

Rec. Corres. Secretary Jim Sullivan would like all members to carry their current Local 3 dues card when attending the fourth-quarter District Membership or Special Called Meetings. Your current dues card offers proof of your good-standing status as a member of Local 3 and will help verify your right to vote on the resolution to change the Local 3 Bylaws.

Shriners hosts free screening clinic

Retiree George Slack, a Local 3 member since 1962, is also a member of the Shriners. One of his volunteer duties for the organization includes putting together a free screening clinic for children in Mendocino County.

This clinic, available Oct. 9 from 11 a.m. to 3 p.m. at the Alex Rorbaugh Center at Grace Hudson Elementary School (825 N. State St., Ukiah, CA), will evaluate children in need of specialized services for orthopedic conditions, burns, spinal-cord injuries and cleft lip and palate. Acceptance is based solely on a child's medical needs – regardless of the patient's ability to pay. For more information regarding the screening clinic, please call Slack at (707) 485-0274.

For a list of other free clinics and information about this resource for children and their families, visit the Shriners website at www.shrinershq.org/ShrinersHQ.

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 in Local 3. These pins come in five-year increments from 25 through 70 years of service. Please contact your district office to receive your pins.

A gallery of some service-pin recipients can be found online at www.oe3.org.

Correction

Fifty-year member L.C. Kent of Vacaville was inadvertently left off the list of 50-year members in the July edition of *Engineers News*. Kent initiated into Local 3 in September 1960. We congratulate and thank him for his many years of service.

Credentials

Rigging/Signal – CCO – Class A CDLs with endorsements

If you have obtained a rigging and signal credential from an agency other than the Rancho Murieta Training Center (RMTTC), please let the dispatcher at your district office know. If the dispatchers do not have your valid credentials in our computer system, you will be skipped over for a job that requires them and we will have problems filling orders for employers requesting operators with certain credentials.

This is true for all credentials obtained outside the RMTTC. If you renewed your Certified Crane Operator (CCO) card through an outside agency or computer center, you need to let us know. The same applies with a Class A driver's license or added endorsements. Without us knowing what credentials you have, we cannot dispatch you to jobs that require them.

New Members

District 04: Fairfield

Sean Birkhofer
Dandre Fabillaran
Zachary Sinclair

District 10: Rohnert Park

Andrew J. Camozzi

District 20: Oakland

Brent Dutton
Chris Mart
Joel McWhirter

District 80: Sacramento

Joshua Crawford
Bernie Edens
Steven Ingles
Matt Thornton



From left: New members Bernie Edens, Steven Ingles, Matt Thornton and Josh Crawford get sworn in during the Aug. 3 Sacramento District Meeting.

Honorary Membership

The following Retirees have 35 or more years of membership in Local 3 as of August 2011 and have been determined eligible for Honorary Membership effective Oct. 1, 2011.

Thomas G. Adkins
1601628

District 11: Nevada

Gary J. Bitz
1256927

District 30: Stockton

Joe Locicero
1030415

District 80: Sacramento

Jose L. Ojeda
1600941

District 30: Stockton



Questions about your benefits?

Visit the Local 3 Trust Fund website (www.OE3TrustFunds.org) to get details about your Health and Welfare and Pension benefits. Make sure to register on the website to gain access to your personal information, calculate your Pension benefits (current and expected) and much more.

Go paperless

Engineers News online option available

Members who would rather read their award-winning *Engineers News* online instead of receiving it in the mail, can go paperless. This format will save the union printing and mail costs and will cut down on waste.

If interested, please send an e-mail to gopaperless@oe3.org with your name, mailing address and union registration number.

Join our online users

We invite you to join us on the Web. By registering on our Members Only website, you'll have access to important, confidential information. Visit www.oe3.org to get started. Please also join our E-mail Campaign. E-mail us at subscribe@oe3.org and we'll send you up-to-the-minute information regarding upcoming elections and political events, district meetings, job actions and important legislation. We will continue to use "snail mail," but through e-mail, we can communicate faster and cheaper about the things that matter!

