

OPERATING ENGINEERS LOCAL UNION NO. 3

ENGINEERS



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*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



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For The Good & Welfare

By 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 \$18,838,295. 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.



From left: Rainer Stegemann, a former painter at the port, and Dredge Capt. Jim Riley.

Santa Cruz Harbor residents, patrons: We thank you

A recent barbecue, including hamburgers, hot links and chicken, was held at the Santa Cruz Harbor to thank residents and patrons who have continued to support the Santa Cruz Port dredge crew that has been locked-out since July 1. Currently, the crew has been replaced by unskilled, out-of-state workers. About 100 folks gathered for some free food and factual information regarding these anti-union tactics of new Port Director Lisa Ekers and the elected commissioners who hired her.

The terminated Local 3 dredge crew has dredged the harbor for more than 25 years and has become a fixture at the port. For some residents, they are like family. People like Rainer Stegemann, who worked as a painter at the port for more than 27 years, came to the barbecue because he believes in the crew as much as he believes in their cause.

"I've supported them [the dredge crew] the whole time," Stegemann said. "Getting rid of the old crew is like getting rid of the original owner of an old '37 Chevy and replacing him with a kid. This place was running perfectly before."

Retired school teacher Suzanne Hoffman only learned of the events at the port because of the barbecue.

For Dredge Capt. Jim Riley, it has been hard to walk the picket line every week and watch unskilled labor do his job.

"I feel a loss. I'm missing a season," Riley said.

According to Director of Safety/Special Rep. Dave Harrison, the port has refused to continue negotiating, but the union is not giving up. Events like this community appreciation barbecue and the weekly picket continue to draw attention to the workers' plight. Harrison urges the local community and all union members to call the Santa Cruz Port District (SCPD) commissioners at (831) 475-6161 and tell them to stop the attack on local workers.

Talking Points

By Fred Herschbach, president



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.

OE3 FINANCIAL REPORTS

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 loss 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 \$750,631 versus 2010’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)		
	09/30/2011	09/30/2010
General	\$36.6	\$37.2
Hardship, Strike, Lockout	\$4.4	\$4.1
Emergency	\$13.0	\$12.1
Defense	\$5.9	\$5.3
Capital Maintenance	\$0.2	\$0.7

Third Quarter 2011 Financial Report (Unaudited, in thousands)

Profit & Loss Statement (Sept. 30, 2011 – Year-to-Date)

Membership Revenue	\$25,258
Other Revenue	<u>\$3,256</u>
Total Receipts	<u>\$28,514</u>
Salaries, Benefits and Taxes	\$17,851
Per Capita Taxes	\$4,245
Office and Operations	\$2,422
Depreciation	\$1,178
Professional Services	\$545
PACs and Fund Allocations	\$781
Admin and Public Relations	<u>\$2,495</u>
Total Expenses	<u>\$29,518</u>
Net Income/(Loss)	<u>\$1,004</u>

Balance Sheet (As of Sept. 30, 2011)

Cash, Investments and Deposits	\$30,124
Employee Funded 457 Plan	\$1,523
Automobiles	\$3,549
Office Furniture and Equipment	\$1,684
Computers and Software	\$9,203
Communications Equipment	\$888
Print Shop Equipment	\$1,006
Less Accum. Depreciation	<u>(\$9,826)</u>
Total Assets	<u>\$38,152</u>
Liabilities	<u>(\$4)</u>
Employee Funded 457 Plan	\$1,523
General Fund Balance	<u>\$36,632</u>
Total Liabilities and Fund Balance	<u>\$38,152</u>

2011 HEALTH AND WELFARE PLAN BENEFITS

Jan. 1 – June 30, 2011

PLAN	MEDICAL ¹	PRESCRIPTION DRUG ²	DENTAL	OTHER DISBURSEMENTS ³	TOTAL DISBURSEMENTS	TOTAL RECEIPTS	NET CHANGE
NO. CALIFORNIA	\$ 60,309,565	\$ 5,866,197	\$ 7,212,555	\$ 5,062,014	\$ 78,450,331	\$ 62,786,142	\$ 15,664,189
PENSIONED	\$ 21,481,142	\$20,053,392	\$2,187,155	\$ 3,294,419	\$ 47,016,108	\$ 44,304,355	\$ 2,711,753
NO. NEVADA ⁴	\$ 7,307,454	\$ 1,462,109	\$ 577,231	\$ 766,686	\$ 10,113,480	\$ 11,895,930	\$ 1,782,450
HAWAII	\$ 7,678,390	\$ 1,422,646	\$ 1,077,337	\$ 849,988	\$ 11,028,361	\$ 9,673,813	\$ 1,354,548
UTAH	\$ 4,797,973	\$ 1,032,308	\$ 477,460	\$ 754,966	\$ 7,062,707	\$ 6,407,721	\$ 654,986
PUBLIC EMPLOYEES	\$ 7,665,345	\$ 1,277,259	\$ 1,045,090	\$ 574,070	\$ 10,561,764	\$ 10,326,495	\$ 235,269
TOTAL	\$ 109,239,869	\$ 31,113,911	\$ 12,576,828	\$ 11,302,143	\$ 164,232,751	\$ 145,394,456	\$ 18,838,295

Notes:

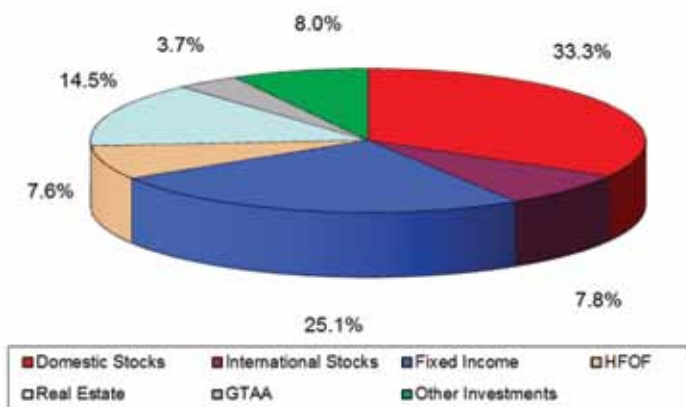
1. Medical includes regular and Kaiser medical (including Kaiser Drug), stop-loss and Medicare reimbursement.
 2. Pensioned Health and Welfare prescription drug cost is the claims paid less Medicare drug subsidy of approximately \$1.6 million.
 3. Other Disbursements include vision care, life insurance, burial benefits, hearing aids, physical exams, disability, chemical dependency and operating expenses.
 4. Northern Nevada is on a fiscal year of Sept. 1 – Aug. 31, so the numbers above are for Sept. 1, 2010 – June 30, 2011.
- * Figures based on unaudited financial statements.

Pension Trust Fund for Operating Engineers

6/30/11

Plan Assets

(1) Total Investments	\$ 2,688,137,600
Domestic Stocks	895,637,236
International Stocks	208,563,665
Fixed Income	673,481,662
Hedge Fund of Funds	204,869,052
Real Estate	390,992,394
GTAA	100,298,254
Other Investments	214,295,337



Notes:

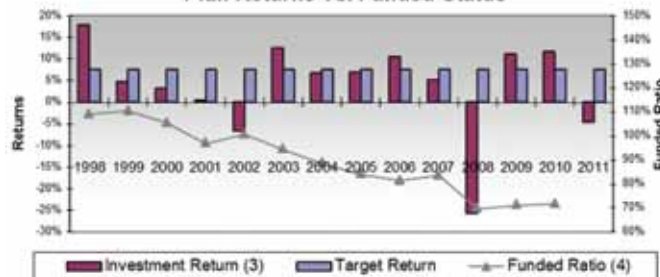
- 1) Asset figures and returns are preliminary and unaudited. 2011 return is nine months ending 09/30/11.
- 2) Other investments include insurance contracts with New York Life and operational cash.
- 3) Returns through 12/31/2007 were not calculated by IPS.
- 4) The Funded Ratio is the value of assets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

Plan Returns / Funded Status

	Investment Return (3)	Target Return	Funded Ratio (4)
1998	17.8%	7.5%	108.9%
1999	4.8%	7.5%	110.4%
2000	3.2%	7.5%	105.4%
2001	0.4%	7.5%	96.9%
2002	-6.6%	7.5%	100.6%
2003	12.5%	7.5%	94.5%
2004	6.7%	7.5%	88.7%
2005	6.9%	7.5%	84.0%
2006	10.5%	7.5%	81.3%
2007	5.2%	7.5%	83.5%
2008	-25.6%	7.5%	69.7%
2009	11.1%	7.5%	71.2%
2010	11.7%	7.5%	71.7%
2011	-4.6%	7.5%	N/A

(1) YTD

Plan Returns vs. Funded Status



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.



