

ENGINEERS news

VOL. 63, #1 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • JANUARY 2005



Operating Engineers Local Union No. 3

Getting Better All The Time

SEMI-ANNUAL MEETING • SUNDAY, MARCH 20

SOLANO COUNTY FAIRGROUNDS, VALLEJO, CALIFORNIA



For The Good & Welfare

By John Bonilla, Business Manager

The future of unions

Since the defeat of our hope in John Kerry and with another four years of George Bush on the horizon, many union members are left wondering about the future of unions in our country.

If you follow the news, you would be led to believe that union membership is on a decline in America. Industries are losing jobs, and American workers are doing what they can to keep their jobs. A member recently brought up the fact that US Airways is in bankruptcy court and with a judge's ruling, 20,000 employees will be terminated along with the pension and health benefits of 53,000 current and former workers.

Learning about the harsh fate for employees of US Airways and similar operations, some Local 3 members have expressed concern for the status of their own pension and benefits.

Unlike the employees of US Airways, members of Operating Engineers Local 3 participate in multi-employer pension and health and welfare plans. They are not plans with a single employer sponsor, as was the case at US Airways. Thus, your retirement benefits with the Operating Engineers Pension result from contributions on your behalf by many employers who participate in the multi-employer plan. The viability of the plan does not depend upon the economic health of a single company. If a single company goes into bankruptcy, it is permitted, as US Airways did, to petition the Bankruptcy Court for relief from the obligations of its collective bargaining agreements and the obligations of its pension plans. Thus, if one of the construction employers for whom you may have worked went into bankruptcy, it would not affect your benefits under the Operating Engineers Pension Plan.

Similarly, a single construction employer, if it declared bankruptcy, could ask the bankruptcy court to modify or nullify its collective bargaining contract. The collective bargaining contract enjoyed by Local 3 is a multi-employer agreement. All of the construction employers in the 46 Northern California counties who have multi-employer association could not secure a modification of the plan on behalf of all its member employers. So, to that extent, our contract is safe.

Another concern I share with many of our members is the weakening of unions and the loss of skilled employment in America. Currently, we in

Northern California are in a privileged situation, particularly members of Local 3. In many areas, we control the lion's share of the market and thus, are able to negotiate strong agreements with good benefits for our members and their families.

However, unless something changes in that position, our strength will be eroded. Ohio, and the rest of that portion of the Midwest, was once a vital union stronghold. As was made clear in the presidential election, that is no longer the case. Unless we can rebuild union strength and increase our share of jobs in this country, our contracts will be weakened. History has demonstrated that if you don't organize, you die. For that reason, the International Union of Operating Engineers and more specifically, Local 3, is firmly and actively committed to organizing the non-union workforce. We have more than 10 full-time organizers and a full-fledged Organizing Department who have brought about 5,000 new members into the local union within the last five years.

As the chart below demonstrates, even with member losses due to death and other economic factors, Local 3 has seen a steady increase in membership. Unfortunately, many unions have not invested resources into this basic principal, and the American labor movement has suffered because of it. The members of Local 3 have my commitment that this effort to organize and thereby protect union work will remain an essential part of the union so long as I am in charge.

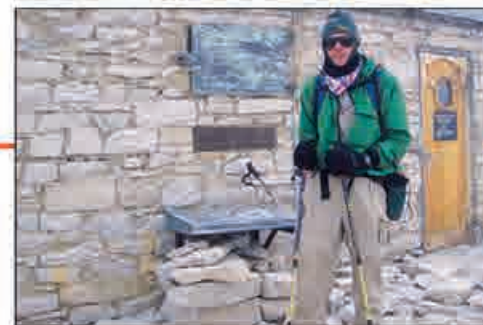
You may also know that Local 3 is deeply committed to political activism. Through our OE CAT program, we actively support and work for candidates who are friendly and sympathetic to the needs of union workers and their families. With the change in the administration in this country, unions are "endangered." Thus, we must engage in political activity and rebuilding.

When I see members of Local 3 getting involved and giving something back to the union, I couldn't be more proud. It is wonderful when we see such gratitude from our members. Anyone who would like to get involved and help secure the future of unions in America, I suggest you contact your district representative to volunteer your services. He will put you in touch with people who will assist you in becoming involved in the union's organizing projects and/or its political campaigns.

Operating Engineers Local 3 Membership Totals 2001-2004

	Nov. 2001	Nov. 2002	Nov. 2003	Nov. 2004
Members	38,135	37,901	38,334	38,408
Applicants*	2,901	2,461	2,585	3,229
TOTAL	41,036	40,362	40,919	41,637

* Workers who have applied for membership with Local 3



The highlight of the Pacific Crest Trail for Retiree Tom Pearson was here, on a detour from the trail at the summit of Mt. Whitney at 14,496 feet, the highest point in the lower 48 states.4

Contents

Member Profile: Tom Pearson	4
Credit Union	6
Craft Maintenance	6
Fringe Benefits	7
Rancho Murieta	8
Inside Negotiations	9
OE CAT	9
Semi-Annual	10
Organizing	12
Tech News	12
Peterson Tractor	12
District Reports	13
Meetings and Announcements	15
Swap Shop	18
District Reports	19

OPERATING ENGINEERS LOCAL UNION NO. 3

John Bonilla	Business Manager
Bob Miller	President
Frank Herrera	Vice President
Rob Wise	Rec. Corres. Secretary
Harold K. Lewis	Financial Secretary
Russ Burns	Treasurer

ENGINEERS NEWS STAFF

John Bonilla	Editor
Kelly Walker	Managing Editor
Heidi Mills	Associate Editor
Dominique Beilke	Art Director
Duane Beichley	Media Coordinator
Cindy Tuttle	Political & Public Relations Director

FIND US ON THE WEB AT

<http://www.oel3.org>

Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 1620 South Loop Rd., Alameda, CA 94502. Periodical postage paid at Alameda, CA and additional mailing offices. Engineers News is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to Address Change, 1620 South Loop Rd., Alameda, CA 94502.



