Happy Holidays to all of our members from the officers and staff of Local 3. We wish you and your family a wonderful holiday season and a prosperous New Year.

Russ Burns, Business Manager
Making the hard decisions

Brothers and sisters, you know that good or bad, I always give it to you straight. I also firmly believe in taking blame when a decision we officers have made was a bad one. With that said, the Trustees’ decision to make Plan changes to our active and Retiree Health and Welfare Plans was the right one. It was certainly a difficult decision to make, because I want nothing more than the most cost-effective plans for the membership of this great local; however, it is the fiduciary responsibility of your Trustees and myself to ensure that our Plans remain solvent. And with the devastating impact this economy has had on our work hours, we could not continue the current Plans with the amount of monies going out growing larger than the monies coming in.

To illustrate this point, I want to highlight a few numbers for you: For our active California members, through June 2011, we paid out a total of $78,450,331 for health-care costs, and we received income (contributions and investment income) in the amount of $62,786,142. That’s a more than $15 million deficit. For our Retirees, across all four states, we paid out $47,016,108 through June, and received $44,304,355, which equates to an almost $3 million deficit. We could not continue at this pace and keep a viable Health and Welfare Fund for our members. (For a detailed account of Health and Welfare disbursements, see page 5.) For all plans across all states, through June, we were in the hole $118,839,295. With millions of dollars going out and not enough dollars coming in, the Plan was bleeding, and we had to do something right away. I know many of you are not happy about the increased cost to the membership. I am not happy about the increased cost either, but we had no choice. These changes had to be made as a direct result of reduced work hours (a decline that started as far back as 2008 and continued in 2009 and 2010), increasing health-care costs, provider-rate increases and Health Care Reform changes. As soon as we saw the numbers, we officers met with the Trustees to come up with prudent changes that would impact the membership as little as possible, yet stop the bleeding from our funds.

I have received several e-mails and letters from members who are unhappy about these changes. While I appreciate your feedback and understand your concern and frustration, again, I must emphasize that we had no choice but to make the changes we made (for example: Benefit limits on several drug classes). To do nothing would risk de-funding all of our Health and Welfare Plans. If that had happened, if we had failed to have the courage to stand up and make the hard decisions, we would be a lot worse off, because we’d be stuck with medical emergency bills and astronomical prescription drug costs in the hundreds of thousands of dollars.

This union protects its own. We are strong because of the excellent value of our skills, our unity and our Fringe Benefits that allow our members to stay healthy and retire with dignity through a top-notch Pension. These benefits are what this union’s founding fathers believed in and what we officers will do whatever possible to protect.

Rest assured that as soon as work hours and the economy return, which seems to be happening already, the Trustees will look at re-establishing lost benefits and lowering co-pays, etc.

Please read through the District Reports in this edition for more detailed accounts of better work hours and ongoing and future projects.

Speaking of future projects, as you know, I am a member of the California High-Speed Rail Authority Board, which recently released its new business plan. The release of this plan means we’re that much closer to having High-Speed Rail finally become a reality. The plan speaks to the tremendous benefits of the project in terms of improving the quality of life and employment for thousands of state residents, and most importantly, our members. The plan is available for public comment for 60 days before it will be adopted. Unfortunately, there are those out there who are actively trying to kill High-Speed Rail in California. We may be asking for your help to ward off these attacks very soon. I hope we will be able to count on your support at this critical time. We cannot allow the naysayers to kill this project. Stay tuned for more details.

As I mentioned earlier, our work picture is improving, and we can be thankful for that. Unfortunately, we are a part of a global economy, and as long as the turmoil continues in Greece, market volatility is a given, and thus, all of our finances are impacted. While we can’t control the whims of other countries, we can control who we put in office. So I urge you, as always, to get involved this election season. Your job depends on it. I also urge you to take advantage of all of the training opportunities afforded to you throughout our four-state jurisdiction.

Visit www.oe3.org and click on “Training” for what’s offered in your district.

Have a wonderful holiday season, and see you next year.
Enjoy life

Merry Christmas and happy New Year’s. For those fortunate enough to have had jobs this year, be thankful. For those who didn’t or were not fully employed, it was a tough year. If possible, help someone out who is less fortunate. It is the season for giving. In the end, all we really have is each other.

At the last round of meetings, the Bylaws changes were overwhelmingly passed by the membership. To those who voted, thanks for your participation, and congratulations to the Bylaws Committee. These elected representatives take their responsibility very seriously. They spent a lot of hours and had many good debates during the last 20 months to ensure our union’s Bylaws are the best they can be. The Bylaws are the membership’s contract with Local 3, just like Local 3 has a contract with the employers. The Bylaws must also be in accordance with the International Union of Operating Engineers’ (IUOE’S) Constitution. If you would like something changed in the Bylaws, please don’t hesitate to call your district office to get in touch with your Bylaws Committee member. The committee meets periodically to discuss new ideas.

On another serious note, I would like to touch on worksite violence. We are living in stressful times right now. It used to be that if you had a problem with a co-worker, you would either have a beer after work or line up scrapers in a double row and come to an understanding about who was right and who was wrong. But you can’t do that anymore. There was a terrible tragedy recently at a rock quarry in the South Bay (District 90). There were problems within the crew, and one morning, one of the individuals made the decision to take the lives of three co-workers and wound about seven others. This individual went to the extreme by taking the stress in his life out on his co-workers. We will never know why, but innocent people were gone in an instant, and now their families are left with memories. We must remember how important it is to be respectful of our co-workers. If there is a problem or potential problem at the worksite, inform your foreman, supervisor or union representative immediately. Please don’t joke around about threatening someone, no matter how small or innocent you may think it is. People are especially sensitive now, and the employers will not tolerate threats or violence on the job. You will be terminated immediately. As always, the union will do what we can to defend you, but it will be difficult.

On a more positive note: President Obama recently announced that all troops will be withdrawn from Iraq by Jan. 2, 2012. I don’t know how many of our members served, but to them, thank you very much. We are proud of you – welcome home.

With our service people returning, there is now all the more reason to pass a jobs bill in Washington, D.C. We don’t want the folks who served this country standing in the unemployment lines after they discharge out of the service. These folks are talented. They are trained, disciplined and know what it is to get up early and stay late to get a job done. We need good-paying jobs to help them make the transition to private work. I know the Operating Engineers will be there to help.

I would like to close by thanking the staff of our union. They work hard behind the scenes and make this machine and all its gears move in the right direction. The members are the fuel that feeds the engine, and the internal moving parts are the staff. The pistons, bearings, rods, etc. are made up of everyone from the contracts manager to the mail courier. There are many folks to thank, as we officers cannot do this on our own.

This next year will be busy for all of us, so rest up, fight the good fight and always keep the membership No. 1.

Happy holidays to all. Be safe and enjoy life.
Third Quarter 2011 Financial Results

Our nation's economy escaped stall speed during the third quarter of 2011, substantially ending fears of a double-dip recession. Third-quarter Gross Domestic Product (GDP) grew at a 2.5 percent rate, more than triple the stagnant 0.7 percent growth rate during the first half of 2011. Consumer spending improved modestly during the quarter, as did business spending for construction and mining equipment and for auto-dealer inventories. Construction spending rebounded in August and continued its gain into September, while the manufacturing and transportation sectors also saw slight improvement. However, depressed housing activity and persistent high unemployment continue to hinder any meaningful acceleration in economic activity for the near future. While sales of new homes rose 5.7 percent in September, the first increase in five months, sales of previously occupied homes fell 3.0 percent. For September, the glut of unsold homes stood at 3.48 million, an 8.5-month backlog.

Anemic job growth, which continues to be the theme for 2011, improved slightly during the third quarter of 2011, while planned layoffs fell. The private sector created 436,000 jobs, whereas the government sector lost 47,000 jobs, resulting in a net gain of 389,000 jobs. Of these jobs, 23,000 were in the construction industry. Our nation’s third-quarter unemployment rate settled at 9.1 percent, down modestly from the second quarter’s 9.2 percent rate. Nevada, whose unemployment rate had been declining for most of 2011, saw its rate increase one full percentage point to 13.4 percent and has now led the nation for 18 consecutive months. California’s unemployment rate (ranked second nationally) increased slightly from 11.8 percent to 11.9 percent, while Hawaii registered a 0.4 percent increase to 6.4 percent. Nevertheless, Hawaii’s rate is still one of the lowest in our nation. Utah’s rate remained unchanged at 7.4 percent.

During the third quarter of 2011, Local 3’s membership decreased by 100 members, bringing the Year-To-Date (YTD) membership losses through September 2011 to 558 members or 1.57 percent. Total membership as of September 2011 stood at 35,072.

While the economy continued to muddle along, the local showed much stronger financial results in the third quarter of 2011, with net income coming in at $8,100,023 versus October’s third quarter loss of 467,316. Third quarter 2011 receipts were $10.6 million, a 15.4 percent increase over the second quarter of 2011 and a 4.9 percent increase over the same period in 2010. Third quarter 2011 expenses were at $9.8 million, a 2.7 percent increase over the second quarter of 2011 and a 6.9 percent decrease versus the same period in 2010. Third quarter 2011 supplemental dues revenues continued to increase as the seasonally strong third quarter showed significant improvement on a quarter-on-quarter basis and year-over-year basis. Third quarter 2011 expenses increased modestly on a quarter-on-quarter basis due to slightly higher employment costs and other training-related expenses, while on a year-over-year basis, they fell due to the continued work-force reduction plan implemented in December 2010.

YTD through September 2011, Local 3’s net loss was $1,004,023 versus a net loss of $4,143,235 for the first nine months of 2010. YTD revenues were $28.5 million, a $1.7 million (6.5 percent) increase over the same period in 2010. YTD expenditures through September 2011 were $29.5 million, a $1.4 million (4.6 percent) decrease versus 2010. This year’s revenues benefited from increased work hours (supplemental-dues receipts were 11.2 percent) and service-fee income (up 77.7 percent), mostly from the recently completed Ruby Pipeline in Nevada and Utah. Expenses fell primarily due to lower wages, benefits and payroll-tax expenses resulting from the continued work-force reduction plan noted above.

As Local 3 heads into the final quarter of 2011, encouraging signs point toward a strong close to its finances. Membership losses have moderated, construction hours remain strong throughout most of the jurisdiction, YTD surveyor hours (a sign of future work) are firmly above 2010 levels and expenses continue to be held in check.

### Fund Balance ($ in millions)

<table>
<thead>
<tr>
<th></th>
<th>09/30/2011</th>
<th>09/30/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>General</td>
<td>$36.6</td>
<td>$37.2</td>
</tr>
<tr>
<td>Hardship, Strike, Lockout</td>
<td>$4.4</td>
<td>$4.1</td>
</tr>
<tr>
<td>Emergency</td>
<td>$13.0</td>
<td>$12.1</td>
</tr>
<tr>
<td>Defense</td>
<td>$8.9</td>
<td>$8.3</td>
</tr>
<tr>
<td>Capital Maintenance</td>
<td>$8.0</td>
<td>$8.7</td>
</tr>
<tr>
<td><strong>Total Liabilities and Fund Balance</strong></td>
<td><strong>$38,152</strong></td>
<td><strong>$36,632</strong></td>
</tr>
</tbody>
</table>

### Third Quarter 2011 Financial Report

#### Profit & Loss Statement

(Oct. 30, 2011 – Year-to-Date)

<table>
<thead>
<tr>
<th>Revenue/Expenditure Category</th>
<th>Amount (in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Revenue</td>
<td>$25,258</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>$3,256</td>
</tr>
<tr>
<td>Total Revenues</td>
<td>$28,514</td>
</tr>
<tr>
<td>Salaries, Benefits and Taxes</td>
<td>$18,351</td>
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<tr>
<td>Per Capita Taxes</td>
<td>$4,245</td>
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<tr>
<td>Office and Operations</td>
<td>$8,242</td>
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<tr>
<td>Depreciation</td>
<td>$1,178</td>
</tr>
<tr>
<td>Professional Services</td>
<td>$8,545</td>
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<tr>
<td>PACs and Fund Allocations</td>
<td>$7,811</td>
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<tr>
<td>Admin and Public Relations</td>
<td>$8,495</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$29,518</td>
</tr>
<tr>
<td>Net Income/(Loss)</td>
<td>$(1,004)</td>
</tr>
</tbody>
</table>

#### Balance Sheet

(As of Sept. 30, 2011)

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Amount (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, Investments and Deposits</td>
<td>$30,124</td>
</tr>
<tr>
<td>Employee Funded 457 Plan</td>
<td>$1,523</td>
</tr>
<tr>
<td>Automobiles</td>
<td>$8,549</td>
</tr>
<tr>
<td>Office Furniture and Equipment</td>
<td>$8,684</td>
</tr>
<tr>
<td>Computers and Software</td>
<td>$9,203</td>
</tr>
<tr>
<td>Communications Equipment</td>
<td>$8,888</td>
</tr>
<tr>
<td>Print Shop Equipment</td>
<td>$1,006</td>
</tr>
<tr>
<td>Less Accum. Deprecation</td>
<td>$(89,826)</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$138,152</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Liability Category</th>
<th>Amount (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td>$(4)</td>
</tr>
<tr>
<td>Employee Funded 457 Plan</td>
<td>$1,523</td>
</tr>
<tr>
<td>General Fund Balance</td>
<td>$836,632</td>
</tr>
<tr>
<td><strong>Total Liabilities and Fund Balance</strong></td>
<td><strong>$38,152</strong></td>
</tr>
</tbody>
</table>
2011 HEALTH AND WELFARE PLAN BENEFITS
Jan. 1 – June 30, 2011