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



Dave Miller



Mike Costa



Rick Martinez



Matt Trueb

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 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

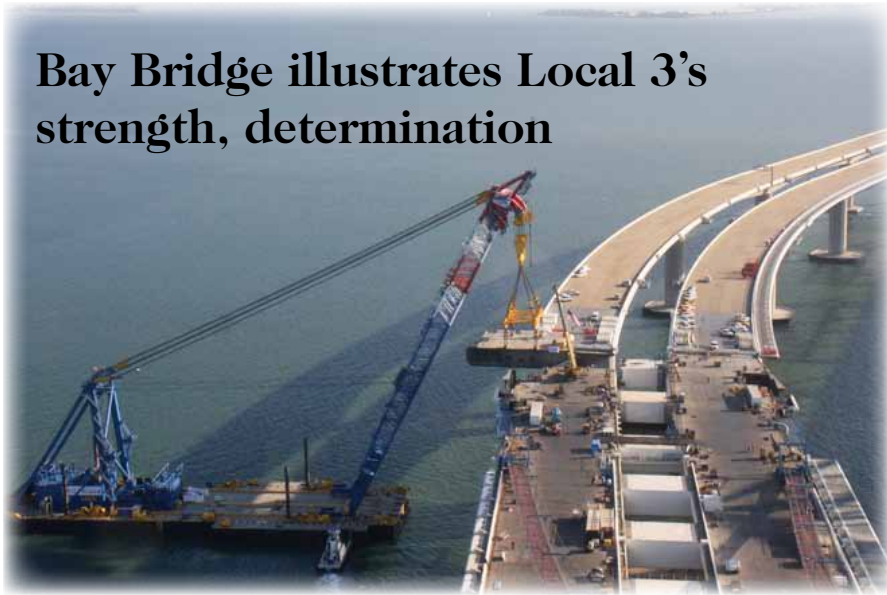
Total dispatches created – 897



Report & Review

By Carl Goff, vice president

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.



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

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





Public Employee News

By Carl Carey, director

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 stripped 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 Slaathaugh 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 horrible 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



From left: Patrol Officer Josh Small, Major Jason Wu, Commanding Officer of U.S. Park Police, and Patrol Officer Robert Smith.

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.

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.

Happy

*Give the gift of
choice!*



Holidays

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

CE Operating Engineers #3
Federal Credit Union

Union STRENGTH • Union PURPOSE • Union PRIDE

(800) 877-4444 • www.oefcu.org

Thank you for letting us serve you for the past 47 years.



Fringe Benefits

By Charlie Warren, director

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

MORGAN 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 Post

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.

WE'RE HERE TO HELP

Fringe Benefits Service Center: (800) 532-2105
Trust Fund Office: (800) 251-5014



News & Notes

By Dan Reding, financial secretary

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.



Looking at Labor

By Pete Figueiredo, treasurer

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 \$11 million, up 23 percent from 2008.
- The average income for CEOs at companies listed in the Dow Jones Industrial Average was \$20 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.



Rancho Murieta Training Center
for apprentice to journey-level operators

By Tammy Castillo, director of apprenticeship

**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 Debra Carrell, District 04/District 20 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

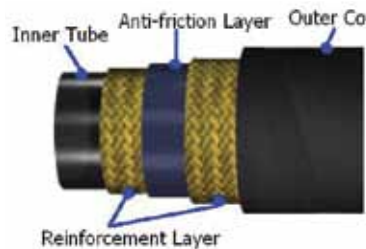
By Dave Bibby, Heavy Duty Repair (HDR) instructor

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 ¼-inch (4/16), and a -8 (8/16) indicates a ½-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.

Local 3 Scholarship Foundation Contest Rules for 2012

Applications available at district offices, Credit Union branches and online at www.oe3.org

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

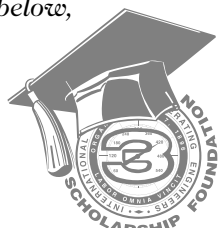
In addition to the six Academic Scholarships, Local 3's Scholarship Foundation will award 25 \$1,000 Merit Scholarships. Children of Local 3 members who plan to attend college or trade school are eligible to apply. The Merit Scholarship winners will not be judged on academic qualifications but instead 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





Political Perspective

By Mark Kyle, director of government affairs and public relations

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.)

ATPA Angle

By Bob Miller,

Associated Third Party Administrators (ATPA) senior account executive

Trust Funds website offers a lot

Information is knowledge, and that is why you are reading the *Engineers News* at this moment. Attending District and Semi-Annual Meetings yields information, as do Special Called Meetings, bulletins, mailers and fliers, etc. Business Manager Russ Burns, the officers and the Trustees are constantly dispensing information in the interest of education and transparency.

Another great tool is the Trust Funds website, a paperless, cutting-edge way to obtain information. However, only 10 percent of Local 3's membership is currently registered on this site. Anyone with an e-mail address can register in four, easy steps:

1. Visit www.OE3trustfunds.org.
2. Click on the "Register" button and fill out the requested information.
3. Use a valid e-mail address as your user name.
4. Make sure to open and verify the e-mail from oe3trustfunds.org. This e-mail will come quickly and is critical to gaining access to your private information.

The website contains a lot of information about your personal benefits, including the Pension estimator, which is one of the

more popular aspects of the site. Simply plug in your anticipated hours for years going forward, and your estimated Pension benefit will be automatically calculated. Your contributions information is also displayed.

Current Health and Welfare hour bank and eligibility information is also available, and if you are retired, your Pensioned Health and Welfare status will be projected. Your personal annuity information is displayed, along with various forms and documents you may print out as needed.

The goal of the website is to provide each member of Local 3 his or her personal benefit information in the fastest, easiest and most accurate way possible. Please sign up today. Help grow the usage rate and the information-dispensing process!



Staff Spotlight: Jeff Hunerlach

Yuba City Business Agent Jeff Hunerlach is being honored this month for his tireless efforts on behalf of the Local 3 membership. His dedication to the membership is evidenced by the accounts of his fellow staff and the members he serves.

Yuba City District Rep. Ed Ritchie said that since Hunerlach started in July 2010, he has given his all: "He has worked nights when I needed him to but mostly just took it upon himself to work a full day and then turn around and police jobs at night. Jeff has been asked to learn a whole new field of work and is a quick study. [He] puts tremendous effort and pride into being a representative for the members of Local 3."



Yuba City Business Agent Jeff Hunerlach is honored this month for his dedication to the Local 3 membership.

Background: Joined Local 3 in 1997, operating many kinds of equipment (mainly on subdivisions), with the excavator being his favorite; also operated equipment in quarries and on levee jobs; hired as a business agent in July 2010

Recent achievements: Has impacted the lives of the members he represents so much that they have called in to brag about him; continues to work on improving his membership service and does whatever is asked of him

What the members say: "Any questions I've ever had, he has taken just a few minutes to get back to me on. I am very appreciative of him. He is doing his job very well. And I have met a lot of different business agents. He's been really good for me." – John Lovell, 13-year member



Loader Operator Susie Williard.



Loader Operator Jim Moss works for Granite.



Loader Operator Doug Hanks works at a Rees's Enterprise plant in Sparks.



Second-generation Crusher Operator John Hutchins Jr.



Loader Operator Justin Mezera.



Andy McGilvrey is a third-generation union operator.



Five-year member David Weaver works at a Q&D Construction recycling plant.



Seven-year member Richard Herman.

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 cobble, 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.



Loader Operator Nate Pipkin is a third-generation Local 3 member. His father, Cleveland "Marty" Pipkin Jr., and his grandfather, Cleveland Pipkin, were also members.



Dozer Operator Mike Nicastro.



From left: Loader Operator Fredrick Rogne and Excavator Operator Scott McCartney sort rip-rap.



Excavator Operator Don Spears uses a jaw attachment to remove rebar from the rock pile, so it doesn't break the crusher.



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



Granite Hot Plant Operator Mark Hawkins.



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.



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.



Kevin Reynolds works for Mercer-Fraser.

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.

FAIRFIELD | 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 Duhig Road.

In Napa, **Keith J. Gale General Engineering** continues work off Gasser Road with a theater lot and other residential projects. **Kiewit** and **Suulutaaq** 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. Forde** 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**.



Apprentice Lino Salinas works for Valentine Corporation.



Emil Bacigalupi works for Castle Concrete Pumping on Hwy. 121.



Foreman Mitch Turin and Gradesetter Bryan Daher work for Ghilotti Brothers.



Daniel Comacho works for Valentine Corporation.



Operator Michael Bullis works for Valentine Corporation.

Work at Fresno airport begins

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.



Members with Northwest Paving work on the Shasta Lake city overlays.

The future is looking brighter. Work is picking up, as is our spirits. Please remember that election season is coming, and we will need all the help we can get. If you would like to get involved, it can be a lot of fun. Please let Dispatcher **Rick Knight** know if you can help. He will put your name on our volunteer list, and you can earn Voice of the Engineer (VOTE) points toward prizes given for hours of volunteer work.