Free real-estate consultations offered to union members

Twelve-year member John C. Ortega has been a licensed Realtor since 2004. He knows many people are concerned about their properties and confused about what to do during these financially tough times. So, he's offering free information to Local 3 members regarding loan modifications, foreclosures, bankruptcy, short sales and strategic defaults, etc. For more information, call him at (916) 214-8334, e-mail him at john@johncortega.com or visit his website at www.johncortega.com.

DEPARTED MEMBERS		DECEASED DEPENDENTS	
Alcorn, Cheryl Oakland, CA District 20 07-16-11	Mestrovich, Ronald Aiea, HI District 17 07-26-11	Bowyer, Vivian. Wife of Bowyer, B.W. (dec) 07-08-11	Judd, Marjorie. Wife of Judd, Donald (dec) 04-04-11
Cox, Leroy Vail, AZ District 99 07-26-11	Mulder, Ted Clearlake Oaks, CA District 10 06-30-11	Brown, June. Wife of Brown, George 07-01-11	Legras, Michelle. Wife of Legras, Pierre (dec) 07-01-11
Fehilly, James Orland, CA District 60 08-04-11	Pickering, Wendell Enterprise, UT District 12 07-12-11	Brown, Laree. Wife of Brown, Robert (dec) 05-30-11	Lewis, Barbara. Wife of Lewis, Douglas (dec) 05-10-11
Ferrier, Charles Chico, CA District 60 07-18-11	Reichert, John Modesto, CA District 30 07-20-11	Bruce, Rosemarie. Wife of Bruce, Robert 06-22-11	Lightner, Betty Rae. Wife of Smith, William 07-11-11
Frost, Paul Blanchard, MI District 99 07-11-11	Rinkle, Larry Waipahu, HI District 17 07-09-11	Brune, Peggy. Wife of Brune, Timothy 08-02-11	Moore, Genevieve. Wife of Moore, Chas (dec) 06-29-11
Guardanapo, Seraphi Jr. San Jose, CA District 90 07-06-11	Sheridan, F Wallace, CA District 30 07-01-11	Cappellano, Toni. Ex-wife of Dye, Michael 07-23-11	Nakamura, Florence. Wife of Nakamura, T (dec) 08-03-11
Ivie, Tracy Lindon, UT District 12 07-15-11	Shively, Shawn Lockeford, CA District 30 07-03-11	Christman, Tena. Wife of Christman, Walter (dec) 07-08-11	Novosel, Betty. Wife of Novosel, Michael (dec) 07-29-11
Kahunanui, Steven Wailuku, HI District 17 07-11-11	Simpkins, Robert Carmichael, CA District 80 07-16-11	Clements, Linda. Wife of Clements, Leon 07-19-11	Prentice, Ninah. Wife of Prentice, John (dec) 07-05-11
Landegl, Lothar American Canyon, CA District 04 07-05-11	Smith, Jeffrey Hidden Valley Lake, CA District 10 07-09-11	David, Ivy. Wife of David, Samuel (dec) 07-30-11	Presto, Virginia. Wife of Presto, Liberat 07-01-11
Leslie, Newton Honaunau, HI District 17 06-27-11	Spittler, Robert Pioneer, CA District 30 07-28-11	Durham, Sharon. Wife of Durham, Robert 06-27-11	Ray, Dixie. Wife of Ray, Russell (dec) 07-09-11
Massey, Marvin Clearlake Oaks, CA District 10 07-08-11	Taaffe, James Angels Camp, CA District 30 07-25-11	Ferry, Roberta. Wife of Ferry, Earl (dec) 05-22-11	Reynolds, Leslie. Wife of Reynolds, C 06-13-11
Mathis, Gary Yuba City, CA District 60 06-28-11	Thompson, Bill Kerman, CA District 50 07-26-11	Giambastiani, Beatrice. Wife of Giambastiani, Louie (dec) 06-20-11	Sadler, Frances. Wife of Sadler, Lester (dec) 06-06-11
McDonell, R Terra Bella, CA District 50 07-13-11	Watts, Ralph Chico, CA District 60 07-21-11	Streit, Linda. Wife of Streit, Leroy (dec) 07-24-11	Whitemore, Jean. Wife of Whitemore, Robert 07-10-11
McGuire, Robert Lincoln, NE District 99 06-17-11	Winsley, Alex Seattle, WA District 99 07-04-11	Hochgraef, Janet. Wife of Hochgraef, Ronald 07-04-11	Whitney, Margaret. Wife of Whitney, Burke (dec) 07-20-11