<table>
<thead>
<tr>
<th>PLAN</th>
<th>MEDICAL</th>
<th>PRESCRIPTION DRUG</th>
<th>DENTAL</th>
<th>OTHER DISBURSEMENTS</th>
<th>TOTAL DISBURSEMENTS</th>
<th>TOTAL RECEIPTS</th>
<th>NET CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NO. CALIFORNIA</td>
<td>$ 60,309,565</td>
<td>$ 5,866,197</td>
<td>$ 7,212,555</td>
<td>$ 5,062,014</td>
<td>$ 78,450,331</td>
<td>$ 62,786,142</td>
<td>$ 15,664,189</td>
</tr>
<tr>
<td>PENSIONED</td>
<td>$ 21,481,142</td>
<td>$ 202,053,392</td>
<td>$ 82,187,155</td>
<td>$ 3,294,419</td>
<td>$ 47,016,108</td>
<td>$ 44,304,355</td>
<td>$ 2,711,753</td>
</tr>
<tr>
<td>NO. NEVADA*</td>
<td>$ 7,307,454</td>
<td>$ 1,462,109</td>
<td>$ 577,231</td>
<td>$ 766,686</td>
<td>$ 10,113,480</td>
<td>$ 11,895,930</td>
<td>$ 1,782,450</td>
</tr>
<tr>
<td>HAWAII</td>
<td>$ 7,678,390</td>
<td>$ 1,422,646</td>
<td>$ 1,077,337</td>
<td>$ 849,988</td>
<td>$ 11,028,361</td>
<td>$ 9,673,813</td>
<td>$ 1,354,548</td>
</tr>
<tr>
<td>UTAH</td>
<td>$ 4,797,973</td>
<td>$ 1,032,308</td>
<td>$ 477,460</td>
<td>$ 754,966</td>
<td>$ 7,062,707</td>
<td>$ 6,407,721</td>
<td>$ 654,986</td>
</tr>
<tr>
<td>PUBLIC EMPLOYEES</td>
<td>$ 7,665,345</td>
<td>$ 1,277,259</td>
<td>$ 1,045,090</td>
<td>$ 574,070</td>
<td>$ 10,561,764</td>
<td>$ 10,326,495</td>
<td>$ 235,269</td>
</tr>
</tbody>
</table>

Notes:
1. Medical includes regular and Kaiser medical (including Kaiser Drug), stop-loss and Medicare reimbursement.
2. Pensioned Health and Welfare prescription drug cost is the claims paid less Medicare drug subsidy of approximately $1.6 million.
3. Other Disbursements include vision care, life insurance, burial benefits, hearing aids, physical exams, disability, chemical dependency and operating expenses.
* Figures based on unaudited financial statements.

Plan Assets

Plan Returns / Funded Status

<table>
<thead>
<tr>
<th>Investment</th>
<th>Target Return</th>
<th>Funded Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Return (3)</td>
<td>Return (4)</td>
<td></td>
</tr>
<tr>
<td>1998</td>
<td>17.6%</td>
<td>7.5%</td>
</tr>
<tr>
<td>1999</td>
<td>4.8%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2000</td>
<td>3.2%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2001</td>
<td>0.4%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2002</td>
<td>-6.6%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2003</td>
<td>12.5%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2004</td>
<td>6.7%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2005</td>
<td>6.9%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2006</td>
<td>10.5%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2007</td>
<td>5.2%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2008</td>
<td>-25.6%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2009</td>
<td>11.1%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2010</td>
<td>11.7%</td>
<td>7.5%</td>
</tr>
<tr>
<td>2011</td>
<td>-4.6%</td>
<td>7.5%</td>
</tr>
</tbody>
</table>

Notes:
1) Asset figures and returns are preliminary and unaudited. 2011 return is nine months ending 09/30/11.
2) Other investments include insurance contracts with New York Life and operational cash.
3) Returns through 12/31/2007 were not calculated by IPS.
4) The Funded Ratio is the value of assets used for the annual pension plan valuation divided by the present value of accumulated plan benefits as provided by the actuary.

Commentary (Third Quarter 2011):
The first nine months of 2011 have been a rollercoaster ride with August and September providing stock investors the greatest “rush” with a dizzying downhill ride. On the domestic front, the record federal deficit and the political impasse on spending cuts, taxes and the downgrade of U.S. securities continues to give investors the jitters. Globally, there has been continuing angst about Greece and the potential default on its bonds. The fear is that the banks in the Euro zone have substantial holdings in Portugal, Ireland, Italy, Greece and Spain (PIIGS) sovereign debt, which is all suspect. Financial institutions, especially in Europe, were hit the hardest, but no markets were spared. The S&P 500 index declined 13.9 percent for the quarter and is down 8.7 percent year-to-date. The Federal Reserve ended its Quantitative Easing – Phase 2 (QE2) at the end of the second quarter but has indicated it will keep interest rates low through mid 2013. In an attempt to keep mortgage-interest rates low and stimulate the housing market, the Fed implemented a “twist” strategy – it buys short-term government bonds and sells longer-term bonds, driving down rates. So far, the strategy has worked, since rates for the 10-year treasury reached new lows of 1.93 percent at the end of the quarter. Bonds also benefited from the twist, and the Barclays Aggregate index was up 3.8 percent for the third quarter and 6.6 percent year-to-date.
Guardrail repair saves lives

By Gladys Perry, business representative

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

Unit 12 members must repair guardrails on a regular basis to ensure public safety. Guardrails are safety barriers, and they ultimately save lives. These metal rails are strategically located and engineered to safely deflect traffic from poles, electrical boxes and anything that might cause additional danger in the event of an accident.

Removing, repairing and replacing damaged guardrails can be dangerous. Torches are used to cut the galvanized metal, and the fumes created are very hazardous. Guardrail repair is normally done during the daylight hours, however, if an accident occurs at night where the area is unsafe, crews are called out to do immediate repair. Leadworker Will Stevens and his crew's biggest challenge is when the guardrails need bending with the hydraulic arm of a boom truck, because there is a potential for instantaneous movement from the pressure and the metal's tension. A piece of metal could spring in the wrong direction and cause serious injury or death. Therefore, when manipulating the guardrail arm, crewmembers must be acutely aware of their surroundings.

These crews are also responsible for fence repair. There are thousands of miles of fences throughout California, and they are sometimes damaged from accidents, unexplained causes or the homeless population cutting them to access restricted areas to set up camps. This has become an ongoing situation for crews, who are routinely repairing or replacing damaged fencing.

Let's organize!

It's not by chance that Local 3 is the largest local union within the International Union of Operating Engineers (IUOE). It takes dedication and pride, along with continuous education, to be No. 1. As union members, we must all strive to communicate with and educate not only our existing members but also potential members who are working in our industries.

We have been through some tough times these last couple of years due to the economic downturn. Now more than ever it's imperative that we stick together for the common cause. We can build our way back through solidarity. Organizing is an important part of the rebuilding process, because it creates new work opportunities and helps increase work hours. Increased hours help our pocketbooks first and foremost, but additionally, increased contributions help our Fringe Benefits get healthy too. Every member can make a contribution to organizing by simply sharing information with others, promoting unionism and participating in union activities. If we don't take the time to educate the youth and non-members working in the industry, they will never fully understand the blood, sweat and tears it has taken to build this union. Without unions, it's simply a race to the bottom. Contractors wouldn't have a level playing field, and they would be forced to lower their bids to get any work. Unfortunately, these reductions would be at the expense of the workers, because they are one of the few variable costs of a bid.

Remember this: “At will” workers get what their employers are willing to give. So talk it up, protect and promote your right to collectively bargain and by all means, protect prevailing wage.

We recently ran an organizing campaign with some workers in District 60 that didn’t go so well. The employer, Yuba Dredging, admitted to its employees that it spent more than $100,000 on a union-busting law firm to thwart the union campaign. Despite nearly three months of group meetings and numerous one-on-one conversations with the workers and their families, the loss of health-care benefits and blatant violations of California labor laws, a majority of the workers were afraid to vote for the union, because they feared losing their jobs. Subsequently, we lost the campaign. This gold producing company maintained it was broke and feared losing their jobs. Subsequently, we lost the campaign. This gold producing company maintained it was broke and could not afford any increases for workers. Sadly, during the same time period that these workers had seen no pay increases, they lost health care and labor laws were violated, the price of gold tripled – nearly a 300 percent increase in revenue for the employer. What a shame. We had some real standup workers in the group who never once fell for the deceptive tactics used by the employer, but unfortunately, it wasn’t enough to pull out a victory. However, we will continue our pursuit to help workers regardless of the obstacles we may face.

Local 3’s organizing goals are relatively simple:

1. Create new work opportunities for our members by signing new employers.
2. Grow our membership by increasing market share.

As of Sept. 30, 2011, Local 3 organizing results for 2011 are as follows:

- New employers signed – 52
- New agreements signed – 170
- Total dispatches created – 897

Our Unit 12 brothers and sisters go to work in the Central Valley

Dave Miller
Mike Costa
Rick Martinez
Matt Trueb
Bay Bridge illustrates Local 3's strength, determination

It’s been a tough year for some of our members, so it’s nice to end 2011 on a positive note. Our work hours are up in most districts, and there are a lot of jobs already lined up for next year. Read through this month’s District Reports to see what you can look forward to in your area.

In Burlingame District 01, operators will get to start on the next phase of the new San Francisco-Oakland Bay Bridge project, which has employed members since 2002 when construction first broke ground. For the last two years, crews have been working specifically on the deck section for the Self-Anchored Suspension (SAS) span of the bridge, but on Oct. 28, the 28th and final segment was finally placed. OE3 was well represented during this historical pick, not only by the members doing the job but with a Local 3 banner that hung from the 1,049-ton section as it was lifted.

This officially connects the two largest projects on the east span of the bridge – the SAS and the Skyway – and gives a clearer vision of what the final bridge will look like when it opens to the public in 2013.

Early next year, crews will begin installing the main cable. To get to this point, Local 3 operators have worked day and night, in good weather and in bad. This iconic bridge will be a tribute to their hard work that will remain for years to come.

In closing out the year of 2011, I’d like to take the opportunity to first thank you all for the continued support you have shown myself and the other officers during this very tough time in our history and to encourage you to stay involved in our union. Last but not least, I would like to wish you and your families a very merry Christmas and a happy and prosperous new year.

FIELD PERSPECTIVE:
What the members are saying

Working on the Bay Bridge, how does it feel to see the final deck section for the Self-Anchored Suspension span go into place?

“Feels great. How often do you get to work on an iconic job like this?”
– Gene Pratt, 15-year member

“Personally, a lot of satisfaction seeing it get closed up.”
– Theo Rohr, 25-year member

“It’s been very satisfying. I’ve been off and on this project since 2004, and finally, it’s starting to look like a bridge. We’re going to get this done.”
– Bill Alger, 33-year member

“For me, I run the tower crane, so I get to watch it. It’s beautiful watching this thing go together. ... I have the best seat in the house.”
– Nick Shafer, 14-year member

Crane operators Mark Mom, Dale Thomas and Rodney Anderson worked on this project, but passed away before it was finished. “That’s what I thought about with that last piece. I thought about those guys – my brothers in arms, so to speak.”
– Jeff Scott, 22-year member

A Local 3 banner hangs from the final, 1,049-ton section for the SAS span of the San Francisco-Oakland Bay Bridge.
Handling over-payment, insubordination

Have you ever had the good fortune of your employer paying you more than your regular salary? This could mean anything from an erroneously increased hourly rate to a double payment while on disability. You soon find out that it really isn’t “fortune” at all, especially when your employer is standing there with a hand out saying: “Pay back the money.”

This doesn’t happen very often. Usually compensation issues are due to paychecks being short – an incorrect overtime calculation, a salary increase not being properly applied or a differential not being properly paid. In most jurisdictions, this is handled through the grievance procedure. But what should you do if your employer overpays you?

It is common to react by saying: “They can’t do that to me. This is my money.” But it isn’t. However, you have rights regarding how you pay the money back (how much, over what time period, etc).

In September 1999, the California Department of Industrial Relations, Division of Labor Standards Enforcement, responded to these inquiries: “Under most circumstances, California law prohibits an employer from deduction from an employee’s wages any debts the employee may owe to the employer.”

If an employer has overpaid an employee and is attempting to recoup that overpayment without an agreement on the payback terms, the employer has the option of going to court to obtain a judgment to collect the overpayment. According to the court, the deduction of monies owed from the employee’s paycheck without the written consent from the employee or court order is the same as a garnishment of one’s wages without due process. Labor Code Section 221 describes the limitations of lawful withholdings. The Division of Labor Standards Enforcement vigorously enforces the law with respect to unlawful deductions.

What happens if the employer has underpaid an employee? Unless it is a Fair Labor Standards Act (FLSA) claim, which can go back three years in some circumstances, the best plan is the grievance procedure within your respective Memorandum of Understanding (MOU). Some MOUs allow the employee to go back six weeks; others allow one year or more.

How could someone not notice for such a long time that their paycheck was short? Surprisingly, some members do not review their paychecks or only look at their take-home pay. Remember: The check stub reflects total compensation and applicable deductions, so all figures should be checked. It is your money, and you want it to be right. Should a discrepancy be found, immediately contact your business agent, so the issue can get straightened out. The sooner the issue is brought to the attention of your employer, the faster it will be settled.

On a separate note, I want to remind you about the pitfalls of insubordination, which is defined in the dictionary as “disobedience to authority.” I don’t know how many times I have told members: If the boss asks you to do something that is not dangerous or against the law, do it. If the order falls outside work classification, the appropriate action is to grieve it. As the saying goes: “Do first; grieve later.” Keep this in mind. Then you won’t have to worry about any discipline for insubordination.

Discipline is on the rise for a lot of things that never would have been brought up before. With everything else going on out there, the last thing you want is to face a charge that should have never come up in the first place.

Why I joined Occupy Wall Street in Oakland

By County Employees’ Management Association (CEMA) member Evan Dowling

I attended the Occupy Wall Street march and rally in Oakland on Oct. 15.

I joined a crowd of 2,500 peaceful demonstrators. Some of the speakers and marchers were socialists and revolutionaries. One speaker led a chant of “Tear it down!” in reference to Wall Street.