Remember to register on the out-of-work list every 84 days, so you don't fall off. Also, check with Knight for classes that may be offered in our district.

From the District 70 staff, have a safe and happy holiday season.

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 Kennecott 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.



Members are encouraged to visit our training site, where they can train on all kinds of equipment.

I-5 project, Hwy. 99 rehabilitation will start next year

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

I-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.



President Fred Herschbach speaks at a recent Retiree Meeting.

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 Concrete (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 Limden 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.



From left: Members Donald Ogawa and Henry Stripling exercise their democratic right by voting on the union Bylaws Resolution in October.



New member Paul Dougherty shakes hands with Business Manager Russ Burns after being sworn in at the Oct. 12 District Meeting.

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 accidents in the United States each year. According to the Occupational Safety and Health Administration (OSHA), in 2010, 4,547 people were killed on the job. This year, 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.

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.

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



Mike Broersma



Scott Hlade

Sid Higgins (in equipment) and Paul Vanemmerik.

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 \$9 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.



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

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.



HDR Jason Stoddard.



Crane Operator Kevin Suarez.



HDR Chris Palmer.

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** \$7 million Pearl Harbor Makalapa Drive
- **American Marine's** \$8.1 million Hilo Cargo Terminal
- **Primatech 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 n e ho'op maika'i 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 | 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 to contract out a large amount of work in the aftermath of last year's horrific pipeline explosion in San Bruno. Pipeline contractors **ARB**, **Rockford**, **Snelson** and **Infrasource** are busy inspecting, testing and replacing gas pipelines throughout the district. Members with gas-pipeline or live-utility experience on excavators or sidebooms or experience as pipeline oilers should contact the Hall.



Apprentice **Jesse Paulsell** provides shoreline protection at Mission Bay.

Work is progressing well at the UCSF women and children's cancer facility at 16th and Third streets. **Sheedy Hoist** has three, duel-car lifts operated by **Mark Chism**, **Carla Bass**, **Boyd McBride**, **Doug Russell**, **Logan Schenck** and **Derek Robertson**. The tower crane is operated by **Sheedy's Shawn Frazer**.

At Mission Bay, **Ferma** is performing shoreline protection, valued at \$1.6 million, on the Bay Front Park project. Apprentice **Jesse Paulsell** and operators **Jose Guadalupe Cisneros** and **Jose Carmen Cisneros** are working on the job. **Ferma** is also slated to demolish the old Doyle Drive roadway by having two, 12-hour shifts with about 100 pieces of equipment, according to **Ferma's** management.



Operator **Jose Guadalupe Cisneros** works on the Bay Front Park project.

In San Mateo County, **Kiewit** still has about nine months of work on the Devil's Slide tunnel, installing utilities, the roadway and final lining. On the Bay Division Tunnel, **Michels/Jaydee/Colluccio** completed the Earth Pressure Balance (EPB) Tunnel Boring Machine (TBM) assembly after the cutting heads advanced about 300 feet into the tunnel. Its operation will have gone into full production as of press time.

In Marin County, the Hwy. 101 widening continues in Novato with **Ghilotti Bros.**, **RM Harris**, **PCDC Drilling** and **DeKay Demolition** utilizing members **Tom Rosas** and **Kevin Williams**.

Other members are also working long hours. On the coast near Bolinas, **Ghilotti Bros.**'s **Tom Hyland** and crew, **Maggiora & Ghilotti** and **Team Ghilotti** are making roadway improvements on three different Caltrans contracts on Hwy. 1. At the Buck Center, **Ghilotti Bros.** will perform work on the new parking lot, which is mainly grading and paving, and **Piazza Construction** is using Operator **Justin Williamson** on the geothermal site. Work on the Sonoma Marin Area Rail Transit (SMART) train is starting up again. We will keep you posted as to who is awarded the contract.

The District 01 staff would like to thank everyone who helped in **Leland Yee's** mayoral election campaign.

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**.



Fifth-step HDR Apprentice **Matt 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**.



Fifth-step CEO Apprentice **Matt 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.

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				
Tsuyoshi Abe	Carl “C” Johnson	Richard Swanson	Bob Desimone	Guilio F. Pasquetti
Evaristo Abila	Larry Jolliff	Sadao Tachibana	Kenneth Downer	Don Patters
Ronald Anders	George L. Juhasz	Lloyd A. Thill	Johann Dunker	Bill Porter
Garry M. Anderson	Ralph N. Kahoopii Sr.	Lee E. Thompson	Richard N. Ebitson	Donald L. Pruett
Eddie Andreini	Clarence Kamohai Kaili Sr.	Peter M. Thornton	David Faria	Larry L. Reedy
Phyllip Wain Arnold	Jim Keenan	Bill D. Tims	Bob Farner	Orville Reitz
Lynn Barlow	Bill Keller	Bert Tipton	George Fink	Robert F. Renfro
Kenneth F. Barrow	Merrill L. King	Sidney L. Usry	Bob Flint	Jesse D. Ringer
Joe L. Bengoechea	George W. King	Fred Charles Vaughn	Norm Gebhart	Alvin R. Rita
Ben Berch	Russ Kite	Daniel Waegele	Walter Gelien	Vincent Rodrigues Jr.
Frank J. Borges	Edward A. Knecht	Eugene H. Wagner	Thomas E. Gilbert	Daniel Sandoval
Ralph Bowman	David Kragler	William Waltz	Lawrence Giraudo	Ernest H. Schoenfeld
Jim Brashear	Jack Kubo	Hugh Webb	John Gomes	Dwain S. Scott
E. Gary Burghardt	Dean Kyte	John C. Wendel	Adam Gonzalez	Robert Sheppard
Bernie Burns	Robert Patrick Lynch	Ralph V. Whiteley	Lester Gunn	Ronald Sickler
Harold “Babe” Byer	Robert Lynn	Wilhelm H. Wilke	J.T. Haimes	Robert Alan Slater
John A. Camarra	Manuel E. Machado Sr.	David E. Williams	Orin B. Hatch	Harold D. Smith
Bruce Cameron	Russell “Buck” McConnell	Richard C. Wing	Dan Hawkins	Jerry R. Smith
Jack Campbell	Dennis W. McCosker	Clarence E. Winter	Russ Hayes	Norman O. Smith
Tiffin E. Cannon	Llyod McCusker	David Woodard	Howard L. Herrington	Elbern Sorensen
Cloyd Cavana	Richard A. McGill	W.A. Woods	Harry Hillen	Mark D. Sorenson
Steve B. Cisneros	Albert L. “Mac” McKeague	Kenneth P. Wright	Alva Holford	Dick Taylor
Bob Clifton	John A. McKinney	Forrest Wyman	Paul Holt	Ron A. Terry
Donald L. Coleman	Leland D. Millett	Paul “Chd” Yeoman	Cy Houghton	Johnny W. Tiner
Richard E. Connor	Tony Minardi	Albert Zayas	Thomas W. Huntington	Ken Tronstad
Bob Cooper	Dennis J. Mohr		Edward H. Husmann	Harold I. Veerkamp
Larry A. Cossairt	Leonard W. Moldenhauer	52 YEARS		
William F. Cowden	Jerry Moore	Charles Alexander	Roy F. Ihori	Jim Vega
Norvin “Pete” Cox	Raymond R. Moore	Claude V. Alfson	John A. Jaquysh	Clifford C. Wadsworth
DeVerl Craig	Joseph Moore	Scott Allen	George Jenkins	Luther Walker
Carl Davidson	Edward “Ski” Morawski	Cleo Almand	William D. Johns	William Waters
A. de Groot	Dale L. Morlan	Lark D. Anderson	G. Duane Johnson	Garin E. Watson
Denny Dennis	E. Lani Naauao	Odell B. Anderson	Harold L. Jones	Myron Weber
Al Doty	Robert Nicholson	John J. Anthony	Ken Jones	Ulus Whiffen
Cecil Dougan	Robert Nilmeyer	Jack Arnold	Toshio Kajiura	Aubrey J. White
Mario “Moe” Dumlao	Gaylen F. Olsen	Eddie L. Ashcraft	James N. Kamanao	Harold H. White
William Ebersole	Frank E. Parker	James Audrain	Yasuji Kisaba	Ray Whittle
Melvin Faria	Reinhart J. Peterson	Rafael Avila	Paul Knappenberger	Russ Wilson
Thomas W. Field	Donald W. Politovich	Jean P. Barbier	Wendell Kochis	Paul B. Wise
Derrell T. Fish	Leonard Preader	Vernon Baumbach	Melvin W. Kruschke	Richard A. Wise
J.H. Fletcher	Martines Rego	Richard Belden	Don Lankford	Joe Woodard
Adam L. Flores	Carl R. Richofsky	John Bengtson	George A. Lema	Bob L. Wright
Hugh M. Floyd	Harold C. Rideout Jr.	Vic Berriochoa	Max Lennon	
Gerald Foursha	Martin Rivera Sr.	Kelly Blevins	J. Don Long	53 YEARS
Solfecio John Frias	Felix H. Rodriguez	Phillip Bortolussi	Candelario Lopez	Sam Aguirre
Clayton F. Fulton	Hilario Rodriguez	William Bossert	Richard Manske	Gordon Akuna
Jim Gardner	Don Rogers	Gerald Boyle Jr.	Ysidro Mariscal Sr.	John B. Amuchastegui
Bert F. Garofalo	Wayne G. Rose	Lester C. Brandon	Ralph Martineaz	Fred W. Anderson
Robert H. Ghormley	Wayne G. Rose	Lester C. Brandon	Richard T. Martinez	G. Robert Anderson
Charles D. Gower	Gil Rothweiler	Bill Brewer	Virgil McAlexander	L.D. Anderson
Jerry Guthrie	Raymond R. Royer	Larry E. Brown	Joe McCrory	James J. Andrade
Donald E. Hackett Jr.	Arimichi Sato	Norman Bunting	Robert McDonald	F.B. Archer Jr.
Norman Hagey	Lawrence Scott	Lewis E. Burkhart	Manuel R. Mejia	Martin K. Archuleta Jr.
Ken Hall	Ralph “Tony” Sgambati	Paul Butters	Jim Meyers	S. Atkinson
Jim W. Hamilton	J.L. Sherman	George Cairo	Ronald C. Miller	Russell Babcock
Ralph M. Hamlin	Sargent Alfred Shira	Marvin Charley	Rudy Minjares	William Bachman
Kenneth Hicks	Lloyd H. Short	Paul Chimits	Robert Mongolo	Earl E. Banta
John L. Hinote	David John Silveira	Ronald Coletti	Raymond Morin	John L. Barnard
Eugene Hrobsky	Richard T. Siri	Daniel Collins	Emilio Navarro	Leon Barnett
Thomas Hunter	John Smallwood	Loyal R. Conde	Esmenio Nelmidia	Martin Baston
Lily Y. Inaba	Isaac T. Smith	William A. Coombs	A. Carlyle Nelson	Jim Bean
Masami Inaba	Fumie Spinetti	Hershel E. Cossairt	Clyde Nielson	Elwood Beckman
Raymond Jayo	Joseph M. Spiteri	Tony Coyle	Jack K. Ogden	Herman Bertolini
Dean Jennings	Richard Stinson	John Cripe	Stewart Orchard	Norman G. Blair
Carl E. Johnson	Robert Stoddard	Adolf Cruz	David Osborne	Andrew Bodine
Eric Johnson	Lee Strobe	Maurice Darrigrand	Bryce H. Owen	Salvato Bommarito
	Jack W. Stuckey	Manuel De Freitas	Gordon L. Pace	Richard Boune
	Edwin Suganuma	Augustine Delgado	John P. Parker	Bob Bowden