Printed on Recycled paper





Talking Points

By Bob Miller, President

Looking back on 2004

It's hard to believe it, but another year is behind us. Overall, I think it was a good one for Local 3 and its members. Although the final numbers won't be in from the trust fund for another month or so, it looks like California and Nevada construction members will have worked a record number of hours. Utah and Hawaii hours weren't as strong, but work in those states is looking better for the New Year.

In 2004, our California Local Government and Craft Maintenance Division members didn't do as well as any of us would like. The financial condition of the state of California and most local governments continued to be weak. This made contract negotiations difficult. In addition, there were continued attempts to make public employees the scapegoats for poor financial planning by the legislature and local government leaders. This attack, led by Gov. Schwarzenegger, is likely to continue in 2005.

Like most of you, I was very disappointed in the result of the presidential election. Another four years of the current administration's policies is nothing for working people to look forward to. Its record speaks for itself; they've attacked project labor agreements, stacked the National Labor Relations Board with anti-union members, weakened overtime and job safety protection, and harassed unions with new, unneeded and largely unworkable financial reporting requirements. I expect we will see more of the same over the next four years. Local 3 members need to know only one thing about this administration: They are not our friends.

Our Organizing Department continued to work hard in taking back our industries by increasing our union density. They experienced first hand how difficult bottom-up organizing can be with the current NLRB. From our own experience, it appears the NLRB is now more concerned about employer rights to fight workers when they try to organize than protecting workers when they do. Because of this, we've placed a greater emphasis on top-down construction organizing. Despite the tough organizing environment, Local 3 organizers made substantial progress in 2004, especially compared to other crafts. I'm really proud of them.

I think another real plus for us in 2004 was the hard work of Business Manager John Bonilla. He worked tirelessly to ensure that Local 3 members continued to receive the best in representation services and contract negotiations. He's also kept the local on strong financial footing. His team of officers and staff worked hard to keep up with the example he set for us.

In closing, I'd like to wish every member a safe and prosperous New Year with lots of hours, safe working conditions and all the best for your families.

In the News

Big win for Caltrans workers



Julie Azbill, a Caltrans Maintenance Worker at the Colusa Yard, is one of 46 workers who will benefit from the recent Caltrans win.

Last summer Caltrans initiated a unilateral practice of garnishing wages from workers who had allegedly been overpaid in one or more pay periods. In some instances, the garnishments, some as much as 90 percent, left workers with only a small portion of their expected take-home pay. More often than not, the unwarranted garnishments were the result of payroll and time-keeping errors made by the department. The workers were not at fault.

Upon learning of the problem, Local 3 representatives quickly filed a grievance challenging Caltrans' unilateral "late dock" procedures. The grievance demanded that Caltrans make workers whole for improperly garnished wages and that it pay a 5 percent fine on the monies owed. Local 3 argued the workers had never been afforded due process before the monies were withheld. In addition, when garnishment was warranted, the department refused to agree to reasonable repayment plans proposed by affected workers.

After several months of foot-dragging, Caltrans agreed to settle the grievance. As a result, 46 Caltrans workers received almost \$30,000 in wages, along with more than \$11,000 in fine payments. According to Local 3 Business Manager John Bonilla, the settlement is an example of Local 3's strong commitment to representing its Craft Maintenance Division members.

"They can be sure that if there is an issue with the state, Local 3 won't be shy about stepping up to the plate and going to bat for them," Bonilla said.

MISSION STATEMENT

At Operating Engineers Local Union No. 3, our mission is to build and maintain an organization that provides the best possible member service by:

- Providing quality jobs through organizing and political activism
- Negotiating the best possible wages, fringe benefits and working conditions
- Providing journey and apprentice level training that is second to none

Local 3 member profile: Tom Pearson

Retiree hikes 2,650 miles from Mexico to Canada

(This article is the first in an occasional series in Engineers News. We hope you will enjoy reading this new series featuring stories on the lives of Local 3 members and retirees.)

Story by Heidi Mills, associate editor

Photos courtesy of Tom and Sheila Pearson

About three years ago, while surfing the net, Local 3 Retiree Tom Pearson came across a Web site of Pacific Crest Trail hikers' journals and said to his wife, "Wow. That would be fun to do. Wanna go, Sheila?" After perusing the site and reading some PCT journals written from a woman's perspective, Sheila agreed to go.

The Pearsons spent the next two years preparing for the adventure of a lifetime along the PCT, a 2,650-mile national scenic trail that runs from Mexico to Canada through California, Oregon and Washington.

The couple continued reading online journals of PCT hikers, and much to their delight, found themselves trail mentors in Scott and Rachel Kimler. The Pearsons followed the Kimler's honeymoon trip along the PCT in 2002 via their online hiking journal, e-mail and eventually the Pearsons met their virtual friends in person. Over time, the couples continued their correspondence and became good friends.

From the start, the Pearsons knew they wanted to "thru-hike" the PCT, as their mentors had done. This meant hiking the trail continuously from the Mexican border to the Canadian border. It promised to be a grueling but rewarding challenge the average hiker could complete in five to six months. Only one obstacle stood in their way: time.

Time was a luxury the Pearsons did not enjoy in 2002, as Tom was still working as a gradesetter for Argonaut Constructors in Santa Rosa, Calif. News that he was eligible to retire earlier than expected came as a pleasant surprise that year, so Tom retired at the end of the 2002 season.



Tom and Sheila Pearson at the Southern Terminus on April 12, the first day of their more than six-month adventure along the Pacific Crest Trail. The fence behind the couple marks the border between the United States and Mexico.