Operating Engineers Community Service Fund CASH Analysis as of June 30, 2011*	
CASH	AMOUNT
Cash Accounts	\$25,118.08
Savings	\$12.11
Merchant Account	\$426.98
Money Market	\$339,209.26
Certificate of Deposit	\$15,297.70
Aid to Distressed Workers Checking	\$22,367.19
No. Nevada Charity Checking	\$17,873.44
Utah Charity Checking	\$34,197.12
TOTAL CASH ON HAND AS OF June 30, 2011	\$454,501.88
Investment Analysis as of June 30, 2011	n/a
TOTAL INVESTED AS OF June 30, 2011	n/a
Total Fund Assets	\$454,501.88

Operating Engineers Local 3 Scholarship Foundation CASH Analysis as of July 31, 2011*	
CASH	AMOUNT
Regular Checking	\$10,608.00
Savings	\$5.00
Merchant Account	\$212.03
Money Market	\$50,472.75
Certificate of Deposit	\$15,297.70
TOTAL CASH ON HAND AS OF July 31, 2011	\$76,595.48
Investment Analysis as of July 31, 2011	
Smith Barney Investment Account	\$1,008,163.62
TOTAL INVESTED AS OF July 31, 2011	\$1,008,163.62
Total Fund Assets	\$1,084,759.10

***Disclaimer:** Both the Operating Engineers Local 3 Scholarship Foundation and the Operating Engineers Community Service Fund are IRS registered 501(c)(3) charitable organizations that have independent Boards of Directors. The union does not control either charitable organization. The union cannot access or use the monies controlled by these independent boards. These independent boards can only use the monies shown for activities in furtherance of charitable purposes.



Come with us to the Western Caribbean

Royal Caribbean Cruise Line's *Voyager of the Seas* sails from New Orleans on Feb. 25, 2012 for a seven night cruise. BOOK NOW - SPACE IS LIMITED. OE3 members, Retirees, their families and friends are invited to come along on a wonderful cruise from New Orleans to the Western Caribbean with stops in Jamaica, Grand Cayman and Cozumel. Your participation benefits the OE3 Scholarship Fund, as a tax-deductible contribution is included in your fare.

To see the ship and all it offers go to www.rccl.com.

For reservations, call (888) 713-0441

Deposit is \$250 per person or \$500 per cabin and is fully refundable until final payment is due Dec. 3, 2011. After that date, RCCL cancellation penalties begin to apply.

Prices* start at:

- Inside Cabin – \$549 per person, double occupancy
- Inside Promenade View Cabin – \$679 per person, double occupancy
- Outside Cabin – \$719 per person, double occupancy
- Balcony Cabin – \$829 per person, double occupancy

A pre-cruise hotel and transfer package will be available.

*Space is limited; other cabins and rates for third and fourth persons sharing are available; rates are guaranteed; government taxes will be added at final payment.

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. Deadline 1st of the month. Will run the following month. Limit two ads per issue.

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:
jjohnston@oe3.org

*All ads must include Member Registration Number or ad will not appear.

WANTED: Mazda MX3 GS. Running or not. '92 to '95. All of the front end sheet metal, bumper, trim, lenses, air dam, grill, hood, etc., from the doors forward, and all components in the engine compartment, must be complete and virgin or factory-replacement parts. White in color earns extra consideration. Leave message at (510) 278-2936. Reg# 2577104.

FOR SALE: D4J Cat, rebuilt engine, new clutch, battery, alternator, D2 fuel tank, running gear good. New seat. \$3,000. 540 3-cylinder industrial Ford tractor. Cannon scraper. Front loader. New tubes in rear tires. New seat. Contact Bob at (707) 326-1544. Reg# 0711800.

FOR SALE: Marble collection. Approximately 4,200, all in antique fruit jars with zinc lids. Some very old. Will send pictures if interested. \$750 for all. (530) 223-4388. Reg# 0827031.