Grover L. Bowman	Wayne Marvin	Andrew J. Belli	Bill Henley	Charles V. Snyder
Jerry Brazil	Richard McDougald	Rudy E. Benno	Frank Hernandez	Papa-Oscar Staples
Francis Bristow	F. Layne McNally Jr.	Emilio Betancourt	Erech L. Hilbun	William J. Steele
Boyd L. Brown	Robert Miles	Ken Bettis	Alvin Lee Hinchman	Paul M. Stewart
Curtis Brown	Glendon Mills	Jack Bickerdike	Donivan Lee Hokett	Lonnie E. Stone
Ron M. Bryan	Frank Milovina	Tom Bills	Clyde Hollenbeck	Richard L. Stone
Paul Bunten	Ray A. Mokiao	Raymond Bisailon	Kenneth J. Holley	Bucky Sumpter
Lynn Checketts	Charles M. Moller	Robert M. Blair	Charles Holman	Leman C. Turley
Don Colburn	James R. Montelbetti	Ralph Blenn	Charles Holzen	Leonard Verkuyl
Norman Cossairt	Peter Musachia	Charles Boarts	Arney Horton	Gus K. Vezaldenos
Anthony Costa	Esmenio Nelmidia	Bobby Boggs	Ernest P. Hull	Gerhart Walker
Charlie W. Crane	Lowry Olsen	Bob D. Branaugh	Robert D. Hultsman	Stanley Watkins
Kenneth Cumming	Harlan Olson	Bob Brannan	Stan Huston	Glen Alva Wells
Elzie Cyphert	William D. Oren	Robert L. Briggs	V.L. Hylton	Tom Westphal
James Dale	Andy Paisley	John L. Brotherton	Ron Ivaldi	Earl W. Wight
Donald M. Davis	Charles Pennington	W.C. Brown	Le Grand Iverson	Mel Williams
Nick Demianew	Leonard Pereira	Merlin Buck	Theodore Jamison	L. Dee Wright
Edd Dempsey	Le Roy Pereira	William Burton	Raymond Jarvis	Roland Donovan Young
Edward Derby	Charles O. Phillips	George Bushton	Ray Reed Jessop	Robert C. Yturiaga
William J. Derrick	Wayne D. Poole	Norman Cabassi	Vince Jimenez	Jerry Zimmerman
Frank J. Dipuma	Bill Post	Donald L. Campbell	Alex Andrew Johnson	
Frank Dorr	William L. Preston	Marvin Capps	Orvil Johnson	55 YEARS
Virgle Dryden	Royce Props	Lee R. Ceccotti	Howard Kaurin	Frank Aguilar
Kenneth Duran	Daniel Quadros	Odell V. Christensen	Louie Klein	Donald L. Allen
Carl R. Edmondson	Gino Quilici	Mike Clarkin	Don G. Lane	Finis F. Allen
Marvin Edwards	Tom Raftery	Jimmy Clary	Loring Lintt	Ken Allen
Samuel Eidson	Robert Reyburn	Iver “Ike” Clausen	Henry S. Lopez	Frank Alvarez
James W. Every	Robert L. Richards	James Cole	Louis J. Lovisco	Melvin L. Anderson
Victor Eyheralde	Rudolph Rivas	Bill Corder	William “Bruce” MacFarland	Ralph Andrade
Joe Frank	Ronald Rocha	Ray Crum	Ed Marks	Norm Ash
Alfred Free	Anthony Rodrigues	Al Crumb	Bill Marshall	William Avila
Harry C. Freeman	Chester Rudisill	Everett Crutchfield	Burt W. Match	James S. Avilla
Patrick A. Furnish	Eldon A. Rummel	Edward Daniels	Fred W. Mattson	William Avist
Herman Gaither	Mel J. Sackett	Eugene Davis	Malcolm L. Maxwell	Nick Banducea Jr.
Paul Garcia	Margari Sanchez	Bert Dayton	Joseph George Mazza	Richard H. Banes
Stephen Gilbert	Gene Scarberry	Denton Denny	Robert A. McMahon	David Bardelmeier
Frank F. Gomes	Paul Schissler	J. Michael Devine	Ted C. McNeill	Albino Victor Bazzi
Alton J. Gordon	Gary Schmidt	Vernon F. Dias	Gordon D. Melton	Dale Beach
Frank H. Goulette	Carlos Serpa	Mickey Dillon	Rex L. Melton	Joe Biasca
David E. Gray	Guy Slack Jr.	Gardner T. Downer	J. Lou Mercado	William Bosworth
Kenneth Green	Larry J. Smith	David A. Dunaway	Lloyd J. Morrison	Clifton Brandon
Allen R. Greenhaw	Emil Soljack	Robert E. Dunn	Donald W. Morton	Dave M. Bristow
Gilmor Griffith	Jonathan Southwick	Ray W. Dutter	George Mosegaard Jr.	Glenn E. Buckner
Eugene Hall	Frank Souza	Rex Dykes	William F. Muller	Bradley K. Burghardt
Kenneth G. Hamnes	Richard Stack	Paul Easley	J.K. Munn	Gordon K. Burton
Robert Harvey	Kenneth J. Stanko	Victor C. Egbert	Filbert J. Munoz	Alban E. Byer
Wesley Hay	Charles Stavros	Jerry Ellingson	John L. Nash	William G. Byers
James Holstine	Carl Stephens	Wilbert Erman	Raymond Neely	Douglas W. Carter
Duane Hope	George Stidham	Clyde E. Evans	Robert L. Nelson	Raymond R. Chattman
James C. Houston	Sam Sunseri	Clarence N. Facha	Jim Nevois	Jake Clayton
Floyd G. Houx	Ronald Sweet	Kenneth L. Felkins	Glen B. Nielsen	John H. Cole
Thomas G. Hubbard	Merl Switzer	Therlow Fenn	George F. Northcutt	Roland L. Cram
Felix Iturraran	Milton Taormino	Garth Ferguson	Moises Ontiveros	Lloyd Crosby
Bob Jackson	Vurel B. Thomas	Bob Findley	Edward E. Ostenberg	Charles Franklin Cross
Milton Jackson	Richard Tipton	Otto C. Fink	Alvie L. Owens	Jay Crownoble
Harry Johnson	Don Trull	Charles H. Foote	William Pauole	Al Crumb
Jack L. Jones	A.L. Vesely	Donald E. Foster	Ralph Perez	Leo A. Cummins
John E. Jones	Ray E. Voss	Donald Frick	Manuel Perry	Zane E. Curl
Steve C. Jones	Lester Wahlen	Manuel Garcia	Elmer Pettus	Wallace F. Davidson
John S. Kerr	Philip M. Wall	Frank L. Gardner Jr.	Roger Glen Petty	James P. Davis
Louis Kinas	Richard Wertz	Bert A. Gilcrease	Angelo P. Pitto	Patrick Day
Allan L. Kotrc	Jack Weaver	Louis J. Gobbi	Andrew Ponsano	David Deboer
Edward R. Kozacek	James Webb	Peter L. Gomez Sr.	Charles E. Potter	W.C. Delamater
David Kuykendall	Calvin Welch	Richard Goodwin	Ron Powell	Stacey P. Delong
Mederic Lachapelle	Francis Weltz	Eugenio Gordillo	Russ Pyle	Daniel E. Delsanti
James Lafond	Richard Wertz	Danny Gray	Frank D. Ramos	Geno Dericco
Gary Lanterman	Evan H. White	Jack W. Griffin	Darrell L. Robinson	Robert W. Deussenberry
Alfred Larsen	Paul Williamson	James L. Hall	Edward Rogers	Ken H. Dillinger
Elmer E. Lathrop	Lloyd G. Willis	Stan Hansen	Buz Sanders	Richard Kevin Donohoe
Harris Lawler		Richard Thayer Hardin	Robert Sandow	James “Corky” Donovan
John C. Leshner	54 YEARS	David A. Harlan	Jack Short	Glen E. Duncan
Cecil E. Lewelling	Preston Avery	Niels Harms	Jim Sinnott	Melvin J. Elliott
Antonio Luevanocastil	Robert L. Baker	Earl Heaps	Vernon A. Smith	Jim Eychner
Clifford C. Luzier	Ray C. Basquez	Dan F. Heeney	Jim C. Snow	Tom Eychner