In 2003 the Pearsons logged 1,000 miles of day hikes to get in shape for their big hike. The couple started off slowly, at first walking only a few miles at a time, and worked their way up to 20-mile, single-day hikes. The first few hikes were torturous for Sheila. Tom's job had him walking all day, so his legs and feet were strong. Sheila, on the other hand, was not accustomed to being on her feet. She wound up with more than her share of blisters but continued to press on

alongside her husband, who lightheartedly nicknamed her "The Blister Beast."

As they continued building their mileage, the Pearsons tested shoes and insoles, gear, clothing, food and backpacks to find the lightest and most durable combination.

They knew from their PCT guidebooks they needed to prepare for extreme weather and terrain – everything from deserts to glacier-flanked mountains, meadows to forests – all with their homes on their backs.

Further preparations involved dehydrating food for the trail and packing re-supply boxes of food and gear. The Pearsons packed 29 re-supply boxes that Sheila's parents shipped to various re-supply points along the trail. Sometimes they hiked off trail several miles to find a post office, other times they hitched a ride.

Tom's friend, Local 3 member Mike Hinton, drove the couple to Mexico in April to get them started. In late July, they met off Hwy. 80 at Donner Pass for a break in Reno and again at Manning Park Resort in Canada to give them a ride home in October after they were done.

On average, the Pearsons hiked from dawn until dusk, between 17 miles and 30 miles a day, depending on the terrain. The entire trip took six months and four days, beginning April 12 and ending Oct. 16. Both Tom and Sheila celebrated birthdays on the trail – Tom turned 57, and Sheila turned 41. As Sheila recalls, their birthdays were like none other.

"Tom surprised me on my birthday with a cupcake and candle he'd been carrying in a plastic



The Pearson's first view of the High Sierra range in California.



Mid-summer on Aloha Lake in Desolation Wilderness, Calif.

powdered Gatorade container,” Sheila said. “We celebrated Tom’s birthday by hiking 26 miles,” she said, laughing, then added, “I sang him ‘Happy Birthday’ most of the day.”

They kept in touch with family and friends with a high-tech PocketMail Composer, a handheld device that establishes a connection with a small modem when held against a telephone. Finding a pay phone in the wilderness, however, like finding a post office, involved hiking off trail several miles or hitchhiking.

Overall, the weather in California was good, save for daily afternoon thunderstorms throughout the Sierras where they experienced electrical storms over almost every pass above 10,000 feet. The really bad weather struck in Oregon and chased them through Washington.

“Washington and Oregon didn’t like us much,” Tom said. “We walked through wind, rain, hail and snow – and even experienced an electrical storm. At one point, we got rained on for nine days straight.”

Bad weather kept them from enjoying the scenery from Cascade Locks, Ore., the lowest point on the trail at 200 feet, to White Pass, Wash. As they hiked around the base of Mt. Adams, the rain and wind continued, then turned into a snowstorm in Goat Rocks Wilderness, causing them to hike the most scenic area without even seeing it.

Rain was expected, but the Pearsons found the more unexpected complications like mosquitos, ants, frostbite, and a few trips and falls much more frustrating. In the end, those complications paled in comparison to the breathtaking scenery and two-legged and four-legged friends they met along

the trail. An added bonus of the trip: the couple shed a combined 80 pounds – Tom lost 30 pounds; Sheila lost 50 pounds.

The highlight for Tom was their detour from the trail to summit Mt. Whitney at 14,496 feet, the highest point in the lower 48 states. “After a few choice words,” Tom made it to the top, while Sheila succumbed to altitude sickness and had to descend to base camp at Crabtree Meadows, elevation 10,000 feet. Both Tom and Sheila crossed the highest trail point at Forester Pass in the California Sierras at 13,180 feet.

It was a bittersweet moment at the Canadian border the day they reached the end of the PCT. Their journal entry from that final day on the trail says it best: “Mixed feelings of accomplishment and not wishing the hike to end, as all things do ... What next? We don’t know. For now, back to family and friends.”

Most trail guidebooks estimate about 25 percent of those who start to thru-hike the PCT actually finish. Some drop out early in the desert heat, others are forced to quit from injuries and illnesses sustained along the way. Not the Pearsons; they made it. Sheila said it didn’t really sink in until they had a chance to look through the more than 2,700 pictures they had taken while on the trail.

As for future hikes, the Pearsons plan to attempt Mt. Whitney again next summer. Sheila hopes to conquer her altitude sickness with a bit of medication and a lot of determination. The couple also wants to retrace the scenic section of trail they missed because of weather from Cascade Locks, Ore., to White Pass, Wash.

Another long thru-hike almost certainly awaits the Pearsons sometime in the near future. Currently, the couple is reading up on the 2,160-mile Appalachian Trail from Maine to Georgia and the 3,100-mile Continental Divide Trail from Mexico to Canada through New Mexico, Colorado, Wyoming, Idaho and Montana.



Tom and Sheila Pearson reached the Northern Terminus of the PCT on the Washington-Canadian border Oct. 16 after six months, four days of hiking. The silver monument marks the border and comes apart in sections to reach the PCT register inside its base. Only 25 percent of those who start to thru-hike the PCT actually finish and sign the register.



A quiet sunrise over Wizard Island in Crater Lake, Ore.



A clear view of Mt. Rainier, Wash., from the PCT.



CREDIT UNION

By Rob Wise, Credit Union Secretary/Financial Officer
& Local 3 Recording - Corresponding Secretary

New Year's resolution: Get into financial shape

I love the New Year. It's a blank slate just waiting to be filled with good-hearted attempts of self-improvement – eating better, exercising more and many other things. What better time to get your finances in order?

I have chosen five financial tips to make 2005 a feel-good financial year. It won't be hard. Following these five tips can help you get into financial shape, then next year at this time, instead of feeling financially drained, you'll feel financially renewed.

1) Consolidate your high-interest rate debt.