I, however, am firmly against tearing down Wall Street. I am in favor of a properly regulated capitalistic system. I am no revolutionary; rather, I believe in reform within the political system, in spite of radical efforts in recent years to threaten our democracy, such as the Supreme Court decision of Citizens United, which strapped limits on what corporations can spend to influence elections. Several protesters in Oakland were calling the country the Corporate States of America. Is that what we are becoming?

I am part of what the protesters call “the 99 percent.” But I am above average in net worth. I have invested a sizeable sum in retirement funds, and despite the great recession, I am still up 2.5 percent. Shouldn’t I be happy with the Wall Street system that allows me to make money when most people are losing so much?

No, I am not happy. I am falling short of reaching my retirement goals because of the banking scandal. And undoubtedly, so are you.

Banks are flooding local markets with short sales and foreclosures due to their reckless gambling, forcing values on all other properties to plunge.

As Business Rep. Prudence Slaathaug knows, I was one of the first members in favor of union concessions when our contract was coming up for renewal earlier this year. No, I don’t like it that, adjusted for inflation, my take-home pay is down 9.8 percent since 2008. But I realize that that is the price we must pay for Santa Clara County to continue to provide essential services and benefits to our community. These services are needed now more than any other time in recent memory, given this horrific economy.

But something is dreadfully wrong with our country when, according to the most recent poll on national priorities, only 6 percent list budget deficit/national debt as the biggest issue of the day, whereas a whopping 54 percent list the economy and jobs. Yet Congress, thanks again to the corrupt Citizens United U.S. Supreme Court decision, has been bought and is controlled by the 6 percent – a detriment to everyone else.

That has got to stop. That is why I was at Occupy Wall Street in Oakland on Oct. 15. I hope you will join the next mass protest. Some might be radicals and revolutionaries, which I am not, but they are heroes for having the courage to start this movement and sound the alarm bell to wake us up. A growing number of the demonstrators are like me – reformers, not revolutionaries.

The ultimate answer is at the ballot box. But first we need to work together to continue to shift the political dynamics of the country away from what the radical and corrupt elite would like to create: The Corporate States of America.

I look forward to seeing you at the next Occupy Wall Street march and rally.

A longer version of this article can be found at www.sccema.org.
Finishing the year with success
By Dave Gossman, business representative

This year has been difficult for unions and employees. We’ve experienced cutbacks, layoffs, furloughs and broken promises from agencies. However, I am glad to report that as the year ends, we have some success stories to share.

San Francisco city operators

Operator Mike O’Driscoll recently placed third on a test for a heavy equipment supervisory position. However, the testing qualifications, questions and point system favored another union. This has resulted in non-qualified individuals becoming supervising operators with no operator experience. Local 3 filed a protest with the city and appeared before the San Francisco Civil Service Commission. The commission threw out the test and made proper changes to the format. A new test was given, and O’Driscoll placed first. From this point on, we will now have operators supervising operators. Great job, Mike!

Operator Virginia Morgan was injured on the job and placed on light duty. The city claimed she was not entitled to receive crane pay during her light-duty status. Local 3 filed a grievance and was successful. Morgan received back-pay and has since returned to full duty.

In late October, I represented Operator Tony Castano in an arbitration case involving the city’s failure to pay past premium pay. The arbitrator ruled in the union’s favor, and Castano received back premium pay for 21 days.

Golden Gate Patrol Officers’ Unit

In October, patrol officers Robert Smith and Josh Small were presented with certificates of recognition by the U.S. Park Police for assisting in the response and capture of a dangerous, armed felon who was shooting firearms in Presidio Park. Great job!

Alameda Water District

Local 3 filed grievances and went to arbitration on behalf of union members from the Alameda Water District, because the district failed to pay premium- and fatigue-time payments. I look forward to a winning verdict from the arbitrator in the near future.

Las Gallinas Sanitary District

Local 3 welcomes the Las Gallinas Sanitary District to the union family. The district is located just north of San Francisco. Local 3 secured a five-year Memorandum Of Understanding (MOU) with wage, Consumer Price Index (CPI) and longevity-step increases, along with other benefits.

Alameda County Employees’ Association superior courts

Local 3 recently fought Alameda County because of improper layoffs of members working in Alameda superior courts. The case went all the way to the California Appeals Court District. The county appealed the successful verdict for the union to the California Supreme Court, which let the appellate decision stand. Our members got their jobs back and back-pay.

There are a lot of Local 3 victories throughout Northern California that go untold. Business representatives are fighting hard to protect your rights, wages and benefits as guaranteed by your MOU. I have presented just a brief glimpse. As the new year rolls in, I look forward to more. Let us continue to work and strive together in 2012 for the betterment of all union members and their families. Happy New Year’s.

What is on the horizon?
By Fred Klingel, business representative

I have often wondered what it would be like to be able to see into the future. What would I do with the information? Would it be helpful or harmful? Is there a way to tell what comes next?

We would all like to know what the future brings for us as far as jobs, finances, family and health. Knowing what is ahead makes us feel as if we have control. But we don’t have that ability.

Instead, let’s take a look at what we do know.

We are presently employed and go to work on a daily basis. We get paid. We use these funds to take care of ourselves and our families by paying for food, housing, clothing, transportation, etc. Most of us know how to distribute those funds appropriately to feel safe for the days ahead. We know that if we spend like drunken sailors, the days ahead will not look that good, and we will end up with a big headache.

We know that if we work diligently, we will have jobs for as long as we want. If we take care of our health, we should live to a ripe, old age. If we are careful and observe safe conditions, we are less likely to get injured or killed. If we get a good education, we will have the opportunity to find careers in the fields we enjoy the most. If we have faith, we will have peace of heart and mind.

There is a lot of turmoil in our daily lives. The economy is bad. People are being laid-off. Employers want money from their employees or want them to pay for benefits. Companies are re-grouping, moving out of the area or going out of business. There are tragedies almost on a daily basis, such as hurricanes, floods, tornadoes, accidents, wars, bombings and needless killings. We have disagreements with our family members, friends and neighbors about politics.

As a society, we are kind, thoughtful, helpful and educated. Intellectually, we know what needs to be done to deal with all of these issues. We know what we want the future to hold for us, but we just can’t wait for it to happen.

The question is: “What do we do in the present to make the future we want happen?”

Be a participant in all aspects of your life, whether it is family, finances, health, friendship, faith or politics. Get involved, band together and help each other.

We are currently in negotiations to either save your jobs or save what pay and benefits you already have. Some employers really are broke; others are just jumping onboard the greedy train to fill their financial treasure chest. Regardless, you need to become involved and educate yourself about what is going on. Take a look at public-sector economics and public-sector budgets. Stay informed about local, statewide and national politics, but refrain from making judgments about them. Look at the facts, and make a determination about what you see.

What is on the horizon? The need for us all to be involved, become knowledgeable and support our association, our board of directors and our union. Your power is your knowledge, as it will guide you through these trying times and make your uncertain future much more certain.
Credit Union
By Jim Sullivan, Credit Union secretary/financial officer & recording - corresponding secretary

OEFCU is here to help

With 2012 almost upon us, we would like to showcase a few products and services we crafted over the past year to suit your financial needs. Since we are member-owned, we understand the personal difficulties you are going through as the economy struggles to gain steam. Our new offerings are geared to help you make progress toward your household's bottom line:

• **Text Banking** is a free and easy way to access your accounts from a cell phone. Send a text message to “40293” with questions about your account funds or requests to transfer money, and we’ll text you back. Visit www.oefcu.org to get started.

• **Home Equity FlexLOC** is a flexible credit line up to $150,000 that lets you maximize your home’s value to help with unforeseen expenses or a desired purchase. Borrowers can conveniently lock in their entire loan balance or a portion of it at a fixed rate.

• **Quick Loans** are a great short-term resource when your budget is in a pinch. Whether it’s a back-to-school, holiday or tax-time loan, these seasonal products supply the funds you need to keep your plans on track at competitive rates.

• **eSignature** gives you the convenience of signing approved loan documents online from any location via your Internet-enabled mobile device.

• **Auto and homeowners’ insurance** programs provide members and their families the everyday protection they deserve. Our excellent rates can help minimize your overall cost, while maximizing your coverage. For a free quote, call (888) 380-9287 or visit www.membersautohome.com.

• **Debt-protection insurance** options are tailored to give you peace of mind if you become disabled or lose your job. With our life, disability and unemployment products, you can make sure family members are never burdened with shouldering your financial obligations.

The end of every year is a time for reflection but also for thinking ahead. We encourage you to consider how these products and services can help you achieve your goals in 2012. We are confident a better day is around the corner and look forward to what the new year brings.

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OEFCU Notice of Change in Dividend Posting Date

Effective December 31, 2011, the dividend posting date on all account types, except tax-deferred certificates, will change from the first day of the month to the last day of the month. This means that in addition to dividends posting to your account on December 1, 2011, a second dividend credit will post to your account on December 31, 2011. The total number of dividend postings in 2011 will be 13 (one in the months of January through November and two in December). In 2012, we will return to 12 dividend postings, one on the last day of each calendar month. Please keep in mind that for tax reporting purposes, dividends are reported as income in the year they are posted to your account. If you have questions regarding this change, please contact us at (800) 877-4444.

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Happy Holidays

Give the gift of choice!

GIFT CARDS

Wishing you and your family a safe and happy holiday season!

Operating Engineers #3 Federal Credit Union

(800) 877-4444 • www.oefcu.org

Thank you for letting us serve you for the past 47 years.
Pre-Retirement Meetings

The Pre-Retirement Meetings begin next month. Participants 50 years of age and over will receive a postcard reminder of the meeting in their area, though participants of any age are welcome to attend. Please check the schedule below. We encourage you and your spouse to attend to familiarize yourselves with all aspects of your retirement benefits. These have a direct bearing on your financial security and deserve your attention.

All meetings convene at 7 p.m.

WATSONVILLE
Tuesday, Jan. 3
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

MORган HILL
Wednesday, Jan. 4
Operating Engineers’ Building
325 Digital Drive

EUREKA
Tuesday, Jan. 10
Best Western Bayshore Inn
3500 Broadway St.

REDDING
Wednesday, Jan. 11
Operating Engineers’ Building
20308 Engineers Lane

YUBA CITY
Thursday, Jan. 12
Hampton Inn
1375 Sunsweet Blvd.

BURLINGAME
Tuesday, Jan. 17
Transport Workers Union Hall
1521 Rollins Road

NOVATO
Wednesday, Jan. 18
Novato Oaks Inn – Redwood Room
215 Alameda Del Prado

SACRAMENTO
Wednesday, Jan. 25
Operating Engineers’ Building
3920 Lennane Drive

AUBURN
Thursday, Jan. 26
Auburn Recreation Center – Lakeside Room
3770 Richardson Drive

FAIRFIELD
Tuesday, Jan. 31
Hampton Inn
2 Harbor Center
Suisun City, CA

ROHNERT PARK
Wednesday, Feb. 1
Operating Engineers’ Building
6225 State Farm Drive

FRESNO
Tuesday, Feb. 7
Operating Engineers’ Building
4856 N Cedar Ave.

STOCKTON
Wednesday, Feb. 8
Operating Engineers’ Building
1916 N. Broadway Ave.

CONCORD
Wednesday, Feb. 15
Centre Concord
5298 Clayton Road

OAKLAND
Thursday, Feb. 16
Operating Engineers’ Building
1620 South Loop Road
Alameda, CA

RENO
Tuesday, Feb. 21
Operating Engineers’ Building
1290 Corporate Blvd.

SALT LAKE CITY
Wednesday, Feb. 22
IBEW Local 354
3400 W. 2100 S.

A hopeful spirit encourages many

We would like to wish everyone a happy holiday season. It was good to see so many of you at the meetings this year – we always encourage and appreciate your input regarding the benefit plans.

We wish continued good health to you and your family. We would also like to offer our condolences to those who lost loved ones this year. We recognize it makes the holidays particularly difficult. If possible, call or visit a fellow Operating Engineer during this time. A hopeful spirit encourages many.

Thanks to our officers, district representatives and staff for their dedicated work, and a special thanks to our Chapter Chairmen: Leo Cummins, Larry Summerfield, Jack Short, Leon Calkins, Myron Pederson, Norman Morell, Mario Dumlao, Brian Bishop, Marin Vallejo, Alban Byer, Robert Toscano, Ken Green, Gary Morthole, Bill Marshall, Norman Smith, Bob Yturiaga, Virgil Blair and Ephraim Bergau.

Retiree’s unusual feature shapes his personality

When Engineers News asked the membership to share stories about their nicknames, we weren’t prepared for the story of Billy “Big Finger” Cox. And from the interview, it sounds like most folks who cross paths with Cox aren’t prepared for him either, since, as his nickname suggests, the man is larger than life.

Cox was born with a rare form of gigantism that only affected the middle and index fingers of his right hand. His middle finger was so huge that doctors decided to amputate it when he was an infant. His large index finger, however, remains.

Though proving a challenge in his early life (he was hospitalized so many times that he had to learn how to walk again at 2 years old), his deformity became not a crutch but a catalyst.

“Growing up as a young kid in the West Oakland housing projects, I learned early how to fight,” Cox recalled. “I was shy at first. I remember my dad said I would be better off if I could come up with a better joke than they could [about the finger].”

So Cox perfected the jokes, beating others to the punch, and has since lost all his shyness.

“It is now an intricate part of my personality,” he said. Cox tattooed “Billy Big Finger” along his right forearm, and he is known by that name across many states from his construction work and his travels.

Some might wonder if an enlarged digit would impair his operating skills.

Apparently not. “I was a legend,” Cox said. “I never had any problems finding a job.” He worked mainly on dirt-moving jobs with scrapers, compactors and loaders.

Cox has been retired for 14 years, and strangely enough, he uses his hands for his hobby of furniture making.
Good or bad, we tell you the truth

At the fourth-quarter District Meetings, the main issue was voting on the Bylaws resolution. I want to thank all of the active members and Retirees who came out to hear the presentation and vote. A lot of the meetings ran long, some over two hours by the time we finished, so I would like to thank all of the members who stayed to hear what was going on in the local.