FOR SALE: 1,900-square-foot, 3 bd/2-1/2 ba ranch-style home with in-ground pool. One block from beach. On Gulf Coast in Long Beach, Miss. No Katrina damage. Multiple listing number 243126. \$179,000. Call Nancy at (228) 547-6161. Reg# 1589183.

FOR SALE: Reduced to \$255,000 - 16.75 acres in south Idaho. Fully fenced, 34 shares of irrigation water. 3 bd/2 full ba. Master bath has garden tub. New fixtures throughout. New pressure tank, hot water heater,

heat pump/air conditioner. Attached, oversized two-car garage with cabinets and storage 24-by-24 workshop/barn with cool room corrals and other outbuildings. Young fruit trees. (208) 733-5089 or (435) 225-3184. Reg# 0848252.

FOR SALE: 2001 11-1/2-foot Arctic Fox Slide In Camper with 11-foot electric slide-out room. 11-foot awning, electric jacks with remote control. Two solar panels, two door fridge, water cooler, storm windows. Two radios; one with CD player; other cassette player. In good condition. \$13,000. Call Don at (575) 388-9620. Reg# 0900556.

FOR SALE: 14-inch-by-40-inch Clausung Lathe: \$3,500. Samson vertical mill (Bridgeport style): \$3,000. Scatchman Jet Ironworker: \$1,500. Also many grinders, saws and other shop tools. All located in Beowowae, Nev., about 40 miles west of Elko on I-80. (415) 492-1476. Reg# 1098479.

FOR SALE: 2006 Athens Park Royal Mobile Home located in Elko, Nev. trailer park. Unit can be kept in park or relocated and is in good condition with some work needed. \$19,900. (New, these units go for \$70,000.) Call Gig or Susan at (775) 738-8071 or John at (866) 259-6630. Reg# 2553692.

FOR SALE: Rebuilt 1972 Ford 351 Cleveland. Standard pistons, four-bolt main, crankshaft connecting rods and pistons balanced, aluminum Edel Brock intake manifold. Chrome valve covers. Mild camshaft. Aluminum belt pulleys. Hedman heddners. Needs carburetor and distributor. More than \$3,500 invested. \$1,800 OBO. (510) 303-5228. Reg# 2380873.

FOR SALE: Aera mill. Sargon electronics. Three-phase generator. Runs on 220-1 phase power. Table has no slop in both "x" and "y" directions. Comes with 6-inch Magnum vise, 360-degree rotation table, 50-plus collets, tool holders and some tooling. \$2,500 OBO. Also: Three Kurt 6-inch double vises, model DL 640. Great for production machine work. Paid \$750 each. All three for \$500. (510) 303-5228. Reg# 2380873.

FOR SALE: 2008 Montana 5th wheel. 35-feet long. Has electric fireplace and surround sound for movies and stereo. Has hitch and portable side patio. Has two slides (bedroom and living room) and a queen

number bed. \$27,000. (541) 661-1423. Reg# 1142922.

FOR SALE: 2008 Jayco Super Eagle Lite 30.5 BHS 5th wheel: \$19,200. Excellent condition; only used four times. Below NADA RV pricing. Four bunks in rear, table sleeps two, pull-out couch sleeps two, master suite sleeps two. Large slide out in main living area for sofa, dinette. Hitch included. Remainder of five-year warranty. Pictures available. Call John at (209) 513-7840 or jsrinlodica@yahoo.com. Reg# 2657282.

FOR SALE: Generator. Portable; gas-powered. Five hours of use. Pro-Source UG2300. 2,000 watt, 5.5 hp. Output: 120 v ac, 12 v dc. Great condition. \$180. (510) 278-2936. Reg# 2577104.

FOR SALE: 2006 34-foot Presidential 5th wheel with 2006 F350, Super Duty Combo. Both are in excellent condition. Call for more details. (707) 778-3160. Reg# 1826093.

FOR SALE: 1982 GMC Sierra Classic 4X4. Rebuilt motor, 20,000 miles on new motor, fresh paint, new tires 35X12.5 all-terrain, full power, dual tank, short bed, smog legal. \$3,500 OBO. (510) 551-7933. Reg# 2387132.