Just as you're basking in the afterglow of holiday giving, what should appear? A mailbox stuffed with bills. Don't panic! Consolidate those bills into one lower-rate loan. Not only will you reduce the interest rate you're paying, you may also end up with a lower monthly payment.

A few consolidation options to consider:

- **Transfer your balances to a lower-rate Operating Engineers Federal Credit Union (OEFCU) VISA.** Be cautious about "maxing out" a card – it may impact your credit score.
- **Use a title as collateral.** Do you own a vehicle? Check with your lender to see if adding to your loan is an option. This could help reduce the interest rate on your credit card debts. If your current lender doesn't allow add-ons, check with OEFCU about refinancing your vehicle.
- **If you have debt to consolidate, a home equity loan can be a good money-saving option.** Home equity loans generally have the lowest rates, the lowest payments and frequently offer the added bonus of tax-deductible interest.

2) Open an IRA.

IRAs can help you achieve goals beyond retirement – like a good education for your kids – and help you save more on taxes. There's still time to reap benefits on your 2004 taxes, not to mention your 2005 taxes. You can make contributions for 2004 until April 15, 2005.

3) Start a truly affordable savings plan.

Use direct deposit or payroll deduction to deposit a small, specific amount each month into your savings account. Choose an amount you truly won't miss. Otherwise you'll be tempted to access your stash. Why not take

the amount you spent on the holidays this year, then divide that amount by the number of paydays left until December? There's your deduction amount. Wouldn't it feel great to know you won't have to charge anything next holiday season?

4) Check your credit score and your credit report.

Regular credit checks can alert you to fraud and keep errors from becoming huge problems. Obtain reports from all three major credit bureaus: Experian – (888) 397-3742, Equifax – (800) 525-6285 and TransUnion – (800) 680-7289.

5) Transfer balances to a trouble-free credit card.

Already have a good rate? What about these other items?

- **Interest rates** – It's more important to find a good long-term rate than a good introductory rate. Avoid unwelcome rate surprises by checking if different rates apply for purchases, balance transfers or cash advances.
- **Annual fee** – Many cards do not have annual fees. Those that have fees range from \$15 to \$149. Be cautious of "conditional" annual fees that require you to follow a specific set of rules to avoid the fee.
- **Penalty or "default" rate** – This is huge. On some cards, the slightest slip-up can mean your low rate can jump to 29 percent. Slip-ups include late payments, returned checks or even missing a payment on another credit card. Read the fine print.
- **Cash-advance fees and rates** – Many cards have a 3 percent cash-advance fee in addition to a high cash-advance interest rate.
- **Other fees** – Compare late fees, over-limit fees and the conditions under which they apply.

Remember how I said taking these five actions could be easy? It's as simple as buying union, including your financial services. Our union-member-owned credit union is a one-stop financial resource. Give the credit union a call at (800) 877-4444.

I wish you and yours a very happy and prosperous New Year. Taking any of the above actions can certainly help with the prosperous part.



CRAFT MAINTENANCE

By Larry Edginton, Craft Maintenance Director

It's official: Governor denies DPA agreement

After months of foot-dragging, Gov. Schwarzenegger has finally informed the Department of Personnel Administration (DPA) that he will not sign the tentative agreement reached between DPA and IUOE local unions. In my view, the agreement was a very modest one that reflected the state's tough financial condition while addressing some of the real needs of Craft Maintenance Division members. His rejection of the agreement forces us back to the bargaining table.

Like many of you, I was amused by the governor's recent media moment at a downtown Sacramento state office building. According to his office, the event was intended to let the governor show his appreciation for the "hard work and sacrifices" made by state workers in these tough times. Although his remarks may have sounded good to the state workers in attendance, they didn't impress me. Especially when I remembered he made these remarks the same week he rejected the Craft Maintenance contract. The last time I checked, the "psychic dollars" offered by the governor didn't spend too well at the grocery store or gas pump.

There was something else about the governor's event that really left me scratching my head. There were hundreds of state workers straining to get a view of the guy. Some were even standing on chairs. Can you believe it? Here's a guy who campaigned for governor, saying he was going to roll back and renegotiate state worker contracts because they were far too generous. It seems to me, whether or not they realize it, the behavior of these workers may only serve to embolden the governor in his plans for takeaways at the bargaining table. Moreover, I know whom they will complain to when he tries to do it – their union. Fortunately, it appeared most of the workers in attendance weren't in the Craft Maintenance bargaining unit.

We have begun to prepare for new bargaining with the state. I'll keep you informed of our progress. In addition, we have developed a Craft Maintenance legislative agenda. One goal of which is to get industrial disability and death benefits for Caltrans workers. I think we have a good chance of putting this one on the governor's desk for his signature. Once we have sponsors for all of the bills, I'll let you know how you can help get them moved through the legislature.

Remember, if you've got questions about negotiations or other matters, ask your business representatives when you see them or give them a call at their office. They usually have the latest information about what's happening. Business representatives won't know if you have questions or problems unless you tell them. Do your part by keeping the lines of communication open. We'll work hard to do the same.



FRINGE BENEFITS

By Charlie Warren, Director

Keeping your New Year's resolutions

Studies show that the majority of New Year's resolutions are health and fitness related and that most are never kept. Here are some ways to help you keep your resolutions.

Choose the right resolutions. This means making sure you pick resolutions for the right reasons. Knowing why you are choosing a particular resolution helps you avoid setting goals for the wrong reason. Choose resolutions that are difficult, but not so difficult they can never be accomplished. Remain committed to reaching your goal.

Create a plan. Mapping out the steps you will take and setting target dates will keep you on track. If, for example, your goal is to lose weight, you might plan to walk 15 minutes a day three times a week in January. By Feb. 1, you could increase your exercise to 20 minutes a day four times a week. Setting specific smaller goals will help you reach your final goal.