There have been some rumors going around about the Pension, the Rule of 85 and a few other things, so it was good to have them brought up at the meetings, so members could get the truth. Like we said at the meetings, a rumor is just a rumor, and unfortunately, there are people who like to spread rumors without facts. When it comes to issues that affect all of us directly, people get excited before they get the facts. We officers have had an open-door policy since we took over, so if you hear something that sounds like a rumor, ask the person who told you what facts they have and/or just give one of us a call, because some of the stuff is so far out in left field that I think these folks make it up just to see what they can get people to believe. You know the old saying: If you haven’t heard a good rumor in the morning, there will be two or three after lunch.

Now I would like to get back to the real issues, like the Pension. Work hours are up by more than a million than this time last year, so that’s great news. But the market is like a rollercoaster – up one day and down the next – so we always look at all of our investment options. A member recently told me that he had done better than our investors have during the last few years. I am sure there are a few members who have done better, but you must realize that we have to invest in the safest and lowest possible risk options in order to get the 7.5 percent or better return we need for the Pension. We can’t take big risks with the members’ money like an individual can with his or her own money.

I also had a member tell me after a meeting, “I don’t like what you are saying,” so I wasn’t sure how our conversation was going to go, but in his next breath he said, “You guys tell us the way it is. I don’t like a lot of the news, but I know that at least you guys are going to tell us straight, and that’s the way it should be.” And he is right. Good or bad, the members need to know what’s going on.

Be safe.

The gap widens

As promised in my last column, take note of these shocking facts about working-class wages:

- In 2010, the median annual salary in the United States was $36,000.
- More than half of the U.S. workforce earned less than $26,000 in 2011.
- The average pay for production workers in the United States increased 4.3 percent, adjusted for inflation, from 1990 to 2005.
- The purchasing power of the Federal Minimum Wage, adjusted for inflation, has decreased 9.3 percent during that same time period.

You may want to take a seat as you read this next segment.

- The average CEO income for all industries in the United States in 2009 was nearly $4 million, up 12 percent from 2008.
- The average income for CEOs with Standard & Poors 500 (S&P 500) companies in 2009 was more than $811 million, up 23 percent from 2008.
- The average income for CEOs at companies listed in the Dow Jones Industrial Average was $820 million in 2009.

Some simple math reveals that CEOs in general earned 111 times as much as the average working man or woman in the United States in 2010! S&P 500 CEOs earned 305 times as much (in 1970 that ratio was 30-1), and Dow Jones CEOs earned 555 times as much.

- In 2010, first-year Caterpillar CEO Doug Oberhelman received $10.4 million.
- In 2009, Walmart CEO Michael Duke was paid $20 million and a whopping $35 million in 2010, which equates to $16,800 per hour!
- In contrast, new employees at Walmart are currently paid $8.75 per hour or $13,600 per year!

Common theory suggests the reasons for the yawning gap are two-fold: Declining top-bracket tax rates during the last half-century took away a strong disincentive for company boards to keep a lid on CEO pay. The top marginal tax rate dropped from 91 percent in the 1960s to 28 percent in the 1980s. It stands at 35 percent today. If you look at historical records, executive pay really started exploding in the early 1980s. On the worker side, wages have been hurt by the declining power of U.S. organized labor. When unions represented more than one-third of the American workforce, they could influence wages – and force them higher – throughout the labor market. With just 7 percent of Americans represented by unions today, that’s no longer the case.

Given these facts, is it any wonder that at the time of this writing, a worldwide movement had taken hold? The “Occupy” movement began in New York on Sept. 17, 2011. About a month later, it had spread to 70 major cities in the United States and more than 900 cities across the globe!

As 2011 comes to a close and we reflect on the past, some things have improved, particularly Local 3’s overall work picture. But there are a number of districts that have not seen the uptick in employment. It is also very clear that organized labor, and our own union, continue to be under attack. We must not allow ourselves to rely on others to insure our future. Next year promises to be a challenging one for us, but we will be up to the challenge! Pay attention to the calls for action in 2012, and give whatever time you can to defend our livelihood.

The holiday season is a time for family, and I wish the entire Local 3 family a merry Christmas and a happy, healthy and prosperous new year.

Finally, I would ask that you share some of the knowledge you gain as a member of our great union with your family, friends, neighbors and acquaintances, as many of them may not have access to the information that you do. Thank you. See you next year.
Local 3 women represented at event

Operating Engineers were well-represented at this year's Tradeswomen, Inc. celebration held in mid October in Oakland. Tradeswomen, Inc. works to advance women's success in the building trades and holds this annual celebration to honor those who truly exemplify this mission. Local 3 participants included myself, District 30/District 50 Apprenticeship Coordinator Holly Brown and second-step Apprentice Monica Almendarez. As usual, a good time was had by all.

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.

**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

**Mechanics Corner**
By Dave Bibby, Heavy Duty Repair (HDR) instructor

Everything to do with hydraulic tubing

Hydraulic tubing is one of the essential components in a hydraulic system that provides an efficient and reliable method of transferring hydraulic fluid. The two types of hydraulic tubing include a pipe (rigid tube) and a hose (flexible tube).

The hydraulic hose is well-suited for use in equipment compared to pipe, because it weighs and costs less, absorbs shock and vibration, is easier to route, allows flexibility between moving components and dampens pressure surges.

Starting from the interior out, a hose includes the inner tube, which transports the fluid media, a reinforcement layer that surrounds it and the protective outer layer.

As the only component that actually comes into direct contact with fluid media, it is essential that the inner core is compatible with various fluids over a wide temperature range.

The reinforcement layer is the muscle of the hose, providing the strength to withstand internal pressure. Hoses with a low-pressure rating normally use textile-fiber reinforcement, and hoses with a high-pressure rating generally use high-strength steel wire. Steel-reinforced hoses fall into two categories: Braid and spiral. Wire-braided hose is capable of pressures up to 6,000 pounds per square inch (psi), depending on size and whether it has one or two braid layers. Spiral hose, which handles higher pressures in larger diameter hoses, has wire spiraled around the tube on a bias, with successive layers, or plies, laid at opposing angles, typically with four to six layers of steel reinforcement. Hoses with multiple reinforcement layers have an anti-friction rubber layer between them to prevent the steel from rubbing.

The outer layer protects the inner core and reinforcement layers from the environment. A special rubber compound is used to resist abrasion, weather, temperature, corrosion and chemicals.

Replacing a failed hose is a simple process of duplicating the original hose. When selecting a hose for a new installation, use Size, Temperature, Application, Material, Pressure, Ends and Delivery (STAMPED):

- **Size:** The Inside Diameter (ID) must be adequate to keep pressure loss to a minimum and avoid excessive heat or turbulence. Hydraulic hoses are sized by the industry standard Dash-number system. The Dash number indicates the ID in sixteenths of an inch. A -4 hose will have an ID of \( \frac{3}{8} \)-inch (4/16), and a -8 (8/16) indicates a \( \frac{5}{8} \)-inch ID hose.
- **Temperature:** The fluid and ambient temperatures must be considered. An 80 percent reduction in hose life is possible, if temperature recommendations are ignored.
- **Application:** It is important to know where and how the hose will be used. Determine the environmental conditions, routing requirements, minimum bending radius, excessive abrasion and government or industry standards.
- **Material:** Some situations require specialized oils. Hose selection must insure compatibility with the fluid and the seals in use.
- **Pressure:** This is the most important aspect of hose selection. The hose must be capable of continuously withstanding the system's pressure, including pressure spikes. A second pressure rating of a hose is the burst pressure or the pressure at which the hose will fail. Typically, the minimum burst pressure is four times that of the working pressure.

**Ends or couplings:** These should be identified and the appropriate hose selected.

**Delivery or volume/velocity:** This determines the size of hose used to transport the fluid flow required by the system. This process is done through the use of the Nomographic Chart.

All of the other hydraulic system components are useless without a means to transmit the fluid energy via the hydraulic hose.
The Local 3 officers, Executive Board and the Scholarship Board of Directors understand that the workplace is rapidly changing, and many jobs require skills that can only be attained with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed by providing them with the chance to further their education and training. For this reason, Local 3 awards annual scholarships to sons, daughters, stepchildren and foster children of Local 3 members.

Local 3 awards two types of scholarships: Academic Scholarships (winners are judged based on academic qualifications) and Merit Scholarships (winners are selected through a raffle drawing).

WHO MAY APPLY

Children (sons, daughters, stepchildren and foster children) of Local 3 members may apply for the scholarships. The parent of the applicant must be a member for at least one year immediately preceding the date of the application. Grandchildren are only eligible to apply if their grandparent (member) is their legal guardian. Children of deceased members are eligible to apply for the scholarships, if the parent of the applicant was a member for at least one year immediately preceding the date of death.

ACADEMIC SCHOLARSHIPS

Six academic college scholarships will be awarded to children of Local 3 members:

First place: Two scholarships of $4,000 each will be awarded to the first-place female and male applicant, with an additional $2,000 for the second, third and fourth years of college, if they remain full-time students. ($10,000 total)

Second place: Two scholarships of $3,000 each will be awarded to the second-place female and male applicant, with an additional $1,500 for the second, third and fourth years of college, if they remain full-time students. ($7,500 total)

Third place: Two scholarships of $2,000 each will be awarded to the third-place female and male applicant, with an additional $1,000 for the second, third and fourth years of college, if they remain full-time students. ($5,000 total)

These scholarships can only be used for study at an accredited college or university located in the United States and do not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards that do not rule out scholarship aid from other sources. Winners must submit proof of full-time enrollment to receive payment for the second, third and fourth years.

The applicants must be high school seniors who have, or will be, graduated at the end of either the fall semester (beginning in 2011) or the spring semester (beginning in 2012) in public, private or parochial schools, plan to attend an accredited college or university anywhere in the United States during the academic year and are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved no less than a 3.0 (B) weighted grade point average in their high school work.

Applications will be accepted between Jan. 1, 2012 and March 31, 2012.

AWARDING ACADEMIC SCHOLARSHIPS

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the applicants or indicate in any way that one applicant should be favored over another. The University of California Berkeley Scholarship Selection Committee will submit recommendations for finalists to the Scholarship Foundation's Board of Directors. The list of potential winners and their qualifications will be reviewed by the Board, and the winners will be selected.

Academic Scholarship winners will be announced at Local 3's June Executive Board meeting. Checks will be deposited in the winning students' names at the college or university they plan to attend.

Applicants who are not selected for an Academic Scholarship will automatically be eligible for OE3 Merit Scholarships, which are awarded through a raffle drawing; therefore, only one application is required. Merit Scholarships will be awarded at Local 3's July Executive Board meeting. Applicants need not be present to win.

INSTRUCTIONS

The following items must be postmarked by March 31, 2012:
1. APPLICATION AND ESSAY must be filled out and returned by the applicant.
2. REPORT ON APPLICANT AND OFFICIAL TRANSCRIPT must be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it. Transcripts must be official.
3. LETTERS OF RECOMMENDATION must be submitted by the applicant. One to three letters of recommendation from teachers, community leaders, family friends or others who know the applicant must give information about the applicant's character and ability. Please submit all letters of recommendation with the application.
4. PHOTOGRAPH must be submitted by the applicant. It should be a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. Professional photographs, such as senior portraits, are preferred. (The photo should be clear enough to reproduce in the Engineers News.)
5. NEWSPAPER INFORMATION must be submitted by the applicant. Provide the name and phone number of a local newspaper, so we can send a press release if the applicant is selected as a winner.

MERIT SCHOLARSHIPS

In addition to the six Academic Scholarships, Local 3's Scholarship Foundation will award 25 $1,000 Merit Scholarships. Children of Local 3 members who plan to attend college or trade school are eligible to apply. The Merit Scholarship winners will not be judged on academic qualifications but instead be selected through a raffle drawing held at Local 3's July Executive Board meeting. Applicants need not be present to win; winners will be notified by Local 3. All applicants who apply for the Local 3 Academic Scholarships and do not win will automatically qualify for this drawing; therefore a second application is not necessary.

Applications will be accepted from Jan. 1, 2012 to March 31, 2012. Previous winners are not eligible to apply.

WHERE TO GET APPLICATIONS

OE3 Academic and Merit Scholarship applications are available at the local's district offices, Credit Union branches and online at www.oe3.org. It is the applicant's responsibility to submit the application to the address below, postmarked no later than March 31, 2012:

Jim Sullivan
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502
Say ‘Yes’ to jobs, infrastructure

I go to a lot of meetings throughout our jurisdiction where good folks from different backgrounds are trying to rebuild our infrastructure. Our country’s infrastructure is inadequate for today’s needs. Roads are dilapidated, bridges are unsafe and traffic congestion is unbearable in most major U.S. cities.

Many of these proposed infrastructure projects are small – add or remove a High Occupancy Vehicle (HOV) lane, repair a bridge, repave a stretch of highway – but some are big game-changers – adding a fourth Caldecott tunnel in Oakland, extending light-rail to the Salt Lake City airport, building a light-rail system in downtown Honolulu and Sonoma County and building High-Speed Rail (HSR) in California.

These infrastructure projects will help with congestion and safety issues, but there are other benefits as well. HSR and light-rail mean fewer cars on the road, which in turn, means cleaner air. But most important to us, these projects mean jobs – good-paying, long-running jobs. And I don’t have to tell you how bad every state needs jobs right now.

The good news is that most folks “get it.” We’re working with a big cross-section of society to get these projects approved, funded and underway – county planners, environmentalists, contractors, state and federal legislators, rail advocates and business groups, to name a few. It seems just about everyone understands the benefits of creating jobs and repairing and rebuilding our infrastructure, but unfortunately, there are a few knuckleheads out there who seem hell-bent on saying “No” to everything. That includes the infrastructure work that means jobs for us.