FOR SALE: 1974 Chevy Step Side dual tank need restoration, complete some parts. \$1,500, trade, OBO. (510) 551-7933. Reg# 2387132.

FOR SALE: 2003 35-foot Montana 5th wheel. Three slides, new hot water heater and Dominic refrigerator. Clean. \$20,000. (530) 343-2070. Reg# 1862038.

FOR SALE: Like new 2004 seadoo bomardie sportster 4-tec 20 hours or less. Contact Mary at (707) 480-4121 or vpd412@aol.com. Reg# 0939949.

FOR SALE: A Denon AVR2801 Amp, a Sony STR-DE 2801 Amp, a Yamaha HTR 5990 Amp, Sony 5.1 speaker system with rear speaker stands, Audio Vox 5.1 speaker system with rear speaker stands plus Klipth subwoofer. All remotes included with individual owner manuals, plus speaker wire, connections, etc. Will accept any reasonable offer. Located in Roseville, Calif. Call Tim at (415) 559-6500. Reg# 1986429.

FOR SALE: 16-foot 1999 Alumaweld Stryker with 40 hp Mercury four-stroke, low hour outboard with happy troller cut-off plate, 50-pound Trust Minn Kota electric

trolling motor and 4 hp Suzul with fuel tank. One-axle galvanized rogue trailer. Eagle Ultera depth finder, two walker down riggers, walk-through windshield, storage tackle center, rod holders, spare prop anchor. Lift for crabbing. More. \$9,000. (530) 365-2036. Reg# 1194996.

FOR SALE: 12-inch digital caliper, Mitutoyo (digimatic). \$110. Also: A Fowler 0-1-inch micrometer with syltvac digital 6-inch caliper. \$110. (530) 622-7026. Reg# 1051395.

FOR SALE: 2001 Ford F350 4x4 Quad Cab Black over Sand Ext. 80-gallon fuel tank with pump SuperChip two sets tires and wheels. 150,000 miles. Also: 1999 Seebreeze 5th wheel dual slides 4k onan gen. solar panels cover and tripod awnings and slide covers. \$21,000 for all. (530) 587-8193. Reg# 2407711.

FOR SALE: 302A John Deere Tractor. Bucket in front, hydraulic tilt on scraper and rippers, safety cab; set up for backhoe; has reconditioned heads, heavy-duty pump for backhoe, new valves, injectors, diesel fuel pump, booster pump and starter, good tires. Ready to go to work. \$9,500 OBO. Will take smaller tractor in trade. (916) 991-1530. Reg# 0486196.

FOR SALE: 1928 five-window coupe Model A Ford. Restored. 76,000 actual miles. \$12,500 OBO. (916) 991-1530. Reg# 0486196.

FOR RENT: 2 bd/2 ba ocean-front condos in Maui. Both units are right on the ocean at Sugar Beach in Maalaea Bay. Full kitchens, laundry. Sleeps six. Visit www.MarysMauiCondo.com or call (707) 480-4121. Reg# 0782777.

FOR SALE: Condo in Maui, 2 bd/2 ba. Ready to move in or use as a vacation rental. Comes furnished. Ocean-front unit. (707) 747-6727 or vpd412@aol.com. Reg# 0782777.

FOR SALE: 1995 Dodge Ram 2500 turbo diesel, automatic with overdrive, four-wheel-drive, regular cab, equipped for 5th-wheel trailer, exhaust brake, pump has been recalibrated to Cummins specs, grill guard with bug shield, tow hitch front and back, bed liner, cab high insulated Snug Top canopy. Well-maintained. 119,000 miles. \$9,000 (510) 537-6940. Reg# 0991220.

FOR SALE: Vintage 1961 30-foot Norwalk Cruiser. Twin Chrysler straight 6 engines

with 2 velvet transmission. All Mahogany wood, sleeps six, electric head and sink, two-burner stove, refrigerator and sink, two canopy back windows and sides, electric anchor wrench, suto starter for 110v generator. Restored with all original parts. Berthed in Isleton, Ca. \$3,500. No trades. Call Dan at (209) 470-7029. Reg# 1774822.