Stick with it. Refer to your plan often to see that you are staying on target. Get out-

side help if you need it. If your resolution is to quit smoking, find a support group.

Remain flexible. If something in your plan isn't working, be prepared to change it. Don't give up when you experience setbacks. Recognize partial successes. If your resolution is to lose 10 pounds by April 1 and you only lose five pounds, give yourself credit for losing five pounds, revise your plan and move forward.

The Operating Engineers Health & Welfare and Pensioned Operating Engineers Health & Welfare plans can offer help with your health-related resolutions. Nurse Connections, a 24-hour nurse hotline, can assist you with exercise and diet plans and is provided at no out-of-pocket cost. Contact them at (888) 676-0740.

All California residents can contact the California Smokers' Helpline for free help with smoking cessation. The helpline is available Monday through Friday from 9 a.m. to 9 p.m., and Saturday from 9 a.m. to 1 p.m. at (800) NO BUTTS, which is (800) 662-8887.

2005 Retiree Association meetings

FRESNO Tuesday, March 1 Cedar Lanes 3131 N. Cedar Fresno, CA	2 p.m.	MORGAN HILL Thursday, March 31 Operating Engineers Building 325 Digital Drive Morgan Hill, CA	2 p.m.	YUBA CITY Thursday, April 28 Sutter-Yuba Board of Realtors Building 1558 Starr Drive Yuba City, CA	2 p.m.
LAKEPORT Thursday, March 3 Yacht Club 55 5th St. Lakeport, CA	10 a.m.	AUBURN Thursday, April 7 Auburn Recreation Center - Lakeside Room 3770 Richardson Drive Auburn, CA	10 a.m.	MODESTO Thursday, May 19 Tuolumne River Lodge 2429 River Road Modesto, CA	10 a.m.
ROHNERT PARK Thursday, March 3 Operating Engineers Building 6225 State Farm Drive #100 Rohnert Park, CA	2 p.m.	SACRAMENTO Thursday, April 7 ILWU Local 17 Hall 600 4th St. West Sacramento, CA	2 p.m.	STOCKTON Thursday, May 19 Italian Athletic Club 3514 Cherryland Drive Stockton, CA	2 p.m.
CONCORD Wednesday, March 16 Centre Concord 5298 Clayton Road Concord, CA	10 a.m.	FAIRFIELD Thursday, April 14 Operating Engineers Building 2540 N Watney Way Fairfield, CA	2 p.m.	SAN FRANCISCO-SAN MATEO Thursday, June 2 Machinists Hall 1511 Rollins Road Burlingame, CA	10 a.m.
OAKLAND Thursday, March 17 Oakland Zoo - Snow Building 9777 Golf Links Road Oakland, CA	10 a.m.	RENO Tuesday, April 19 Operating Engineers Building 1290 Corporate Blvd. Reno, NV	2 p.m.	NOVATO Thursday, June 2 Unity In Marin 600 Palm Drive Novato, CA	2 p.m.
SALT LAKE CITY Thursday, March 24 IBEW Hall 3400 W 2100 S Salt Lake City, UT	2 p.m.	EUREKA Tuesday, April 26 Best Western Bayshore Inn 3500 Broadway Eureka, CA	2 p.m.		
WATSONVILLE Thursday, March 31 VFW Post 1716 1960 Freedom Blvd. Freedom, CA	10 a.m.	REDDING Meeting & Potluck Wednesday, April 27 Frontier Senior Center 2081 Frontier Trail Anderson, CA	1:30 p.m.		



Students: Ensure uninterrupted coverage

Reminder: Dependent children between the ages of 19 and 23 should submit proof of full-time student status at the beginning of each semester or quarter to ensure uninterrupted coverage.

Hearing Care Plan benefits your health

Is it time for new hearing aids? Proper hearing is not only vital to enjoy a normal life, but it also plays an important role in preventing accidents. Contact the hearing care provider of your choice or contact the Hearing Care Plan at (800) 322-4327 for an appointment. For information about your hearing aid benefits, please refer to your Summary Plan Description book or call the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

Pre-retirement meetings

Planning for your retirement is important. Your Local 3 retirement benefits will generally comprise a major portion of your retirement income. We encourage you and your spouse to attend this meeting and familiarize yourselves with all aspects of your retirement benefits. These benefits have a direct bearing on your financial security and deserve your attention.

NOVATO Tuesday, Jan. 4 Unity In Marin 600 Palm Drive Novato, CA	7 p.m.	SALT LAKE CITY Thursday, Feb. 3 IBEW Local 354 3400 W 2100 S Salt Lake City, UT	7 p.m.
SAN FRANCISCO-SAN MATEO Thursday, Jan. 6 Machinists Hall 1511 Rollins Road Burlingame, CA	7 p.m.	ROHNERT PARK Thursday, Feb. 10 Operating Engineers Building 6225 State Farm Drive Rohnert Park, CA	7 p.m.
OAKLAND Tuesday, Jan. 11 Operating Engineers Building 1620 South Loop Road Alameda, CA	7 p.m.	FRESNO Monday, Feb. 14 Operating Engineers Building 4856 N Cedar Fresno, CA	7 p.m.
CONCORD Wednesday, Jan. 12 Centre Concord 5298 Clayton Road Concord, CA	7 p.m.	SACRAMENTO Tuesday, Feb. 15 ILWU Hall 600 4th St. West Sacramento, CA	7 p.m.
FAIRFIELD Tuesday, Jan. 18 Operating Engineers Building 2540 N Watney Way Fairfield, CA	7 p.m.	RENO Wednesday, Feb. 16 Operating Engineers Building 1290 Corporate Blvd. Reno, CA	7 p.m.
MORGAN HILL Thursday, Jan. 20 Operating Engineers Building 325 Digital Drive Morgan Hill, CA	7 p.m.	YUBA CITY Monday, Feb. 21 Sutter-Yuba Board of Realtors 1558 Starr Drive Yuba City, CA	7 p.m.
WATSONVILLE Tuesday, Jan. 25 VFW Post 1716 1960 Freedom Blvd. Freedom, CA	7 p.m.	REDDING Tuesday, Feb. 22 Operating Engineers Building 20308 Engineers Lane Redding, CA	7 p.m.
STOCKTON Tuesday, Feb. 1 Operating Engineers Building 1916 N. Broadway Stockton, CA	7 p.m.	EUREKA Wednesday, Feb. 23 Best Western Bayshore Inn 3500 Broadway Eureka, CA	7 p.m.