I’ll give you two examples:

There are some small-minded folks in Sonoma County who want to stop the light-rail project. The voters approved the project, money has already been spent on it and we could be moving dirt sometime next year, but not if these naysayers get their way. If you see one of them in front of a supermarket or gas station circulating a petition, do yourself a favor: Ignore them and walk on by. It could be your job you’re saving!

The same is true with the California HSR project. Despite a new, very solid business plan, dedicated federal and state funding and the majority of Californians wanting HSR, there are a handful of “No Can Do” types who want to tear it down. Many of these naysayers are political extremists (lots of Tea Party Patriots showing up at meetings) who can’t seem to see the forest from the trees. If you’re asked to attend a meeting or rally or make a phone call on behalf of HSR, please do so. This project will create thousands of jobs in the Central Valley starting next year.

Let’s be positive. Say “No” to the naysayers. Let’s rebuild and repair America, and let’s start working! Have a safe and happy holiday season.

(For more information about light-rail in our jurisdiction or HSR in California, visit our website at www.oe3.org.)
Rockin’ and Rollin’

Work at Nevada rock plants rolls into winter

By Jamie Johnston, associate editor

Nate Pipkin.
Nathan George.
John Hutchins Jr.
The list goes on and on. In fact, so many District 11 members working at Nevada’s rock plants are at least second-generation Operating Engineers that you start to wonder if their skill set is genetic.

Eighteen-year member Rod Friesen has a better explanation.

“It’s steady work,” said the foreman at the Granite rock plant in Dayton, whose son, Rodney, is also in the business. “If we’re not crushing, we’re repairing it [the crusher]. A lot of people work year-round.”

That’s the case for 25-year member Mark Hawkins, who operates the Granite hot plant in Sparks.

“I work most of the year,” he said. “I usually have to ask for time off.”

Work at most rock plants continues into the winter – even in the rain, unless it gets really wet. And in Nevada, members stay busy this time of year making a de-icing material that is spread on slick snow- and ice-covered roadways to make them safe to drive on.

“Nothing shuts us down,” said member Doug Hanks, who operates a loader at the Rees’s Enterprise plant outside Reno.

“You get your hours. In the 20 years I’ve been here, I’ve never been off, unless I asked for it.”

Now that the work picture has improved and there are several projects already on the books for spring, the rock plants are even busier. They can make a number of different products, from concrete asphalt to coble, and thus work with a number of agencies, from the city of Reno to commercial contractors.

“It’s absolutely amazing how busy we are,” said Bryant Shupe, who works at a Granite recycling plant.

“The recycling concept has opened up even more opportunities for companies, because old concrete and asphalt that used to be thrown out can now be utilized a second time.

“We’d normally send it to the landfill,” said 10-year member Richard Herman, who works at a Q&D Construction recycling plant.

Making it an even more appealing job, District 11 recently ratified its Rock, Sand and Gravel agreement, securing great pay and health insurance for another three years.

“I like all the benefits,” Rodney Friesen Jr. said while working on a 3,000-ton batch of ½-inch rap at a Granite recycling plant in Lockwood. “I like what we [Local 3] stand for.”

So does Q&D Construction’s recycling plant Operator David Weaver.

“I wanted more security, a career, not just a job, so I can support my family,” he said about why he joined a union in a right-to-work state.

Loader Operator Ken Forsythe, who works at the Rees’s Enterprise plant in Moundhouse, sees the benefits too.

“A lot of us have been together for 10, 15, 20 years,” said the 21-year member. “We’re like a big family. I think it’s more than just a job.”

We couldn’t agree more. Working at a rock plant is clearly an opportunity, it’s a good, dependable living and for some, it has become a family tradition.
Excavator Operator Don Spears uses a jaw attachment to remove rebar from the rock pile, so it doesn’t break the crusher.

Loader Operator Tim Murphy loads bins for the hot plant.

From left: Plant Operator John Gibbons and Foreman Jack Ezell work at the Rees’s Enterprise plant in Moundhouse.

Local 3 Operator Rodney Friesen Jr. works at a Granite recycling plant.

Foreman Rod Friesen works at Granite’s rock plant in Dayton.

From left: Third-step Apprentice Dave Keenan and 11-year member Bryant Shupe.

Granite Hot Plant Operator Mark Hawkins.

Jeff Foster uses a D10 dozer to move material for Granite.

Loader Operator Ken Forsythe fills a haul truck operated by 21-year member Clayton Bryant.

Third-generation Operator Nathan George works at the Q&D Construction recycling plant.

Loader Operator Larry Pruitt.
Hall has new hours of operation

As the rainy season approaches, our local contractors are trying to wrap up their projects for the year. Wahlund Construction is still at the Eureka/Arcata Airport and has several median projects on Hwy. 101. Bill Sheppard is doing a lot of the utility digging necessary to finish the Arcata Plaza project. Kudos to Jim Mabe for kicking off the job in October.

Fluor started the decommissioning at the Humboldt Bay Power Plant. J.F. Shea is finishing work on Hwy. 101 at the Garberville slide and at Leggett and is paving Hwy. 36. Granite Construction finished the realignment on Hwy. 36 with Steve Manning Construction.

Steelhead Constructors finished the Klamath River dock and the rock wall in Crescent City. Dutra finished dredging in the Crescent City Harbor, which needed to be done before the harbor could be repaired.

Powell Concrete, which is working as a subcontractor on several projects, has been busy with work throughout Humboldt and Del Norte counties.

Mercer-Fraser finished its rock-harvest season and has been busy trying to get its paving done before winter. The company has paving projects throughout Humboldt and Del Norte counties, including on the Klamath River Bridge, on the Weichepec Bridge and for the city of Eureka.

Golden State Bridge met its Oct. 15 deadline to remove its equipment from Mad River. The company pushed hard and is now finishing the new bridge and getting ready for Penhall to come in and demolish the old bridge.

As of Oct. 1, the District 40 office has new hours. The office will be open from 1 p.m. to 5 p.m. on Mondays, Tuesdays, Thursdays and Fridays. On Wednesdays, it will be open from 7 a.m. to 8 p.m. Business Rep. Bob Center is available by phone, if there are any concerns. When the District 40 office is closed, the phones will be automatically directed to District 10’s office in Rohnert Park.

Our annual Crab Feed will be held on Feb. 18, and after dinner, music will be performed by Dr. Squid. Tickets will be available soon.

Also mark your calendars for our Hazwoper refresher class held on Feb. 17. Please call the Hall to sign up. And don’t forget to renew your registration on the out-of-work list this winter. Happy holidays everyone.

FAIRFAX I 2540 N. Watney Way, Fairfield, CA 94533 • (707) 429-5008

Lots of work in the Napa area

Work seems to be coming around on the west side of District 04. In Benicia, Cozart and Robert A. Bothman are putting in a new back parking lot and retaining wall at City Hall. In American Canyon, Ghilotti Construction and K.O. Construction are working on the Devlin Road extension along with the storm-water-prevention project. Ghilotti Construction also has a recycled-waterline project at Napa Community College and Napa State Hospital.

Just down the road, Ghilotti Brothers is finishing underground and runway work at the Napa County Airport, and Ghilotti Brothers and Valentine Corporation are doing emergency road repairs on Hwy. 121 at Duhiq Road.

In Napa, Keith J. Gale General Engineering continues work off Gasser Road with a theater lot and other residential projects. Kewit and Suulntaaq are moving forward with the flood-control and bridge project off Third Street, and Proven Management and Prunuske Chatham continue work on the Napa Creek project.

In St. Helena, W.R. Ford is finishing the Napa River fish passage. Hess Construction continues work on the water tanks at Circle Oaks near Berryessa. In Calistoga, Harold Smith & Son is busy with the Mt. Washington water tank.

Our Seventh Annual Pancake Breakfast & Motorcycle Toy Run will be held on Saturday, Dec. 3 at the Cordelia Fire House, located at 2155 Cordelia Road in Fairfield. Join us for a free breakfast, and bring a new, unwrapped toy to donate. With the help of Mission Solano, you can help give some holiday joy to the underprivileged children in Solano County. Happy holidays!

Apprenticeship Spotlight

Congratulations to Crane Operator Steven Miller, who journeyed out in October with Peninsula Crane & Rigging.
**District 50 has had a good year. Several projects on Hwy. 99 from Goshen to Turlock are keeping members busy. There is also work on the wastewater-treatment plant in Woodlake and on Granite’s projects in Kettleman City and Tipton. Floyd Johnston’s sewer-line project in Tulare is going strong, and Teichert started a $30 million job at Fresno’s airport. We are sad to report that on Sept. 27, 2011, 70-year member Harry D. Smith passed away. The retired crane operator first joined Local 3 in 1941 and retired in 1983. As a union member, he worked for Pacific Rock and General Crane, both of Fresno. Prior to joining the union, Smith was in the Teamsters for five years. In his memory, the Nicholson family (Ken and Claire, Chester and Pearl and Marcia Lefebvre) donated $100 to the Operating Engineers Local 3 Scholarship Foundation. We thank the Nicholson family and offer our condolences to all who knew and loved Smith.**

**Elections approaching – we’ll need your help**

The holiday season is upon us, and we all have a lot to be thankful for. It has been a good year for most of us in District 70. There were times when we had trouble filling jobs. With that being said, please stop by the Hall to renew your job classifications, so we have the most current information and can continue to find you work in 2012. Some jobs, such as Northwest Paving’s overlays, will be done by the time this goes to press. Other jobs will be going into winter suspension and starting back up in the spring, and we have about $250 million in new work. Mercer-Fraser will start the Buckhorn project and the largest part of the I-5 north project, and Tullis, Inc. will continue the lane-widening project on I-5 in central Redding.

It’s important to remember our Unit 12 members this time of year. They will be out in full force to keep our roads open and safe. Please give them the space they need to get this work done, and enjoy all your travels.

**C&A Construction Services excels with Local 3 operators**

As work in Utah slows for the winter, we need to take advantage of our training site. Local 3 members are the best of the best, and this gives our signatory contractors an edge on their non-union competitors. The more training and certifications our members have, the better we can serve our contractors. Call or come by the Hall to sign up for classes. We offer Mine Safety and Health Administration (MSHA), Occupational Safety and Health Administration (OSHA), First Aid and Operator Qualification Certification (OQC) training as well as GPS and National Commission for the Certification of Crane Operators (NCCCO) study classes and exams. We also offer journey-level upgrade training every Friday.

Ames, Granite and W.W. Clyde are currently working on projects at the Kennewick Mine, and all of them have requested operators who have current MSHA certifications.

Kiewit is working on the Geneva Road project in Orem and the Orange Street Sewer Line in Salt Lake City. Ames is working on the I-15 Core project and the Murdock Canal, which will keep a lot of members working through the winter. MVC Construction is working on a golf course at the Canyons in Park City.

New signatory contractor C&A Construction Services is working on the UNEV Pipeline project. Since the majority of the job was built by non-union companies, it is a real plus to have C&A Construction excel on this project with versatile and knowledgeable Local 3 operators.

Jacobson Excavating is busy at the National Security Agency (NSA) project and picking up work on the I-80/I-84 interchange. Geneva Rock is also working on I-84 between Morgan and Mt. Green. The plan was to get the westbound lanes completed in the fall and the eastbound lanes done this spring.

P&K Construction started some clearing on the Echo Dam rehab project. The bulk of the project will start in June and continue through next fall.

From the District 12 staff, we would like to wish you and your family a happy holiday season.
At the time of this writing, we just finished a round of Retiree and District Meetings. It was good to see some old friends and make some new ones.

Some of the jobs in District 30 were starting to winterize in early November, but work continues on the prison hospital, the $152 million Tracy Peaker Plant and the Almond II Power Plant in Modesto. Mountain Cascade is finishing work on the $48 million Hetch Hetchy Western Segment in San Joaquin and Stanislaus counties.

There is a lot of work on the books for next year, including the 1-5 project through Stockton, a $64 million slab rehabilitation on Hwy. 99 in Turlock and the San Joaquin Pipeline Eastern Segment for Hetch Hetchy. There is a lot more work to bid as well.

Remember: Your registration on the out-of-work list is only good for 84 days. You must call or come into the Hall to renew your registration. If you are on the out-of-work list, it is a good time to call the training center to see if any journey-level upgrade training is scheduled.

Have a great holiday, and stay safe in the new year.

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

Our tax dollars at work

On Hwy. 50, DeSilva Gates and MCM Construction are winding down on a $60 million highway-improvement project that includes east- and westbound High Occupancy Vehicle (HOV) lanes, bridge widening, sound walls and a pedestrian overcrossing. DeSilva Gates is doing the final asphalt overlay, which will free up congestion for commuters.

Nehemiah Construction’s three-year, $26 million highway-improvement project is in the final stages from El Dorado Hills Boulevard/Latrobe Road to Bass Lake Road. Work included bridge widening, ramp redirecting and final asphalt overlay. It has been a long-awaited project for commuters.

In Auburn, the $48 million wastewater-treatment plant upgrade and expansion project started. Vintage Paving is onsite with Sarott Construction Company performing the dirt work and Sterling P Holloway doing the demolition.

Myers and Sons Construction will be doing the approaches and polyester overlay on I-80 and Bowman Road. Teichert will be doing the Asphalt Conrete (AC) grinding. This job should continue through most of next year.

Mountain Cascade has a more than $1 million project on Auburn Boulevard, replacing water-main lines from Cedar Drive to Lindem Avenue.

Teichert poured the bridge deck just east of the Hwy. 20/I-80 junction, and the estimated completion date of the project is October 2013.

Happy holidays to you and your families.

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**Safety comes first**

It is that time of year again when a majority of the work slows down and snow removal picks up. We have longer nights and shorter days. Colder temperatures and more inclement weather often make our industry more dangerous.

We all need to keep safety on our minds at all times – at work and at home. It is easy to get complacent and let our minds wander, but in an instant, everything can change, because we were thinking about something other than safety.