Bill R. Fakes	Ted Perry	Raymond Bruno	Eugene Oller	Albert Mata
Joe Farnsworth	Jack Petersen	Patrick Carlin	William Revoe Parker Sr.	Larry McDonald
Robert E. Ferguson	Richard E. Peterson	Belo Cascio	Alberto Paulazzo	Frank A. Morrell
Don Firanzi	Royal S. Phelps	Robert Cavallero-Aiaipixeh	Leonard E. Penrod	Carlos Murillo
Albert “Al” Fowler	Ralph Phillips	Frank R. Chilcott	Arthur O. Peterson	Keith Nelson
Robert L. “Buck” Frank	Hartley A. Postlethwaite IV	James B. Christensen	Don Pierce	Albert L. Neu
Kenneth D. French	Clyde K. Rasmussen	Peter J. Ciaramitaro	Wallace Porteous	Claude Odom
Wes Frey	Vern Rau	David L. Cook	Karl Poss	Caesar Palestini
Henry Friese	Raymond Raumer	John O. Cook	Merle Powell	Lewis Peterson
Jerry L. Galvin	Charles E. Reagan	William W. Cook	Rolla J. Powell	Dwaine Pierzina
M.K. Gibson	Bill Reeves	L.H. Cope	Bob Powers	H.A. Rowland
Ralph E. Graham	William V. Rickman	Leonard R. Cuillard	Lynn T. Reese	Laurence Sackett
Robert Graham	Alton L. Rippy	Kayle Cummings	John Rhodes	Stanford W. Salenius
Doyle B. Graybill	Jack L. Rist	Harold Dalske	Bruce J. Rider	Lonnie Sample
Douglas Green	Loren A. Ross	Felix Darcy	Jeff Ringer	Domingo Santos
James “J.R. Barney” Gruber	Vincent B. Russo	Tony Debenedetto	William O. Roberts	Charles J. Schafer
Orval L. Harmer	Herb Sawyer	Louie De Martin III	Don S. Robertson	Francis M. Scheimer
Herb Haskins	Hastings Lee Schmidt	George A. Dias	Stanley Rose	Ray Scott
Kenneth Hathaway	Marvin Seal	Gilbert Duran	Jack Santos	William Seals Sr.
John Hecker	Anthony “Tony” Silva	Robert Ellington	Vern Seim	Robert Shoulet
Kenneth Henley	George W. Smisek	Daniel Ellis	Ron Sindorf	Laverne Smith
Robert John Henson	Bill D. Smith	Douglas Ence	Verne Smeaton	Manuel Spessard
Robert “Bob” Herring	Bob L. Smith	Dick Faria	Sam J. Sorce	Mervyn Stayton
Rod Hocking	John E. Smith	Rodney D. Farnum	Lawrence A. Sousa	Harold N. Steagall
Ed Hunt	Richard Smith	Ron Farrell	Carl C. Stebbins	Robert E. Stritzel
Earl L. Hutchinson	William C. Spears	Warren J. Fenner	Walter Strate	Johnny Suazo
Warren Jennings	Robert H. Speiser	Ken Fetch	Al Swan	Lind Swanger
James N. Jewett	Wally F. St. Clair	Walter R. Finnas	Jack Taddei	William A. Sylvia
Bob Jimenez	Jim Sullivan	Richard “Grizz” L. Flanders	Jerry Terry	Gordon Taylor
Billy D. Karnes	Douglas Sutterfield	Clarence Richard Flick	Leonard M. Turner	Claude Thomas
Carl Keller Jr.	Fred Sweet	Jay H. Fullmer	Joe H. Vera	Charles Tomlinson
Jim D. Kepley	Conrad F. Sylvia	Clyde E. Gann Sr.	George Vieira	Carl O. Torgersen
Joe Klein	Chuck Taylor	George Garrett	James P. Villa	D.L. Tucker
Earl J. “Chuck” Kohler	Jerry R. Taylor	Len J. Genetin	Lavern “Buzz” Wagner	Robert Vandepol
Robert H. Lang	Ted Taylor	Albert George	Marland J. Wilson	Ray Walmsley
Donald Larson	Clifford A. Teem	Thomas Glage	John T. Wood	Robert Warman
Cliff J. “Pescadero Pete” Lawrence	Orval E. Thompson	Ronald W. Glantz	Norman E. Wright	Richard Wise
Cleatus “Cleit” Ledbetter	John A. Toney	Dana Gollenbusch	Leon C. Zach	
Charles Dillion Lee	Harold Trumbly	Tony Gomes		58 YEARS
Tom Lemon	Charles Ussery	Robert L. Graybeal	57 YEARS	Vance Abbott
Dave Leonard	Melvin E. Vandagriff	Don Greene	Nicola Ackel	Lake W. Austin
Vern Leonard	James Veerkamp	Paul Greney	James Alexander	Leo Bachman
Bruce Leutholtz	Pete Visalli	Lawrence E. Hale	Warren G. Amrine	John Badarello
James Ray Lewis	Terry Waddell	Calvin Harris	Verlyn M. Andersen	John Barbaccia
Don Liggett	Warren J. Wallers	Lawrence Harrison	Melvin Armstrong	James W. Billingsley
John Lindahl	Kenneth “Duffy” Walther	Roy A. Harrison	Ed Barrington	Robert Bloch
Richard C. Linhares	Charles Ward	Thomas A. Hester	Martin Best Jr.	Bill J. Bly
Alpha G. Love	Eugene Wayman	W.D. Hokanson	William G. Blomquist	James Cannon
Vicente Luna Mejia	T.J. “Tommy” Weatherford	Jim “Doc” Holliday	Douglas Bratton	George Carlson
William W. Lyness	John Thomas Willingham	Alfred E. Huntington	Edward Burns	Charles D. Colopy
Buck J. Madruga	John David Winchell	John Kenneth Jakeman	Wayne B. Burr	J.E. Colopy
James A. Mallonee	Carl Eugene Young	James E. Johnson	Alvin Cardoza	Jack Colvin
Vernon G. Mattson	Thomas Zaro	Curtis R. Jones	Mike Charest	Chaunce K. Crittenden
Bob Mayfield	William L. Zundel	Harry Kunz	William L. Cissney	John Davies
Robert E. McCoy		John D. Larsen	Erwin E. Cripps	Darrell Davis
James E. McGee	56 YEARS	Ira O. Lawson	Charles Crohare	Reuben Dockter
Lester McKindley	Eugene Aagard	Jim Lehman	Dewie Dabbs	Johnny Evans
Jerry L. Menefee	John Aguiar	Luciano Malfitano	Henry J. Deetz Jr.	Joe Fanfa
Edward G. Mestek	Joe Aidnik	Edward Mamola	Buddy A. Dory	Thomas Findlay
Pete Montoya	William H. Akins	Dede Marsh	Rodger Eliason	Stan W. Fredricks
Laroy “Buddy” Morris	James Alexander	William E. Martin	Ralph Emmett	Jack Frost
Myrl L. Moxley	Joe Amarillas	Richard Martinez	Alvin R. Foster	Robert E. Frost
Herbert Myers	Andy Anderson	Hugh Matthews	Charles W. Fox	Herb Hachman Jr.
Laverne “Vern” Nolan Jr.	Pasquale Baldetta	Robert McNair	Joseph Freitas	V.P. Harris
Duane W. Nye	Gibson T. Barlow	Frank McNelis	Thomas Garahana	Hallvard Haugnes
Ernest R. Oller	William Barrentine	Theodore A. Mertz	George J. Giovannoni	Armand Herrera
Robert L. Olofson	Fred J. Bennett	Ervin R. Millard	Ray Gonzales	Harry Horn
Loren Oswald	G.A. Benzonelli	Robert A. Mills	V. Rex Gray	Robert Huebner
Joe A. Pacheco	Joseph M. Bertolas	Robert Moebus	Jack W. Hartley	Arden F. Johnson
Nicholas A. Paras	Harry Binder	Frank Morales	Sheldon Homer	Robert David Jones
Donald M. Parker	Robert Bleazard	Gary Morthole	James G. Jackman	James Kolesar
Ivan Norris Pearson	Clyde Bonner	Hank Munroe	Robert J. Lencioni	Thomas Koop
Vernon P. Pendleton	Darrell E. Brown	Harold Nelson	Robert Macedo	Alfonso Lagrange
Manny Peralto	Edwin Bruner	Edward Ohanesian	Arnold Macklin	Paul C. Long