FOR SALE: 2003 30-foot Wellcraft Martinique boat with 2007 Nextrial trailer. Excellent condition. 2-by-10 swim deck. White with full black canvas enclosures. Large salon, wraparound lounge, portside lounge seats eight adults; sleeps eight. 310 hours on twin 5.0 Mercruiser MPI motors (305 chev) and Bravo 3 drives. Lots of extras. \$59,995. Call Ken at (559) 960-4966. Reg# 2149218.

FOR SALE: Gates crimp on hydraulic fittings. Various sizes. Call Tony to make an offer at (209) 786-2736. Reg# 1144803.

FOR SALE: 1990 F350 service truck. Original owner. Long frame, V8 International engine diesel. Automatic transmission with overdrive. 57,000 miles. Royal utility bed with seven cabinets and stand-up bottle cabinet. Newer Lincoln 250 stick welder with leads. 8-inch Wilton vice on rear bumper. Large custom storage box. Air compressor. Too many tools to list. Best offer. (415) 897-9125, (415) 320-9126 or (415) 230-9125. Reg# 2188998.

FOR SALE: 25 acres, 3 bd/2 ba home with sun room, closed-in deck, living room, dining room, kitchen, dishwasher, smooth-top stove, refrigerator, washer and dryer, daylight basement, fantastic view, 3,200 square feet, 78 Gl. minute in well, 30-by-40 shop and 18-foot side, concrete floor in shop, barn, fence and cross fence, pond. Worley, Idaho. jendavleon@aol.com. Reg# 0883658.

FOR SALE: 2001 Itasca Sunrise, 30-foot motor home, Vortec V-8, 62,000 miles, 14-foot slide out, two roof airs, electric satellite dish and locator, TVs, MP3 player, 4,000-watt Onan Gen, walk-around queen bed, Roadmaster air braking system for tow vehicle, Gen exhaust extension. Serviced 150 miles ago, all new jack springs. \$29,000 or assume loan at \$476/month. (530) 273-3891. Reg# 2253924.

FOR SALE: D8H radiator core for 46A. \$800. (209) 401-7655. Reg# 2012178.

MORE THAN MAINTENANCE

Bridge crews repair, clean, seal and pave

By Gladys Perry, business representative

The following is part of a series on the detailed tasks of specialized Unit 12 bridge crews.

One of the Caltrans bridge crews' primary functions is repairing bridge spalls, joints and cells. Their work is generated from a service request by the district office. Businesses, residents, law enforcement agents and the public call in specific requests and needs. To make repairs, lanes are closed and traffic is diverted.

Bridge spalls are voids or gaps in the concrete that need to be cleaned and filled with a special quick-drying concrete mix. These voids occur because of the expansion and contraction of the concrete, due to traffic or weather.

Bridge joints are like metal fingers, and there are various types on every bridge. Joints often come loose and get damaged, and they must be repaired or replaced. Routine joint inspections are scheduled either by supervisors or the workers, if they see potential problems during the course of their workday. Some repairs take several days, depending on the different types of materials and equipment needed. For instance, after an

assessment is made, it may take more than a few specialists to get the job done. Then, special equipment must be transported in, etc.

Bridge cells are hollow panels on the underbelly of the bridge. Some of the homeless population break into these areas and live there. Bridge crews must access these areas to replace the panels. We highlighted some of these efforts in last month's *Engineers News*.

Other bridge-crew tasks include sealing the cracks to avoid water damage and assisting the maintenance crews with paving.

Bridge crewmembers work together as a team. They make an assessment, put a plan of action into motion and execute it. They do not bend from safety. It is important for them to look out for one another. Routine procedures must be followed. These guidelines are spelled out in Chapter 8 of their Safety Manual. They must have their priorities in order. Their personal safety is foremost, followed by their partner's safety and then the public's safety. The bridge crew cannot help the public, if they don't look out for themselves.



Above: Members of the San Jose and Foster City bridge crews work together, including David Douglas, Will Stevens, Jack Barba, Francisco Cruz and Anthony Cortez. At right: James Ocampo uses compressed air to clean out a bridge joint on Durant Bridge 280.