Most of us are familiar with a safety slogan. “Slow for the Cone Zone,” “Zero is Life” and “Safety is Job One” are just a few that come to mind. Employers come up with these slogans to help us think about safety on a continual basis to reduce the number of accidents. For the employer, this means less money out-of-pocket for accidents that could have been avoided. For employees, it means going home to their families every night. The trick to not having an accident is constantly thinking about the safest way to get the work done. Those of us who have been in an accident can look back and say: If this was done differently, this would not have happened. Statistics show that the four leading causes of death in the construction industry are falls, electrocutions, being struck by objects and being caught in or between objects. That statistic makes up 18.5 percent of all fatal deaths. In California alone, there have already been 394 work-related deaths. Brothers and sisters: That is too many.

We are all guilty of being unsafe at one time or another, either at work or at home, so we should all do our part to protect ourselves. As we go through the holidays, look around. If your co-worker did something safe, tell him or her you appreciate it. Don’t hassle someone for doing something you feel is unsafe. Gently explain what you saw and how you thought it was unsafe. As brothers and sisters in this union, we need to work together and help each other. After all, what is a union without unity?

United we stand; divided we fall.
**NEVADA** 1290 Corporate Blvd., Reno, NV 89502 • For all branches, call (775) 857-4440

**OSHA 10 required**

With winter well upon us in Northern Nevada, much of the work has ended for the year. However, mine-strip work may continue in the eastern part of the state, and work continues on First Street in Reno for **Sierra Nevada Construction**.

As work slows down, the District 11 staff would like to remind our members to check in with the Hall to make sure all your information is current (address, phone number, dependents on your medical insurance, beneficiaries, etc.). Also, if you are not working, remember to call the Hall to register on the out-of-work list. Registration on the A and B lists is good for 84 days from the time you register. Registration on the C list is good for one calendar month. Then you must re-register.

If you are interested in training, a schedule of classes can be picked up at the Hall, or you can call the Northern Nevada Joint Apprenticeship Committee (JAC) at (775) 575-2729. Check the expiration dates on your Occupational Safety and Health Administration (OSHA) 10 and Mine Safety and Health Administration (MSHA) 48 certifications. To work in Nevada, you must have a minimum of OSHA 10, and that certification has a five-year expiration in the state. MSHA 48 certification is required to work in any mine or rock and sand pit, and it's good for one year. This certification can be renewed with an eight-hour refresher class. Contact the JAC to enroll.

The District 11 staff would also like to remind all our construction hands that the Northern Nevada Master Agreement will be negotiated next spring. Anyone who is interested in discussing any issues with the contract or any other union issues is invited to visit the Reno Hall. The office is open until 8 p.m. every Wednesday night.

**OAKLAND** 1620 South Loop Road, Alameda, CA 94502 • (510) 748-7446

**Work finally begins on $416 million Calaveras Dam project**

District 20 would like to wish all of our brothers and sisters a very happy holiday season as well as a safe and healthy new year.

As we all know, 2011 has been very busy for District 20 with more than 2,000 dispatches sent out – that's over 500 more than last year. With large projects already in progress and others on the horizon, we anticipate a good year in 2012 too.

On the eastern side of the district, construction started on the 200-megawatt, natural gas-fired Mariposa Power Plant as well as one of three generating stations planned in District 20. This $250 million project will create local jobs, spending and tax revenues as well as 177 construction jobs, while having little impact on the environment.

**C.C. Myers, Inc.** is expected to get the contract for the next segment of Hwy. 4 from Contra Loma Boulevard to G Street. The $48.8 million project is 89 million less than the anticipated cost, which we hope will fill the funding gap for a Hwy. 4 bypass interchange at Sand Creek Road.

Finally, work on the Calaveras Dam replacement project began on Sept. 16. This project will replace the existing, seismically vulnerable Calaveras Dam at Calaveras Reservoir with a new, 220-foot-high, earth-and-rock-fill dam immediately downstream of the existing dam. Calaveras Reservoir represents about half of the water storage capacity in the Hetch Hetchy Regional System and has been restricted to 40 percent capacity since 2001, due to seismic concerns about the existing dam. The replacement dam will allow the reservoir to be restored to its historic capacity.

With a total cost of $416 million, this is the largest project in the $4.6 billion water-system improvement program.

**From Elko**

The price of gold is still high, making it possible for mining companies to expand their operations. **N.A. Degerstrom, Inc.** continues work at the Phoenix and Rossi mines, and **Ames Construction** is working on a new tailings dam at **Barrick's Cortez Mine**.

The Elko office would like to acknowledge the great job that **Q&D Construction** did on the Idaho Street project.

Please remember that the Newmont Mining membership meetings are held at 6 p.m. on the first Wednesday of the month, and Elko Construction Meetings are held the second Wednesday of the month at 6 p.m.

District 11 would like to wish all our members and their families a very happy and safe holiday season and a prosperous new year.

**Members work for Sierra Nevada Construction**

**Apprenticeship Spotlight**

Congratulations go out to the following apprentices who journeyed out in October: Crane Operator Kevin Suarez and Heavy Duty Repairers (HDRs) Chris Palmer and Jason Stoddard.

**Work finally begins on $416 million Calaveras Dam project**

Downstream of the existing dam, Calaveras Reservoir represents about half of the water storage capacity in the Hetch Hetchy Regional System and has been restricted to 40 percent capacity since 2001, due to seismic concerns about the existing dam. The replacement dam will allow the reservoir to be restored to its historic capacity.

With a total cost of $416 million, this is the largest project in the $4.6 billion water-system improvement program.

Sukut Foreman Dave Amaral takes a break from operating the dozer to greet President Fred Herschbach at the Calaveras Dam project.

**DISTRICT REPORTS**

December 2011 | 21
More than $227 million in new work

District 17 will end the year on a positive note, because as some projects wrap up, the following ones have started:

- **DCK-ECC Pacific**, LLC’s $127 million Schofield Barracks South Range project
- **Parsons RCI’s** $77 million Pearl Harbor Makalapa Drive
- **American Marine**’s $8.1 million Hilo Gargo Terminal
- **Primatex Construction**’s $31.2 million Wailuku II Elementary project

- **Watts Constructors’** more than $12.32 million Honolulu Airport Power Facility and more than $42.26 million Hickam F-22 Squadron Operations

On behalf of the District 17 staff, we wish all of you a safe and joyous Christmas and New Year’s.

Na Ke Akua nē hōʻōp maikaʻi i ‘oe a me ka ‘ohana. (May God bless you and your family.)

**MORGAN HILL** 325 Digital Drive, Morgan Hill, CA 95037 • (408) 465-8260

Renew your credentials; upgrade your skills

The work picture looks good. In July, August and September, we surpassed the last four years in the number of dispatches. Often we are getting deep into the out-of-work list and sometimes even reaching the bottom. The work hours reported reflect the same trend.

Over the last few years, members have registered in all of Local 3’s districts and added classifications they really don’t want to work in. As dispatchers and agents call to fill a job, they hear many of you say, “I really can’t do that very well,” or “I can’t take that position; it’s too far away.” We appreciate your honesty by not taking a job you know you’re not good at. However, if you’re on the out-of-work list, please consider what classifications you really are qualified to take and how far you’re really able to travel for work. We spend a lot of time calling people who can’t or won’t take a position when we need to get a member to a jobsite ASAP. This might not cost you anything, but the person who does take the order could have been making money earlier. This could be the difference in a family having medical coverage or an operator earning a Pension credit.

Now is also a good time to check your credentials. Is your Hazmat due for renewal? Have you renewed your National Commission for the Certification of Crane Operators (NCCCO) card? It’s also time to check into upgrading your skills if they are rusty or if there is something else you would like to be able to operate.

In District 90, check in with Dispatcher Dennis Garringer.

As we head into the holiday season, let’s look forward to better times ahead. Some have lost a lot. Please use these strained times as a hard-earned lesson. Get by on straight-time wages, and don’t count on overtime. Bank it for winter and the next downturn in the economy. Pay off credit cards, and learn to save for what you want. Don’t overextend yourself.

Please enjoy the holidays, and let’s all look forward to a better year in 2012!

**ROHNERT PARK** 6225 State Farm Drive, Suite 100, Rohnert Park, CA 94928 • (707) 585-2487

Unionism is worth the fight

Workers at Austin Creek Materials of Santa Rosa missed an opportunity to be represented. Local 3 members enjoy excellent benefits and a good standard of living. It’s a shame that Austin Creek Materials had no interest in improving the lives of its employees until those workers considered organizing for better pay and benefits. Unfortunately, in this economy, it is all too easy to use fear tactics to intimidate and frustrate efforts to give the common worker a living wage.

Initially, every worker we spoke with at Austin Creek was excited about the possibility of becoming a Local 3 member. But soon after Local 3 filed for an election, the workers were subject to severe intimidation at work. Austin Creek Materials paid a law firm (American Enterprise Consulting) thousands of dollars to run a campaign to mislead the workers. The union-busting attorney for Austin Creek put together a comprehensive manual specific to Local 3 that was literally as thick as a phone book. The manual was used to coach company owners and their management supervisors on how to legally threaten and coerce their workers in voting against Local 3 representation.

Workers go through a lot of stress during an organizing campaign. Some of the subversive tactics companies use include telling the workers that they will not bargain with the union and that the only recourse for the workers will be to go on strike. To make it more effective, they tell the workers that they will be replaced if that happens, and in some cases, they even start hiring new workers during the campaign. This is a very effective strategy. Companies also threaten job loss, plant closure, reduction in workforce, reduction of hours, refusal to bargain and retaliation up to and including termination for those responsible for trying to establish a union. They also hold captive-audience meetings usually conducted by a union-busting attorney, where the workers are told lies about dues, initiation fees, union bylaws and rules. Most of these tactics are unlawful; however, through the use of supervisors and employees who sympathize with the employer, they are able to skirt the laws many times, and unless you can get a worker to step up and file a complaint, employers get away with it. Even if they are found in violation, many times, the penalty for such action is that the employer is required to post a notice. The workers feel trapped and confused between company loyalty and the promise of something better for themselves and their families. They feel caught in the middle, and all too often, they succumb to the pressure and vote to stay with what they know, rather than risk a positive change.

It is not easy to organize under these circumstances, but we all know organizing has never been easy. Local 3 will never stop helping workers who try and better themselves through organizing. As a membership, this only further emphasizes the need to get our message out to unorganized workers that unions and solidarity are good for the industry and definitely worth the fight.

Organized members with Granite Construction work on Hwy. 175 in Lake County.
Let your voice be heard

It’s been a good year for District 60. Dispatcher Danny Roles reported low numbers on our out-of-work list, and we were still seeing jobs bidding in late October. We had a long list of projects on our job board, and members who couldn’t find work here, traveled to other districts for employment.

Next year’s work picture is looking up with projects carrying over from 2011. We had some good news at our regular District and Retiree Meetings, and we voted on our Bylaws changes. Thank you for showing up and participating in the process that improved our Bylaws. Special thanks to our Bylaws Committee member Ken Bettis for his hard work and many trips from Oroville to Alameda to help make our union even better.

Members cast their votes on our Bylaws changes at the Oct. 20 Retiree Meeting.

Thanks also to all the members who took part in their future by sitting on negotiation committees with their employers. They not only help themselves but others they work with and their representatives.

Next year will be a busy one for politics. We need to be heard. Working men and women are getting blamed for all of our government’s shortfalls, especially those with a pension. If we don’t fight for what we have, it’s sure to be taken from us. Join the fight. Stand up. Be proud to be a union member. Volunteer, and let our politicians know every working man and woman deserves a living wage, a pension and affordable health care. Call the Hall to get on the volunteer list, and let your voice be heard.

Happy holidays from District 60.

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

Work continues through winter

We are fortunate in District 01 to have so many building projects that are only minimally affected by the rain. San Francisco’s soil drains easily, so underground and utility work can continue year-round. Pacific Gas & Electric (PG&E) started an extensive program of equipment, according to Engineer Galicia’s superintendent has given him the opportunity to run his own operation with one of the cone crushers. Galicia is a second-generation Operating Engineer. His dad is Steve Marsili, and his grandfather was Joseph Marsili.

Fifth-step Construction Equipment Operator (CEO) Apprentice Matt Galicia is working at the Brisbane Quarry for Evans Brothers Inc. He has been operating crushers and loaders and performing maintenance. Galicia’s superintendent has given him the opportunity to run his own operation with one of the cone crushers. Galicia is a second-generation Operating Engineer. His dad is Joe Galicia.

Both of these apprentices will be productive journey-level operators when they graduate from the Apprenticeship Program and will continue their proud family tradition of being Operating Engineers.

Apprenticeship Spotlight

This month, we would like to focus on two apprentices from District 01.

Fifth-step Heavy Duty Repairer (HDR) Apprentice Matt Marsili is working at Interstate Grading and Paving’s shop and has always received outstanding marks on his work-summary timecards. He is a third-generation Operating Engineer. His father is Steve Marsili, and his grandfather was Joseph Marsili.

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Honoring membership service

Business Manager Russ Burns, the officers and Executive Board congratulate the following members with 51 years and more of membership. Local 3 also has 3,458 35-year Honorary Members with gold cards and about 175 members who will receive a 50-year gold timepiece next year. Our 50-year members will be announced in the July 2012 Engineers News. Operating Engineers Local 3 wishes all of its members and their families a happy holiday season and a prosperous new year.