James E. Melton
Leonard Menefee
Jordan Morse
Joe M. Munoz
Karl Nelson
Richard Nunez
Richard Percy
Carl Rasmussen
Alfred R. Radtke
Frank Relyea
Sammy J. Reynoso
Aaron Richardson
Michael Robertson
Robert G. Roesbery
Ernest Rodgers
John M. Schwartz
Frank Shephard
Darwin Smith
Robert W. Smith
Stan Soito
Leroy E. Stanton
Clifford Trott
Daniel Troyer
George A. Vasquez
Clifford Vincent
Marv J. White

59 YEARS

Neal E. Andrade
Earl C. Barker
John P. Bramlage
Bill Bridges
M. Gene Bruner
Donald M. Byrd
Albert N. Chincio
Preston Christy
Claude E. Clark
Vic Cochrane
Glen E. Daly
Clarke Eikenbary
Clinton Erickson
Lloyd Farwell
Manuel R. Francis
Ray Frederickson
Robert P. Gallow
Frank A. Genoni
Clyde J. German
Marvin J. Grana
Richard R. Hallett
T. Hawkins
Yual L. Harmon
Paul Jimmie C. Hilton
Russell H. Hutchinson
Edward Jones
Arthur Junqueiro
Dick Lake
Bill Lauderdale
Harold K. Lewis
Samuel Lucero
Lawrence Marsili
Blanko M. Markovich
Stanley C. Mattice
Jack R. Mauser
Robert McDonald
John R. McFadden
Arthur W. McPherson
Earl H. Moore
Norman L. Mueller
Jim C. Nugent
Marion Olsen
Clyde L. Olson
Pete Pearce
Patrick Peters

Jimmie W. Posey
Kenneth M. Pruett
Olen L. Ragsdale
Jim Reeves
Natale Repetto
Ray Robbins
Edward J. Roberts
William N. Rogers
Eugene Ross
Bruno Scatena
James Sobrero
William N. Stanley
Howard P. Thomas
Wilford Tueller
George M. Vandenberg
Paul Vansteenbergh
Jessy Vincent
James H. Wallace
Robert M. Warman
Harold "Hack" White
Billy Williams
Donald E. Wycoff

60 YEARS

Alfred Alviso
Les Arnett
Billy J. Austin
Everett Beckwith
Milton Birkhahn
Raymond Bond
Harold Brackett
Ronald Burns
Tom Butterfield
Silvester H. Cervantes Jr.
Randall Chrisholm
Don T. Christensen
George O. Clough
Manuel Contreras
Donald Cooper
Eddie Cox
Travis Crain
W.M. Crump
Don Cushman
M.L. Darrough
Loyd A. Davidson
Byron Deleeuw
Fred Freitas
Robert P. Gallow
Frank Genoni
Herbert Hooper
Harold Humphers
Claude C. Jordan
Frank Knuedler
Eugene Lake
Alford Ledbetter
Henry Little
Charles Lucchetti
Elmo V. Maggiora
Edwin H. Matlock
Floyd McLemore Jr.
Leslie Mears
Mike Mecca
Donald A. Medford
Robert L. Miller
Donald Mitchell
Attilio Molinari
Roy Moore
Derl Olsen
Milton Pearce
Charles Pedro
Clyde W. Pitts
Clement Sala
Gene H. Scott

John Small
James M. Smallin
Jay C. Sulser
Robert P. Theron
George Varozza
Jessy Vincent
Carl Wellman

61 YEARS

Dyle Adams
James Aldax Jr.
Ernest Bean
Arnold Boehm
Clifford Campbell
William Daugherty
Don E. Davis
John Dorton
Boyd Dresser
Julian Frazer
Eric Glasgow
L.W. Haymond
M.D. Jeffries
C.A. Kisse
Donald Lebon
Charles Luke
Isaac Manley
Junior McKinney
Kieth Milliron
Raymond Monteverdi
Medford Montgomery
Roy D. Moore
Sudduth Moore
Jack W. Morrison
Charles Page
Kenneth Palmer
Salvato Papetti
Alfred Perry
Henry Petersen Jr.
Frank Rees
Richard Rego
William Slagle
William C. Squibb
Layton Stephens
Eugene Vierra
Elfawn Wall
Floyd Webb
Oliver Wilson
Don Wood
Ray Wymore

62 YEARS

Ronald D. Buchholz
Charles H. Carlton
Richard L. Davidson
William Evans
Tone D. Fife
Romeo Grasseschi
Clinton Green
Calvin Jolley
Rex W. Matthews
James J. McNickle
Bud Nye
Eugene Peters
Duane Peterson
Raymond Piombo
Jack Powell
James H. Reynolds
Rex Roggasch
Jack Simmons
Fred Spaulding
Frank Stimac
Edward Swan
John Tabacco

Clay Thompson
William Tullis
Ernest Walker
Kenneth Williams

63 YEARS

Herbert Bailey
Dale Barney
Thomas Carter
William S. Conner
Vincent Delaney
Henry Gwynn
John Huiting
Harold Lane
Manuel Martinez
Henry Matoza Jr.
Keith D. Mayne
Robert S. Miller
Alvin B. Petrie
Pat F. Rice
Herb Sales
Troy Scarberry
Cy Shephard
Robert Skidgel
Leo Terry
John Thornton
Rodolph Walters Jr.
Wayne E. Williams

64 YEARS

William Adams
Joseph Athenour
Robert Buckingham
Wayne C. Brookshire
Pat Campbell
Charles Casarotti
Bert Charley
Anthony Costa
Wayne Desnoyer
M.J. Dunham
Albert Erickson
T.L. Huff
Keith L. Hardy
Dean Hyder
Eugene Keeley
Peter B. Madrid
Edward McPherson
Vernon Mourer
Walter Proebstel
Robert Romiti
Jack Silva
Richard Snow
Carl Straub
Charles Vansickle
Edward Vismara
Harry Welch
Nicholas Zaccagnino

65 YEARS

Robert Bothun
Arthur Cereda
Norris Casey
William Derby
Logan C. Elston
Quincy Fautt
Frank Ferguson
Edward W. Gnadig
James D. Grant
Edward Hearne
Ben E. Hutcheson
Joe Isonio
James Johnson
Orville L. Johnson

Louis Katzen
Sterlin Lima
Martin Lovrin
Gilbert Machado
Russ W. Phillips
Calvin Scolari
Robert Shields
Elbert Spalinger
Albert N. Walker
Daniel Waters
R.L. Whitfield

66 YEARS

B.J. Elston
Cecil Fritter
John Goulart
Sam C. Haley
Robert Montgomery
Robert Nichols
Lonnie Pike
Harold Puckeylow
Alex Radke
Donald Streitz

67 YEARS

Freeman Haas
Adam C. Holt
Vern Lambert
Philip Speck

68 YEARS

Oscar Barnes
Leo Harrison
Harold Huston
Sidney Jones
Harold Malcolm
Woodrow Newton
Edward Springer
Ivan Woodford

69 YEARS

Charles Aldredge
Edward Bettencourt
Max Getz
Carrol Madsen
Lloyd Northup
J.M. Speyer

70 YEARS

Henry P. Gondola

71 YEARS

Edwin Conner
Russell Swanson
John White

75 YEARS

David V. Dickinson

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 News* for dates and locations.