RANCHO MURIETA TRAINING CENTER

for *Apprentice to
Journey-level Operators*

By Curtis Brooks, Director

Diversity training

Diversity is often defined as the state of being diverse; difference; dissimilitude; unlikeness; multiplicity with difference; variety; distinctness or separateness of being. In many areas of life, diversity has proven to be a positive thing. For example, Economics 101 teaches that diversified financial investment portfolios typically yield higher earnings for investors than those where all the eggs are placed in just one investment basket.

In the workplace, diversity among people is not entirely a different matter. It too is a positive thing; however, there is not a simple equation for understanding how we are all different and the dynamics involved in working with people of different cultures, creeds, religions or genders.

For this reason, Operating Engineers offers diversity training to help signatory employers address, even confront, some of the issues related to diversity that may have a negative impact on personnel, profit and productivity. Many employers have already participated in this training. Those who have can contact the JAC for refresher training or new training for new employees. Just remember, it's never too late for the first training session, and you can't go wrong with annual refresher training. This is an exceptional benefit for supervisors and forepersons or those who would like to advance to supervisor or foreperson.

If you would like information on diversity training at your workplace, please have your employer contact the Operating Engineers JAC at (916) 354-2029. There is no time like the present, as the cold and wet winter season ushers in a temporary slow down in construction. This training is offered free of charge, as it is a benefit to the membership. The one-hour training session involves a group discussion followed by a question-answer session.

For more insights on diversity training, log onto www.oe3.org and click the "Office of Compliance and Civil Rights" link. Below is an excerpt from the posted article.

"Try to think of your assumptions and stereotypes as living entities, not as objects that are easily tossed away once they've been coined politically incorrect. Personal assumptions and stereotypes are true reflections of how we think, feel and live. They are part of an ongoing, often unconscious process that involves using your cultural warehouse . . .

Examining our cultural warehouse can remedy these situations by encouraging us to look beyond the four walls of our existence. It can help us understand and appreciate others' differences and similarities, and it can allow us to appreciate their cultural warehouse and thoughts."

See you on the next job.

CCO Practical Test

New CCO candidates and candidates who have passed the written portion of the CCO exams should contact Pauline McCullough at (916) 354-2029, extension 232, to schedule an appointment or obtain CCO information on the Practical Test dates.

2005 CCO Exams

Exam	Deadline for application
April 3	Feb. 11
May 22	April 1
June 26	May 6
Aug. 28	July 8
Oct. 23	Sept. 2
Dec. 18	Nov. 4



Mechanics Corner

By David DeWilde

Preventive maintenance is key

Preventive maintenance – most of us have heard this term and know it refers to checking the engine oil, coolant (water), windshield washer fluid, transmission fluid, power steering fluid, brake fluid and differential level, right? It also includes regular oil changes, greasing, checking tire pressures, brake linings, windshield wipers and lights, as well as testing the horn (some of us test it all too often), parking brake and steering.

Preventive maintenance also includes looking for loose clamps, bolts, wires and hoses, as well as leaks. In the construction trade we also look for cracks, chaffing (parts rubbing together) and discoloration from excess heat. If we see a rubber hose lying across the edge of a metal case, you can be sure there is chaffing. Clamping the hose away from the edge or wrapping the hose with some kind of protector is preventive maintenance.

Let's go back to the term "preventive maintenance." It refers to preventing more maintenance, possibly more expensive and time-consuming maintenance. By following a good preventive maintenance program, you minimize future repairs and make the vehicle or piece of

equipment last longer. Some of the items are safety issues, and even though repairs at a body shop might not be considered maintenance, they still cost time and money. Faulty brake lights could cause someone to rear-end you, or worse, faulty brakes could cause you to rear-end someone else. Yikes!

Most of us don't check our vehicles often enough. If you don't want to do it, take it to a professional and let them do it for you. Most manufacturers have a guide that lists the intervals that each item should be checked or changed. If we follow them we will get the most we can from our vehicles. I've always wondered, is it because a company is big that it does good preventive maintenance, or is it because it does good preventive maintenance that it becomes big?



APPRENTICESHIP GRADUATES

Evaristo Carrera	Rock Sand & Gravel	Stockton	Oct. 25
Aaron Terrell	Construction Equipment Operator	Oakland	Nov. 15
Juan Gomez	Construction Equipment Operator	Sacramento	Oct. 28
Thomas Johnson	Construction Equipment Operator	Fresno	Nov. 1
Frank Carion	Construction Equipment Operator	Fresno	Nov. 1
Donny G. Johnson	Construction Equipment Operator	San Jose	Oct. 18



INSIDE NEGOTIATIONS

By Frank Herrera, Vice President

Cautiously, it's a victory

Local 3 members working for Empire Waste Management in the North Bay Area of California passed a significant milestone in their campaign for decent wages and working conditions when the company agreed Nov. 12 to settle the violations of federal law it had committed.

Empire Waste Management, which provides collection, disposal, recycling and environmental services to residential and commercial customers in the North Bay, was being prosecuted by the National Labor Relations Board for unfair labor practice charges brought by Local 3 on behalf of 150 members working for the company.