51 YEARS

Carl "C" Johnson
Larry Jolliff
George L. Juhasz
Ralph N. Kahooty Sr.
Clarence Kamohai Kaili Sr.
Jim Keenan
Bill Keller
Merrill L. King
George W. King
Russ Kite
Edward A. Knecht
David Kragler
Jack Kubo
Dean Kyte
Robert Patrick Lynch
Robert Lynn
Manuel E. Machado Sr.
Russell "Buck" McConnell
Dennis W. Coscoiser
Lloyd McCusker
Richard A. McGill
Albert L. "Mac" McKeague
John A. McKinney
Leland D. Millett
Tony Minardi
Dennis J. Mohr
Leonard W. Meldenhauer
Jerry Moore
Raymond R. Moore
Joseph Moore
Edward "Ski" Morawski
Dale L. Morlan
E. Lani Nauauo
Robert Nicholson
Robert Nilmeyer
Gaylen F. Olsen
Frank E. Parker
Reinhart J. Peterson
Donald W. Politovich
Leonard Preader
Martines Rego
Carl R. Richofsky
Harold Rivers
C. Rodeout Jr.
Martin Rivera Sr.
F. B. Archer Jr.
Raymond R. Roamer
Armichim Sato
Lawrence Scott
Ray "Tony" Sgamanti
J. L. Sherman
Sargent Alfred Shira
Lloyd H. Short
David John Silveira
Richard T. Sire
John Smallwood
Israel T. Smith
Fumio Spinetti
Joseph M. Spiterri
Richard Stinson
Robert Stoddard
Lee Strode
Jack W. Stuckey
Edwin Suganama
Richard Swanson
Sadao Tachibana
Lloyd A. Thill
Lee E. Thompson
Peter M. Thornton
Bill D. Tims
Bert Tipton
Sidney L. Usry
Fred Charles Vaughn
Daniel Waegle
Eugene H. Wagner
William Waltz
Hugh Webb
John C. Wendel
Ralph V. Whiteley
Wilhelm H. Wilke
David E. Williams
Richard C. Wing
Clarence E. Winter
David Woodard
W.A. Woods
Kenneth F. Wright
Forrest Wyman
Paul "Chd" Yeoman
Albert Zayas

52 YEARS

Charles Alexander
Claude V. Alison
Scott Allen
Cleo Almand
Lark D. Anderson
Odel B. Anderson
John J. Anthony
Jack Arnold
Eddie L. Ashcraft
James Audrain
Rafael Avila
Jean P. Barbier
Vernon Baumbach
Richard Belden
John Bengston
Vict Berriochoa
Kelly Blevins
Philipo Portouzi
William Bossert
Gerald Boyle Jr.
Lester C. Brandon
Bill Brew
E. E. Burton
Norman Bunting
Lewis E. Burkhardt
Paul Butters
George Cairo
Marvin Charley
Paul Chimits
Ronald Coletti
Daniel Collins
Loyal R. Conde
William A. Coombs
Hershel E. Cossairt
Tony Coyte
John Cripe
Adolf Cruz
Maurice Darrigrand
Manuel De Freitas
Augustine Delgado
Bob Desimone
Kenneth Downer
Johann Dunker
Richard N. Ebytson
David Faria
Bob Farmer
George Fink
Bob Flint
Norm Gehlhart
Walter Gelten
Thomas E. Gilbert
Lawrence Giraudo
John Gomes
Adam Gonzalez
Lester Gunn
J. T. Haimes
Orin B. Hatch
Dan Hawkins
Russ Hayes
Howard L. Herrington
Harry Hillen
Alva Holford
Paul Holt
Gy Houghton
Thomas W. Huntington
Edward H. Hasmann
Roy F. Horn
John A. Jaquysh
George Jenkins
William D. Johns
G. Duane Johnson
Harold L. Jones
John P. Parker
Gordon L. Pace
Max L. Palmer
Clayton F. Fulton
Jim Gardner
Bert F. Garofalo
Robert H. Ghormley
Charles D. Gower
Jerry Guthrie
Donald E. Hackett Jr.
Norman Hagey
Ken Hall
Jim W. Hamilton
Ralph M. Hamlin
Kenneth Hicks
John L. Hinote
Eugene Hrubsky
Thomas Hunter
Lily Y. Iwama
Masami Inaba
Raymond Jayo
Dean Jennings
Carl E. Johnson
Eric Johnson
Guilio F. Pasquetti
Don Patters
Bill Porter
Donald L. Pruet
Larry L. Reedy
Orville Reitz
Robert F. Renford
Jesse D. Ringer
Alvin R. Rita
Vincent Rodrigues Jr.
Daniel Sandoval
Ernest H. Schoenhofen
Dwain S. Scott
Robert Sheppard
Ronald Sickler
Robert Alan Slater
Harold D. Smith
Jerry R. Smith
Norman O. Sorenson
Elbern Sorensen
Mark D. Sorensen
Dick Taylor
Ron A. Terry
Johnny W. Tiner
Ken Tronstad
Harold L. Veerkamp
Jim Vega
Clifford C. Wadsworth
Luther Walker
William Waters
Garin E. Watson
Myron Weber
Ulss Whitten
Aubrey J. White
Harold H. White
Ray Whittle
Russ Wilson
Paul B. Wise
Richard A. Wise
Joe Woodard
Bob L. Wright

53 YEARS

Sam Aguire
Gordon Akuna
John B. Amuchastegui
Fred W. Anderson
G. Robert Anderson
L. D. Anderson
James J. Andrade
F.B. Archer Jr.
Martin K. Archuleta Jr.
S. Atkinson
Russell Babcock
William Bachman
Earl E. Banta
John L. Barnard
Leon Barnett
Martin Baston
Jim Bean
Elwood Beckman
Herman Bertoloni
Norman G. Blair
Andrew Bodine
Salvato Bommarito
Richard Bowne
Bob Bowden
Bill R. Fakes
Joe Farnsworth
Robert E. Ferguson
Don Finanz
Albert “Al” Fowler
Robert L. “Buck” Frank
Kenneth D. French
Wes Frey
Henry Friese
Jerry L. Galvin
M.K. Gibson
Ralph E. Graham
Robert Graham
Doyle B. Graybill
Douglas Green
James “J.R. Barney” Gruber
Oscar A. Harmar
Herb Haskins
Kenneth Hathaway
John Hecker
Kenneth Henley
Robert John Henson
Rod Hocking
Ed Hunt
Earl L. Hutchinson
Warren Jennings
James N. Jewett
Bob Jimenez
Billy D. Karnes
Carl Keller Jr.
Jim D. Kepley
Joe Klein
Earl J. “Chuck” Kohler
Robert H. Lang
Donald Larson
Cliff J. “Pescado Pete” Lawrence
Cleatus “Cleat” Ledbetter
Charles Dillion Lee
Tom Lemon
Dave Leonard
Vern Leonard
Bruce Leecholtz
James Ray Lewis
Don Liggett
John Lindahl
Richard C. Linhares
Alpha G. Love
Vicente Luna Mejia
Wally L. Lymens
Buck J. Madruga
James A. Mallonee
Vernon G. Mattson
Bob Mayfield
Robert E. McCoy
James E. McGee
Lester McKinley
Jerry L. Menefee
Edward G. Mestek
Pete Montoya
Laroy “Buddy” Morris
Myrl L. Moxey
Herbert Myers
Laverne “Vern” Nolan Jr.
Duane W. Nye
Eve R. Oliver
Robert L. Olofson
Loren Oswald
Joe A. Pacheco
Nicholas A. Paras
Donald M. Parker
Ivan Norris Pearson
Vernon P. Pendleton
Manny Peralto
Ted Perry
Jack Petersen
Richard E. Peterson
Royal S. Phelps
Ralph Phillips
Hartley A. Postlewaite IV
Clyde K. Rasmussen
Vern Rau
Raymond Raumer
Charles E. Reagan
Bill Reeves
William V. Rickman
Alton L. Rippy
Jack L. Rist
Loren A. Ross
Vincent B. Russo
Hein Sawyer
Hastings Lee Schmidt
Marvin Seal
Anthony “Tony” Silva
George W. Smisek
Bill D. Smith
Bob L. Smith
John E. Smith
Richard Smith
William C. Spears
Robert H. Speiser
Wally F. St. Clair
Jim Sullivan
Douglas Sutterfield
Fred Sweet
Conrad F. Sylvia
Chuck Taylor
Jerry R. Taylor
Ted Taylor
Clifford A. Teem
Orval E. Thompson
John A. Toney
Harold Trumbly
Charles Ussey
Melvin E. Vandagriff
James Veerkamp
Pete Visalli
Terry Waddell
Warren J. Wallers
Kenneth “Duffy” Walther
Charles Ward
Eugene Wayman
T.J. “Tommy” Weatherford
John Thomas Williams
John David Winchell
Carl Eugene Young
Thomas Zaro
William L. Zundel
Raymond Bruno
Patrick Carlin
Belo Cascio
Robert Cavallero-Ainaipiez
Frank R. Chilcott
James B. Christensen
Peter J. Ciaramitano
David L. Cook
John O. Cook
William W. Cook
L.H. Cope
Leonard R. Cuillard
Kaylie Cummings
Harold Dalske
Felix Darcey
Tony Debonedetto
Louis D. Martin III
George A. Dias
Gilbert Duran
Robert Ellington
Daniel Ellis
Douglas Ence
Dick Faria
Rodney D. Farnum
Ron Farrell
Warren J. Fenner
Ken Fetch
Walter R. Finnas
Richard “Grizz” L. Flanders
Clarence Richard Flick
Jay H. Fullmer
Clyde E. Gann Sr.
George Garrett
Len J. Genetin
Albert George
Thomas Glage
Ronald W. Glantz
Dana Gollenbusch
Tony Gomes
Robert L. Graybeal
Don Greene
Paul Greney
Lawrence E. Hale
Calvin Harris
Lawrence Harrison
Roy A. Harrison
Thomas A. Hester
W.D. Hokanson
Jim “Doc” Holladay
Alfred W. Huntington
John Kenneth Jakeman
James E. Johnson
Curtis J. Jones
Harry Kunz
John D. Larsen
Ira O. Lawson
Jim Lehan
Luciano Malfitano
Edward Mamola
Dede Marsh
William E. Martin
Richard Martinez
Hugh Matthews
Robert McNair
Frank McNels
Theresa A. Mertz
Ervin R. Millard
Robert A. Mills
Robert Moebus
Frank Morales
Gary Morthole
Hank Munroe
Harold Nelson
Edward Ohanesian
Eugene Oller
William Revoe Parker Sr.
Alberto Paulazzo
Leonard E. Penrod
Arthur O. Peterson
Don Pierce
Wallace Porteous
Karl Posse
Merle Powell
Rolla J. Powell
Bob Powers
Lynn T. Reese
John Rhodes
Bruce J. Rider
Jeff Ringer
William O. Roberts
Don S. Robinson
Stanley Rose
Jack Santos
Vern Seim
Ron Sindorf
Verne Smeaton
Sam J. Sorce
Lawrence A. Sousa
Carl C. Stebbins
Walter Strate
Al Swain
Jack Taddei
Jerry Terry
Leonard M. Turner
Joe H. Vare
George Vieira
James P. Villa
Lavern “Buzz” Wagner
Marland J. Wilson
John T. Wood
Norman E. Wright
Leon C. Zach
Albert Mata
Larry McDonald
Frank A. Morrell
Carlos Murillo
Keith Nelson
Albert L. Neu
Claude Odom
Caesar Palestini
Lewis Peterson
Dwaine Pierzina
H.A. Rowland
Laurence Sackett
Stanford W. Salomius
Lonnlie Sample
Domingo Santas
Charles J. Schaller
Francis M. Scheimer
Ray Scott
William Seals Sr.
Robert Shoulet
Laverne Smith
Manuel Spessard
Mervyn Stayton
Harold N. Steagall
Robert E. Stritzel
Johnny Suazo
Lind Swanger
William A. Sylvia
Gordon Taylor
Claude Thomas
Charles Tomlinson
Carl O. Torgerens
D.L. Tucker
Robert Vandepole
Ray Walmsley
Robert Warman
Richard Wise

5YEARS

Nicola Ackel
James Alexander
Warren G. Amrine
Verlyn M. Andersen
Melvin Armstrong
Ed Barrington
Martin Best Jr.
William G. Blomquist
Douglas Bratton
Edward Burns
Wayne B. Burr
Alvin Cardoza
Mike Charest
William L. Cissney
Erwin E. Cripps
Charles Crohare
Dewie Dabbs
Henry J. Deetz Jr.
Buddy A. Dory
Rodger Elsion
Ralph Emmett
Alvin R. Foster
Charles W. Fox
Joseph Freitas
Thomas Garahana
George J. Giovanni
Ray Gonzales
V. Rex Gray
Jack W. Hartley
Sheldon Homer
James G. Jackman
Robert J. Lencioni
Robert Macedo
Arnold Macklin

57 YEARS

Vance Abbott
Lake W. Austin
Leo Bachman
John Badarello
John Barbaccia
James W. Billingsley
Robert Bloch
Bill J. Bly
James Cannon
George Carlson
Charles D. Colopy
J.E. Colopy
Jack Colvin
Chaunce K. Crittenden
John Davies
Darrell Davis
Reuben Dockter
Johnny Evans
Joe Fanea
Thomas Findlay
Stan W. Fredricks
Jack Frost
Robert E. Frost
Herb Hachman Jr.
V.P. Harris
Hailward Haugnes
Armand Herrera
Harry Horn
Robert Huebner
Arden F. Johnson
Robert David Jones
James Kolesar
Thomas Koop
Alfonso Lagrange
Paul C. Long
District Membership Meetings

The fourth-quarter 2011 District Membership Meetings concluded in October. At these meetings, the membership approved, by secret-ballot vote, to adopt the proposed changes to the Local 3 Bylaws. All changes to the Bylaws will go into effect Jan. 1, 2012. Thank you for participating in your union by casting your vote.

The first-quarter 2012 District Membership Meetings will take place in March. Please check the January issue of Engineers Nezes for dates and locations.

Town Hall Meetings

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

**DECEMBER 2011**
- 7th Newmont Mine Meeting
- 9th Construction Meeting

**JANUARY 2012**
- 4th Newmont Mine Meeting
- 11th Construction Meeting

**FEBRUARY 2012**
- 1st Newmont Mine Meeting
- 8th Construction Meeting

2011 District Picnics

**District 17: Maui Picnic Details**
Saturday, Dec. 3, 11 a.m. to 2 p.m.
Maui Arts and Cultural Center
One Cameron Way, Kahului, Maui
Cost: Free

2012 Political Action Committee election

Ree. Corres. Secretary Jim Sullivan has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Political Action Committees (PACs) will take place at the first regular quarterly District Meetings of 2012.