Town Hall Meetings

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

DECEMBER 2011

- 7th Newmont Mine Meeting
- 14th 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

Rec. 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.

Service pins

In honor and remembrance of years of service in Local 3, service pins are available to members with 25 or more years of membership in Local 3. These pins come in five-year increments from 25 through 75 years of service. Please contact your district office to receive your pins.

A gallery of some pin recipients is also available online at www.oe3.org.

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
District 12: Utah

Ross Bustos
1686961
District 50: Fresno

Daniel L. Cody
1597735
District 60: Yuba City

Robert Durrer
1709978
District 50: Fresno

Munetatsu Furuken
1555526
District 17: Hawaii

Albert Heer
1332568
District 80: Sacramento

Robert L. Lime
1567059
District 80: Sacramento

William W. Moore
1064123
District 30: Stockton

Daniel Munley
1689705
District 11: Nevada

John W. Petersen
0858005
District 30: Stockton

Michael Raineri
1600942
District 30: Stockton

Dennis Sanchez
1691114
District 04: Fairfield

William A. Schaffer
1226075
District 11: Nevada

Floyd Shibuya
1647216
District 17: Hawaii

Gerald Thayne
1284806
District 12: Utah

Steve B. Toms
1545280
District 80: Sacramento

Clifton Wilson Jr.
1392504
District 10: Rohnert Park

Delbert J. Wood
1477931
District 60: Yuba City

New Members

District 01: Burlingame
Dan Galarza

District 04: Fairfield
Candido Olmedo

District 20: Oakland
Trevor Bird
David A. Christopher
Justin Pilkington
Jose Ruelas

District 30: Stockton
Jamaal Abron
Bryan Dorton
Cherri Vitali

District 70: Redding
Jess Arnold

District 80: Sacramento
Paul Dougherty

District 90: Morgan Hill
Monica Balderrama
Manuel Coronel
James Sanchez
Victor Sandoval
Jennifer Swifteagle

Hospitals reach agreement

As you may have read in the November issue of *Engineers News* and in a recent e-mail from the Trust Fund website, Stanford University Hospital, Lucile Salter Packard Children's Hospital, Stanford Medical Group and Lucile Salter Packard Children's Hospital Medical Group recently terminated its agreement with Anthem Blue Cross effective Sept. 1, 2011. Despite this termination, attempts to come to a resolution and new agreement continued.

As a result of this ongoing negotiation, the Local 3 Trust Fund Office is pleased to announce that Stanford University Hospital, Lucile Salter Packard Children's Hospital, Stanford Medical Group and Lucile Salter Packard Children's Hospital Medical Group have reached a multi-year agreement with Anthem Blue Cross and have rejoined Anthem Blue Cross' network with an effective date of Sept. 1, 2011. As a result, there will be no lapse in member coverage for participants in California Active, Public Employee and Pensioned Comprehensive Medical Plans. We apologize for any inconvenience this may have caused. If you have questions, please contact the Trust Fund Office at (800) 251-5014.

50-year members correction

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

- John Echols of Chico, Calif. Brother Echols transferred into Local 3 from Local 326 in September 1961.
- Gerald Hammerschmidt of Del Rey, Calif. Brother Hammerschmidt transferred into Local 3 from Local 12 in November 1961.
- Richard Rider of Lodi, Calif. Brother Rider transferred into Local 3 from Local 12 in July 1959.

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

Go paperless
Engineers News online option available

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

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

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.



OPERATING ENGINEERS LOCAL UNION No. 3

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

Recording-Corresponding Secretary James K. Sullivan

Dear brothers and sisters:

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

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

If you are interested in becoming a PAC member, the business manager strongly encourages you to attend your March District or Town Hall Meeting so that you may be nominated and then elected.

Fraternally yours,

Jim Sullivan

Recording-Corresponding Secretary

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.

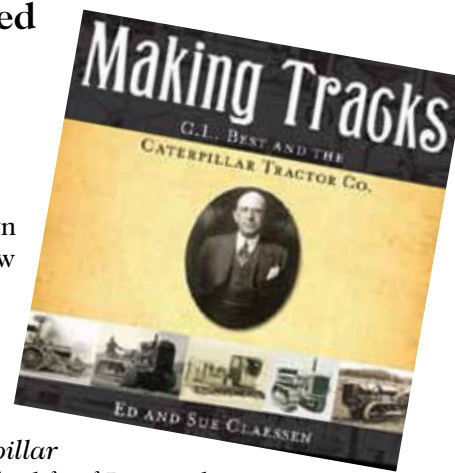
Making Tracks:

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.



DEPARTED MEMBERS

Aagard, Eugene
Levan, UT
District 12
09-12-11

Agresta, Peter
Water Valley, KY
District 99
10-09-11

Alford, Berlin
Red Bluff, CA
District 70
10-01-11

Bannister, Harry
Placerville, CA
District 80
09-02-11

Brower, Tom
Mira Loma, CA
District 99
10-05-11

Calderon, Daniel
Sacramento, CA
District 80
09-17-11

Calhoun, David
Santa Cruz, CA
District 90
09-03-11

Capagli, Richard
Milpitas, CA
District 90
09-28-11

Chase, Ralph
Auburn, CA
District 80
09-22-11

Clayton, Jake
Grants Pass, OR
District 99
09-01-11

Cridle, Robert
Marysville, CA
District 60
09-02-11

Cypert, Elzie
Colfax, CA
District 80
09-13-11

Daniels, Edward
Anderson, CA
District 70
09-08-11

Darst, Kevin
Vallejo, CA
District 04
09-14-11

Davis, George
Booneville, AR
District 99
10-06-11

Dinnigan, Dennis
Sparks, NV
District 11
07-15-11

Emmett, Ralph
Santa Clara, CA
District 90
08-31-11

Ertl, Dwight
Rio Linda, CA
District 80
09-03-11

Fenn, Therlow
Salt Lake City, UT
District 12
09-09-11

Frates, Donald
Tracy, CA
District 30
09-12-11

Freeman, Harry
Yuba City, CA
District 60
09-30-11

Gardner, Don
West Jordan, UT
District 12
10-06-11

Gibson, M
Palermo, CA
District 60
09-12-11

Hubbard, Thomas
Magalia, CA
District 60
10-06-11

Ige, Edwin
Honolulu, HI
District 17
09-29-11

Johnson, Clifford
Kaneohe, HI
District 17
09-18-11

Johnson, Lealand
Penn Valley, CA
District 80
08-16-11

Jones, Niles
Mesa, AZ
District 99
09-10-11

Jordan, Claude
Silver Springs, NV
District 11
09-21-11

Justice, Carroll Jr.
Auburn, CA
District 80
09-11-11

Kahalewai, Edward
Kahului, HI
District 17
09-05-11

Kalauli, F
Ewa Beach, HI
District 17
09-24-11

Lintt, Loring
Half Moon Bay, CA
District 01
09-30-11

Macedo, Robert
Sierra Vista, AZ
District 99
10-08-11

Moore, Alton
Springfield, OR
District 99
09-16-11

Neves, Leonard
Manteca, CA
District 30
07-29-11

Okimura, Ralph
Hilo, HI
District 17
08-23-11

Orozco, Jess
Union City, CA
District 20
09-28-11

Pettigrew, Jeff
Saratoga, CA
District 90
09-23-11

Rendall, Richard
Vallejo, CA
District 04
09-24-11

Smith, Harry
Fresno, CA
District 50
09-27-11

Stubblefield, Harold
Williams, AZ
District 99
09-05-11

Vallejos, John
Cupertino, CA
District 90
10-05-11

Ward, George
Janesville, CA
District 70
09-19-11

Welch, Merle
Norris City, IL
District 99
09-14-11

White, Ronald
Garden Valley, CA
District 80
08-05-11

Whitfield, R
San Mateo, CA
District 01
09-09-11

Yamamoto, Shunso
Ewa Beach, HI
District 17
09-11-11

DECEASED DEPENDENTS

Bettencourt, Myrtle.
Wife of Bettencourt,
Francis (dec)
08-31-11

Bradford, Helen.
Wife of Bradford, Leon
09-07-11

Bullard, Janice.
Wife of Bullard, Donald
(dec)
09-10-11

Christian, Mary.
Wife of Christian, John
06-30-11

Davis, Eleanor.
Wife of Davis, George
(dec)
09-10-11

Doub, Patty.
Wife of Doub, Joseph
08-02-11

Foote, Myrna.
Wife of Foote, Harold
08-25-11

Fujimori, Yong Sun.
Wife of Fujimori, Warren
09-30-11

Grubaugh, Barbara.
Wife of Grubaugh,
Charles (dec)
09-26-11

Harris, Helen.
Wife of Harris, Leland
(dec)
09-22-11

Harrison, Aina.
Wife of Harrison, David
(dec)
09-09-11

Heim, Betsy.
Ex-wife of Timosh,
William
09-27-11

Jorgensen, Dixie.
Wife of Jorgensen, Keith
(dec)
09-23-11

Kato, Adele.
Wife of Kato, Minoru
(dec)
09-12-11

Ku, Maria.
Wife of Ku, William
10-09-11

Lundgren, Sandra.
Wife of Lundgren,
Charles (dec)
09-05-11

McPherson, Dorothy.
Wife of McPherson,
Marshall (dec)
10-10-11

Moretti, Rama.
Wife of Moretti, Henry
(dec)
08-04-11

Ray, Shirley.
Wife of Ray, Robert
(dec)
09-22-11

Ries, Verla.
Wife of Ries, Charles
(dec)
09-17-11

Salzer, Beatrice.
Wife of Salzer, William
(dec)
09-03-11

Sudweek, Sarah.
Wife of Sudweek, Derell
08-06-11

Taylor, Cynthia.
Wife of Taylor, Patrick
09-15-11

Yates, Alice.
Ex-wife of Peatross,
Donald (dec)
10-02-11

Young, Iola.
Wife of Young, Donald
(dec)
09-06-11

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.