Local 3 was forced to file unfair labor practice charges because the company refused to bargain in good faith and interfered with its employees' protected rights. Charges included threatening employees they would lose their jobs if they went on strike, telling employees they would not receive their scheduled cost-of-living adjustments because of their affiliation with the union and promising employees benefits if they abandoned their support for the union.

Empire Waste Management also violated federal law when its supervisors interrogated employees about their support for the union, told employees they would not receive a wage increase because they voted for the union and told employees they would not receive their tool allowance because the company was negotiating with the union.

The NLRB sided with Local 3 on several of the unfair labor practices filed. The government found that Empire Waste Management had unlawfully:

1. Changed the mechanics' Friday start time.
2. Stopped providing employees' tool allowance.
3. Withheld employees' scheduled cost-of-living adjustment.
4. Terminated an employee because of his support for the union.

Rather than defend itself in court, Empire Waste Management agreed to correct its violations of federal law in response to the unfair labor practice charges filed by the union.

The company agreed to grant employees their cost-of-living adjustment retroactive to April 2004 at 2.5 percent; restore the tool allowance, which it had taken from employees; give backpay to the employee who was unlawfully terminated for union activity; and it entered into an agreement promising not to engage in any further unlawful threats, interrogations and statements to employees about them losing their benefits.

As part of the settlement, the company will post a notice in the workplace affirming employees' right to join a union for the purposes of collective bargaining and that the company has no right to retaliate against them for such conduct. Empire Waste Management also will post notices announcing employees may choose a union to represent them and have the right to have the company bargain in good faith with that union. The notice will announce that employees will not have their benefits taken by unilateral changes without bargaining.

Empire Waste Management has arranged for the decertification petition to be withdrawn, also as part of the settlement, even though it is supposed to have no involvement in the decertification petition.

Local 3 cautiously views the settlement as victory for Empire Waste Management employees, because in the past, the company has entered such settlements only to breach them. The union also finds the settlement inadequate because it does not provide sufficient wages and adequate benefits and protections for the workers.

Under the direction of Business Manager John Bonilla, Local 3 has vowed to continue its fight for a fair contract for the members at Empire Waste Management — one that provides a decent standard of living, adequate cost-of-living adjustments and a sufficient pension, so members and their families can enjoy a decent life and a reasonable retirement.

In solidarity.



OE CAT

By Cindy Tuttle, Political Director

Road tax wins by slim victory thanks to member activism

I have good news to share about the sales tax measure that was too close to call after the Nov. 2 election. Measure M, the quarter-cent transportation sales tax in Sonoma County, Calif., passed by a very narrow margin Nov. 19 after a final count of more than 40,000 absentee ballots. The measure won by less than 1,100 votes out of about 200,000 cast.

A huge win for Local 3 members in Rohnert Park District 10, Measure M will provide more than \$500 million for transportation projects in Sonoma County over the next 20 years.

The funding means jobs for our members, safer roads and better access

to markets for local businesses, all of which promote economic growth, employment and increasing prosperity for the residents of Sonoma County and the Local 3 membership.

Knowing the importance of approving this measure, Local 3 worked hard to get out the vote for "Yes" on Measure M. It was not an easy task in a county like Sonoma known for its charged history of transportation politics. In the past 14 years, four other transportation taxes were defeated at the polls in Sonoma County. Passing Measure M was a monumental achievement — we helped make history! CAT members in Rohnert Park deserve special recognition for their hard work in making it happen.

For two months straight, CAT members in Rohnert Park talked the talk and walked the walk, reaching thousands of Sonoma County residents with their phone banks and precinct walks. With guidance from Rohnert Park District Rep. Greg Gunheim and assistance from the Central Labor Council of Sonoma County, Ironworkers Local 378 and other local labor organizations, Rohnert Park staged a massive door-to-door campaign from late October through Election Day.

Measure M was approved by voters largely because of this grassroots labor coalition. Member activism absolutely made the difference in this close contest. Opponents of Measure M, primarily the Sonoma County Taxpayers Association, threw money at television advertising only to learn the hard way that labor's people power is far more powerful.



Past CAT Volunteer of the Year Joel Lanstra (seated) and Business Rep. George Steffensen (standing) work together to phone bank for Measure M, which passed Nov. 19 after a final count of more than 40,000 absentee ballots. Measure M will provide more than \$500 million for transportation projects in Sonoma County over the next 20 years.

Measure M includes:

- \$188 million toward widening Hwy. 101 to two lanes in both directions from Marin County to Windsor.
- \$188 million for road improvements from Penn Grove to Sonoma to Bodega Highway.
- \$47 million for public bus service in Santa Rosa and around the county.
- \$19 million for bicycle and pedestrian projects.
- \$23 million to continue work on a proposed North Bay commuter train.

Getting better all the time

Members invited to share in union's success at March 20 Semi-Annual meeting

Business Manager John Bonilla is pleased to invite Local 3 members and their spouses to the next Semi-Annual meeting of the membership, which will be held March 20 at the Solano County Fairgrounds in Vallejo, Calif. The meeting begins at 1 p.m. in the Exposition Hall with registration beginning at 10 a.m. There will be wheelchair access and plenty of onsite parking. Sack lunches and beverages will be available after registration.

A fitting theme

"Getting better all the time" is the fitting theme for this year's first Semi-Annual. Since its 1939 beginnings, Operating Engineers Local 3 has made great strides each year, evolving into the powerful, influential organization that it is today and improving its service to membership and its place in the labor movement every step of the way.

The March 20 meeting will focus on Local 3's continued success in training, organizing, politics and service, and more. The officers encourage all members to attend and receive updates on the state of the union, as well as invaluable information on labor issues and the union's future. Join your fellow union members and officers at the March 20 Semi-Annual in celebrating Local 3's success.

Equipment display

Members are encouraged to arrive early to take advantage of the outdoor equipment display, which will feature equipment being used by Local 3's signatory contractors and the trainees at the Rancho Murieta Training Center.