Honorary Membership for Retirees

Retirees with 35 or more years of service in Local 3 are eligible for Honorary Membership. Eligible Retirees will receive their Gold Membership Card and a reduction in dues. To find out if you are eligible or to apply for Honorary Membership, please contact the Recording-Corresponding Secretary (RCS) office at (510) 748-7400.

This month’s Honorary Members can be found below.

**Honorary Membership**

The following Retirees have 35 or more years of membership in Local 3 as of October 2011 and have been determined eligible for Honorary Membership effective Jan. 1, 2012.

- Leon Anglesey 1451655
- Donald Bustos 1680961
- Daniel L. Cody 1597735
- Robert Durrer 1709978
- Munetatsu Furuken 1555526
- Albert Heer 1332568
- Robert L. Lime 1567059
- William W. Moore 1064123
- Daniel Munley 1689705
- John W. Petersen 0858005
- Michael Raineri 1600942
- Dennis Sanchez 1601114
- William A. Schaffer 1226075
- Floyd Shibuya 1647216
- Gerald Thayne 1284806
- Steve B. Toms 1545280
- Clifton Wilson Jr. 1392504
- Delbert J. Wood 1477931
- Yuba City

50-year members correction

The following members were inadvertently left off the list of 50-year members in the July edition of Engineers Nezes:

- John Echols of Chico, Calif.
- Richard Rider of Lodi, Calif.

We congratulate these members and thank them for their many years of service.

Go paperless

**Engineers Nezes online option available**

Members who would rather read their award-winning Engineers Nezes online instead of receiving it in the mail can go paperless. This format will save the union printing and mailing 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.

Scholarship Foundation receives donation

The OE3 Scholarship Foundation would like to thank the Nicholson Family of Fresno (Ken and Claire, Chester and Pearl and Marcia Lefebvre) for their $100 donation. The donation was sent in memory of 70-year Operating Engineer Harry D. Smith, who passed away on Sept. 27, 2011.

The Scholarship Foundation is able to help young people further their education because of contributions such as this one from our members and their loved ones. Contributions can now be made online at www.oe3.org/about/scholarship/donation.html.
Recently published book on tractor company now available

While the Caterpillar Tractor Co. is well-known in our industry, few know the company’s history and the man behind it all, Clarence Leo “C.L.” Best.

Making Tracks: C.L. Best and the Caterpillar Tractor Co. chronicles the life of Best and his California equipment company that revolutionized agriculture during the turn of the 20th century. With his improvements to the track-type tractor, Best’s Caterpillar Tractor Co. became the world’s road builder, changing the heavy equipment industry along the way.

The 182-page, coffee-table-style book contains rich photos and history.

For more information on the book, visit www.makingtracksbook.com.
Happy holidays, happy health

Happy holidays to you and your families. This is a special time of year, and with it comes some added distractions that can lead to increased stress, poor nutrition and overindulgence. Our members’ health and welfare remains our primary concern. The Trustees are committed to doing whatever is necessary to make our members health-conscious and proactive in seeking proper medical and wellness advice. So, while we encourage everyone to enjoy time with family and friends, use moderation and stay safe.

While we’re on the subject of making smart choices, let’s revisit some ways you can decide to stay healthy at a lower cost to you and the Fund.

Generic vs. brand-name drugs

It’s important to remind all of our members (active and retired) that you’ll pay less out-of-pocket when you fill your prescription with a generic medication. The Fund will also save money by not having to absorb the cost of a higher-priced, brand-name version.

The chart below provides a price comparison for some of the more common drugs taken by our active members.

It’s easy to see the potential savings for both you and the Plan, if you and your doctor decide that generic medications are the way to treat your condition.

Fifty-year member George Need and his wife, Sandy, use generic prescriptions when possible.

“You have to,” Sandy said, to save money. “They’re the same thing, anyway.”

If you have questions about your prescription-drug benefits, contact CVS Caremark at (888) 790-4258.

Good news: More generics on the way!

Some of the most popular prescription drugs are about to get a lot cheaper. According to the mail-order pharmacy Medco, at least 22 prescribed medications may be available as generics in the next year, and several, such as Lipitor (treats cholesterol), Solodyn (treats bacterial infections) and Zyprexa (treats schizophrenia), have already gone generic.

Drugs available next year, include:

- Lexapro (treats depression): March 2012
- Provigil (treats sleep problems): April 2012
- Plavix (prevents blood clots): May 2012
- Singulair (treats asthma): August 2012

For the complete list, visit www.CNN.com and look under the Health tab at “The Chart.”

Brand** Lipitor $25 $95.90 $50 $312.70
Brand Crestor $25 $95.90 $50 $312.70
Generic Simvastatin $5 $7.60 $10 $27.80
Generic Pravastatin $5 $7.60 $10 $27.80

*Cholesterol medications are subject to step therapy, so members may have to try the generic drug before the Plan covers the brand-name drug.

**There is a $100 deductible for retail, brand-name drugs that must be satisfied before the co-pay applies.

The smartest way to save money: Take care of yourself

Just because you think you’re healthy doesn’t mean you shouldn’t have an annual physical exam. Taking the time to see your primary care physician is important in a number of ways:

- He/she knows you and your medical history. If something has changed over the past year, your primary care physician will know.
- Finding small problems today will be much cheaper – and most importantly, much easier to treat – than finding them later, after they have escalated. Blood tests are one way to find out what’s really going on inside you.

Schedule a visit with your primary care physician today.

If you have questions about Local 3’s Health and Welfare Plan, please contact the Fringe Benefits Service Center at (800) 532-2105.

Preventive care program expanded for Retirees

If you are retired and a non-Medicare participant who is enrolled in the Comprehensive Medical Plan, you and your spouse are invited to participate in a new, free program designed to assess your health.

Beginning Jan. 1, 2012, Health Dynamics, a nationally recognized leader in promoting better health through preventive care, will provide a thorough health-screening that evaluates an individual’s health status and health risks. Its primary objectives are early detection and reduction of preventable illnesses.

The new program will be covered at 100 percent in addition to the Plan’s current preventive care benefits. Plus, each non-Medicare Retiree and spouse who uses the Health Dynamics program will receive a $200 deduction in their monthly, self-pay contributions. This $200 per individual will be credited on a semi-annual basis – July 1 and Jan. 1.

Specific details about getting started – how and where you may schedule your assessment – will be mailed to all participants by this month.

We strongly encourage you to participate. This is good for you, your spouse and the Fund.

For Retirees eligible for Medicare: The Health Dynamics Program is not offered to you, because Medicare covers a full range of preventive services, including preventive visits, mammograms, pap tests, EKGs, bone mass measurements, glaucoma tests, flu shots, pneumonia vaccines, hepatitis B shots, medical nutritional therapy services and cardiovascular, colon-cancer, diabetes and prostate-cancer screenings. For more information, visit www.medicare.gov. Click on “Manage Your Health,” then “Preventive Services.” Under related links, you will find the “Your Guide to Medicare’s Preventive Services” brochure.

For more information, visit www.medicare.gov. Click on “Manage Your Health,” then “Preventive Services.” Under related links, you will find the “Your Guide to Medicare’s Preventive Services” brochure.

<table>
<thead>
<tr>
<th>Cholesterol Medications*</th>
<th>Retail Your co-pay</th>
<th>Plan pays</th>
<th>Mail Order Your co-pay</th>
<th>Plan pays</th>
</tr>
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<tbody>
<tr>
<td>Brand** Lipitor</td>
<td>$25</td>
<td>$95.50</td>
<td>$50</td>
<td>$315.50</td>
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<tr>
<td>Brand Crestor</td>
<td>$25</td>
<td>$95.90</td>
<td>$50</td>
<td>$312.70</td>
</tr>
<tr>
<td>Generic Simvastatin</td>
<td>$5</td>
<td>$7.60</td>
<td>$10</td>
<td>$27.80</td>
</tr>
<tr>
<td>Generic Pravastatin</td>
<td>$5</td>
<td>$7.60</td>
<td>$10</td>
<td>$33.20</td>
</tr>
</tbody>
</table>
FOR SALE: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO. Also: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO. Also: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO.

FOR SALE: 2006 Athens Park 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. Call Gigi or Susan at (775) 738-8071 or John at (866) 259-6630. Reg# 5562052.


FOR SALE: Acra mill. Sargon 2 axis 3000 single head CNC horizontal mill, 8 spindle head, 2 vector centers. Runs on 220-1 phase power. Table has no slop in both “x” and “y” directions. Comes with 6-inch Magnus vise, 360-degree rotation table, 50x and 10x magnification, and large diamond plated table. White in color earns extra consideration. Leave message at (510) 278-2936. Reg# 2577104.

FOR SALE: D4L Cat, rebuilt engine, new clutch, battery, alternator, 2L fuel tank, toolbox included. $500 OBO. Also: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO. Also: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO. Also: Three Kurt 6-inch collet chucks with 50-plus colletts, tool holders and some tooling. $2,500 OBO.

FOR SALE: 2010 Dodge Ram 2500 Laramie 4X4. Long bed, crew cab, light graystone pearl coat, GPS navigation system, 6.7-liter Cummins Turbo Diesel, automatic with overdrive, 220-1 power steering wheel, more. All warranties transferable. 5,800 miles. $8,250. (530) 273-2489. Reg# 1025259.

FOR SALE: Retired mechanic is reducing tool inventory. Too many tools for me to carry. Try to sell what you need. Also have Tec 1000 top and bottom box. Asking $4,000. (209) 662-0615. Reg# 2579515.

FOR SALE: 2004 530 H Case Dozer 1,830 hours. ROPS with sweeps, rear screen, six-way blade, ripper, 70 percent with 16-inch pads. 834,900. Contact Lee at (916) 768-8801. Reg# 2284201.

WANTED: Shotguns, rifles, pistol and ammunition. From one to a whole collection. (559) 351-6615. Reg# 2122373.


FOR SALE: 2010 Yamaha Laramie 4X4 Long bed, crew cab, light graystone pearl coat, GPS navigation system, 6.7-liter Cummins Turbo Diesel, automatic with overdrive, 220-1 power steering wheel, more. All warranties transferable. 5,800 miles. $8,250. (530) 273-2489. Reg# 1025259.

FOR SALE: 2006 Sacramento area and have room for plans, GPS, laser, tripod, two bundles lath on for grade stick, Lenker rod, tripod, two bundles lath on bottom. Platform on top has room for plans, GPS, laser, etc. Retired; don’t need it anymore. San Ramon. (925) 735-9038. Reg# 1820656.

FOR SALE: Like new 2004 seadoo bombardie sportster 4-tec 20 hours or less. Contact Mary at (707) 480-4121 or vpdp412@aol.com. Reg# 0993994.


FOR SALE: 1928 five-window Model A Ford Restored. 76,000 actual miles. $11,500. OBO. (916) 991-1530. Reg# 0486196.

FOR SALE: 2002 Allegro Bay 37-foot motor home. Two slides, back-up camera system, two air conditioners, two heaters, two full entertainment centers, solar, auto awning, hot water heater, gas, Queen-size bed, 47,000 miles, new brakes and rotors. $60,000 OBO. (707) 569-8825 or (707) 953-3877. Reg# 2017003.


FREE: Red Doberman, neutered. Gentle as pie; good for someone who likes to snuggle (he considers himself a lap dog). Eight years old. All vaccinations current. May get along with other dogs over time. May also be good as a guard dog. Owners live in Sacramento area. We have new baby and no time/money for dog. (916) 240-1635. Reg# 2553692.


FOR SALE: 5,000-watt Kawasaki generator with 2007 Nextrial trailer. Very clean. Excellent condition. 2-by-10 swim deck. White with full black canvas enclosures. Large salon, wraparound lounge, portside lounger seats eight adults; sleeps eight. Walk-through windsheld. Power engine compartment hatch. 310 hours on twin 5.0 Mercruiser MPI motors with 250 hours on trailer. $18,500. Extra. $85,000. OBO. Call Ken at (559) 960-4966. Reg# 2194218.


FOR SALE: 2010 Yamaha Laramie 4X4 Long bed, crew cab, light graystone pearl coat, GPS navigation system, 6.7-liter Cummins Turbo Diesel, automatic with overdrive, 220-1 power steering wheel, more. All warranties transferable. 5,800 miles. $8,250. (530) 273-2489. Reg# 1025259.

FOR SALE: Retired mechanic is reducing tool inventory. Too many tools for me to carry. Try to sell what you need. Also have Tec 1000 top and bottom box. Asking $4,000. (209) 662-0615. Reg# 2579515.

FOR SALE: 2006 550 H Case Dozer 1,830 hours. ROPS with sweeps, rear screen, six-way blade, ripper, 70 percent with 16-inch pads. 834,900. Contact Lee at (916) 768-8801. Reg# 2284201.


FREE: Red Doberman, neutered. Gentle as pie; good for someone who likes to snuggle (he considers himself a lap dog). Eight years old. All vaccinations current. May get along with other dogs over time. May also be good as a guard dog. Owners live in Sacramento area. We have new baby and no time/money for dog. (916) 240-1635. Reg# 2553692.
Cal-Neva’s temporary rock-barrier project marks the end of another year.

In late fall, when the temperatures cool and the rain starts to fall, operators must take out about 3,500 tons of rock used in the spring and summer to create temporary barriers in Old River, Middle River and the Grant Line Canal to increase water levels and quality for agricultural diversions in the South Delta.

“In April, they put the rocks back,” said fourth-step Apprentice Opal Connor, who was dumping about three loads of this rock every hour at a yard where it will be stockpiled until spring.

Fellow operators Jeanette Morton and Drake Schmid helped Connor move the more than 900 loads of rock that excavator operators Greg “Hammer Hawk” Marino and Norm Threlkel pulled from the bottom of Grant Line Canal.

This is a three-year job for Cal-Neva that started in 2010, but the project has been going on since the 1990s. The latest portion came to an end last month, but in the spring, Local 3 operators will return for the next phase.