Retiree George Need and his wife, Sandy, understand the financial benefits of using generic drugs, when possible.

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."

Cholesterol Medications*		Retail		Mail Order	
		Your co-pay	Plan pays	Your co-pay	Plan pays
Brand**	Lipitor	\$25	\$96.50	\$50	\$314.50
Brand	Crestor	\$25	\$95.90	\$50	\$312.70
Generic	Simvastatin	\$5	\$7.60	\$10	\$27.80
Generic	Pravastatin	\$5	\$9.40	\$10	\$33.20

*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.

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

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

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

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

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

Or e-mail to:
johnston@oe3.org

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

FOR SALE: Several Pepsi and Coca-Cola soda machines from the late '50s/early '60s. All work but one. One Squirt or 7 Up machine. \$700 each OBO. Also: A large jukebox from the 1960s. Works, but needs a little work. Lights up. Has 200 records in it. \$700. (209) 401-7997. Reg# 2292849.

FOR SALE: Several football pictures, most of the 49ers or Cowboys. Most are autographed. Also: A couple of footballs signed by 49er teams and many autographed football and baseball cards. Call for prices. (209) 401-7997. Reg# 2292849.

FOR SALE: 2008 Kawasaki "side-by-side" model 749. Extras include heater, hard cover and soft cover that zips around it. Every add-on possible. 1 inch from being street legal. Three years old, but used only twice. Like new. Has special-made door that zips. Camo. Paid \$12,000. Will take best offer. In Salt Lake City, Utah. (801) 448-1911. Reg# 2314416.

FOR SALE: 1986 Holiday Rambler Imperial motorhome Class A, 33 feet. 83,253 miles. 6.0 Onan generator, six aluminum wheels, moore-ride tandem axles, two auxiliary batteries, 1,500-watt inverter, roof weatherproof luggage carrier, two roof air conditioners with heat, central heat, central vacuum, TV hookups, nearly new refrigerator, lots

of extras. \$5,000. Contact Marvin at (530) 878-8941, (916) 539-8836 or tinsel@suddenlink.net. Reg# 0883620.

FOR SALE: 1965 Browning lightweight automatic shotgun 12 gauge – 28-inch ventilated rib barrel – 2 ¾ shell. Made in Belgium for Browning Arms Co. St. Louis Mo. Excellent condition. Like new. \$700. (209) 931-2058. Reg# 1022395.

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

FOR SALE: Remodeled 2 bd/1.5 ba homestead on 37-plus acres in Wauconda, Wash. area, near Bonaparte Lake. Rolling hills, pond, sub-irrigated pastureland, dense forest. Perfect horse or cattle property. Plenty of water. Deer, moose, elk sighted. Secluded. Completely fenced and cross-fenced. Hot tub, detached garage, pole barn with power, water, RV storage. (509) 486-0830. Reg# 1770647.

FREE: Red Doberman; neutered. Gentle as pie; great 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 and have new baby and no time/money for dog. (916) 240-1635. Reg# 2553692.

FOR SALE: Pride electric three-wheel adult scooter. Excellent condition. In Pollock Pines, Calif. \$750. (530) 647-2808. Reg# 1040605.

FOR SALE: 5,000-watt Kawasaki generator with one, 220 outlet. Less than 40 hours. \$600 OBO. Paid \$1,200 new. (530) 632-5180. Reg# 1967866.

FREE: Gradesetter plywood pickup organizer. 6-½ feet length by 4 feet width. Room 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# 1826056.

FOR SALE: Like new 2004 seadoo bomardie sportster

4-tec 20 hours or less. Contact Mary at (707) 480-4121 or vpd412@aol.com. Reg# 0939949.

FOR SALE: Land – 10.92 acres, 30 minutes north on Hwy. 395 from Reno, Nev. in Rancho Haven. Great owner financing with 10 percent down. Beautiful view lot. Some level, some sloping. Power less than 50 feet. Will need well/septic. Completely surveyed. \$57,700. (865) 363-3273. Reg# 1840427.

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

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

FOR SALE: 2005 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 electric/or gas, queen-size bed, 47,000 miles, new brakes and rotors. \$60,000 OBO. (707) 569-8825 or (707) 953-3877. Reg# 2017003.

FOR SALE: Manual chain hoists. Quality American-made Acco Wright 4-ton lift 30-foot chain diameter 2 1/2 inch \$175. Also 3-ton Pittsburg Forge "import" chain hoist. \$90. Two-ton adjustable trolley for beam 3 inches to 8 inches. \$60. (916) 487-2201. Reg# 2046985.

FOR SALE: 2003 30-foot Wellcraft Martinique boat with 2007 Nextrial trailer. Very clean. Excellent condition. 2-by-10 swim deck. White with full black canvas enclosures. Large salon, wraparound lounge, portside lounge seats eight adults; sleeps eight. Walk-through windshield. Power engine compartment hatch. 310 hours on twin 5.0 Mercruiser MPI motors (305 chev), Bravo 3 drives. Extras. \$55,000 OBO. Call Ken at (559) 960-4966. Reg# 2149218.

FOR SALE: 2007 Nu-Wa HitchHiker 11, L.S. FKTG, 29.5-foot-long 5th wheel. Three slides, queen bed, Splendide combo washer/dryer, 2,000-watt inverter,

Trac Vision satellite dome, 32-inch TV and DVD with surround sound in living room, 19-inch TV in bedroom. Designer glass tile backsplash in kitchen, bathroom. Purchased new in May 2009. \$32,500. (530) 273-2489. Reg# 1025259.

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, diesel exhaust brake, rear back-up camera, U-Connect with voice command. Fifth Airborne pin box, Reese 5th wheel hitch and large diamond-plated toolbox included. Remote start, heated steering wheel, more. All warranties transferable. 5,800 miles. \$42,500. (530) 273-2489. Reg# 1025259.

FOR SALE: Retired mechanic is reducing tool inventory. Too much to list. Please call with 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 UC with 16-inch pads. \$34,900. Contact Lee at (916) 768-8801. Reg# 2284201.

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

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

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

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

FOR SALE: D4J Cat, rebuilt engine, new clutch, battery, alternator, D2 fuel tank, running gear good. New seat. \$3,000. 540 3-cylinder

industrial Ford tractor. Cannon scraper. Front loader. New tubes in rear tires. New seat. Contact Bob at (707) 326-1544. Reg# 0711800.

FOR SALE: 1,900-square-foot, 3 bd/2-½ ba ranch-style home with in-ground pool. One block from beach. On Gulf Coast in Long Beach, Miss. No Katrina damage. Multiple listing number 243126. \$179,000. Call Nancy at (228) 547-6161. Reg# 1589183.

FOR SALE: 2001 11-½-foot Arctic Fox Slide In Camper with 11-foot electric slide-out room. 11-foot awning, electric jacks with remote control. \$13,000. Call Don at (575) 388-9620. Reg# 0900556.

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

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

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

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

FOR SALE: 2008 Montana 5th wheel. 35-feet long. Has electric fireplace and surround sound for movies and stereo. Has hitch and portable side patio. Has two slides (bedroom and living room) and a queen number bed. \$27,000. (541) 661-1423. Reg# 1142922.

Wrapping up the season

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.



Excavator Operator Roman J. Serrano stockpiles the rock that has been removed from Grant Line Canal. It will be stored at this Howard Road/Tracy Boulevard rock storage location until April, when operators put it back in the river, so the pumps don't go dry.



Excavator operators Greg "Hammer Hawk" Marino, left, and Norm Threlkel fill a haul truck operated by fourth-step Apprentice Opal Connor with rock pulled out of Grant Line Canal. Connor moved three loads of rock an hour on this 3,500-ton project.