Hoisting and non-hoisting equipment, as well as a global positioning systems (GPS) display will be available for viewing and demonstration. The Manitowoc 2250 crane simulator will also be operating.

Health fair and informational booths

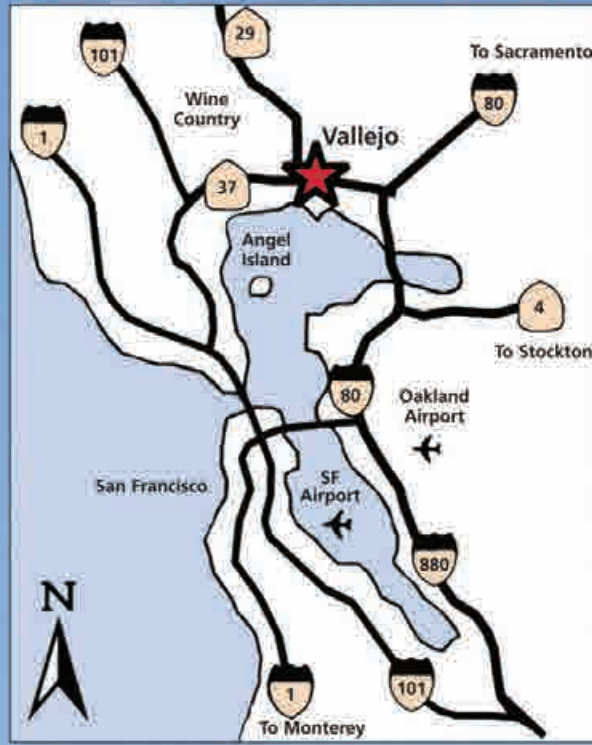
Semi-Annual attendees may also enjoy the health fair organized by the Fringe Benefits Service Center. The fair will feature free health screenings, such as blood pressure and cholesterol screenings, and informational booths from Local 3 departments and others inside the hall. Attendees can browse the health fair from 10 a.m. to 12:30 p.m. before the meeting and until 3:30 p.m. after the meeting. If you would like more information about the health fair, please call the Fringe Benefits Service Center at (800) 532-2105.

Door prizes

Any dues-paying member who attends the Semi-Annual meeting is eligible to win one of 14 donated door prizes. Separate door prizes will be drawn at each of our outlying states, Hawaii, Utah and Nevada, where members will be able to enjoy refreshments and view a videotape of the meeting at a later date.



eting



Directions to the Solano County Fairgrounds

From Concord

Take I-680 north, go over Benicia Bridge
 Take I-780 to Vallejo/Benicia (right lane)
 Take I-80 east toward Sacramento
 Take Hwy. 37 San Rafael exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light (Fairgrounds Drive)

From Sacramento

Take I-80 west toward San Francisco
 Take Hwy. 37 San Rafael exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light (Fairgrounds Drive)

From Napa

Take Hwy. 29 south to Vallejo
 Where Hwy. 29 and Hwy. 37 meet, take Hwy. 37 east
 Take Fairgrounds Drive/Marine World exit
 Turn right at stop light (Fairgrounds Drive)

From San Francisco

Take I-80 east over the Bay Bridge toward Sacramento
 Go about 25-30 miles, cross Carquinez Bridge
 Take Hwy. 37 Napa exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light (Fairgrounds Drive)

From Oakland

Take I-880 north
 Take I-580 north toward Sacramento
 Take I-80 east toward Sacramento
 Go about 25-30 miles, cross Carquinez Bridge
 Take Hwy. 37 Napa exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light (Fairgrounds Drive)

Note: Once you turn on Fairgrounds Drive,
 Local 3 staff will show you where you can park.





ORGANIZING

By Ras Stark,
Organizing Director

Weathering the storm in Nevada

The climate for organizing in Nevada is cloudy with a moderate chance of success. I know it sounds like I'm giving a weather report, but that's the best way I can think to describe it. There are many unorganized contractors working in Northern Nevada. Like our signatories, many have more work than they can handle. New contractors are popping up every day. It seems like anyone who can afford to lease a backhoe and a truck to pull it is breaking into the market. Also, the mines are advertising for equipment operators. I know this sounds like a sunny work picture, but it's clouded by a severe shortage of skilled equipment operators.

By the end of the summer we were experiencing a severe labor shortage, which is projected to continue into the 2005 work season. Contractors, including many of our signatories, are having a tough time filling positions. Work is so good that several members have started their own businesses and continue to work with us. Eastern Nevada mines are giving relocation bonuses to get equipment operators to come work. We haven't seen bonuses like these since gold was over \$800 dollars an ounce, and today the price of gold is only half that!

Mine operators have put a new twist on hiring with the use of contract mining. Many are contracting out their mining activity to non-union firms like American Asphalt and the Washington Group. The contracts are often long term – two to three years. In Eastern Nevada, two to three years of work is the next best thing to having a job for life. Because of this, mining contractors are able to hire a lot of equipment operators, many of them former union members. We're already hearing that some of these workers are finding out when they get there that everything is not what they were promised. This may make these contractors prime organizing targets. Although, this is clouded by the fact that some of these workers have had good and bad past experiences with unions.

Things are sunny for Nevada members employed by Martin Marietta. They're finally working under the protection of a new union contract. There were a lot of stormy days before it was signed. By hanging together, these workers were able to weather the storm and now have brighter days because of it.

Storm clouds continue to hang over workers at Cashman Equipment. Its owner, Mary Kaye Cashman, is working hard to convince them she'll close the doors before signing a union contract. Mary Kaye needs to know that some of those storm clouds may be headed in her direction.

Organizing can sometimes be as unpredictable as the weather. But one thing I know for sure is that with the ongoing support of Local 3 members and Business Manager John Bonilla and his team of officers, we'll weather every storm. Well, that's the weather report, I mean organizing report, from Nevada.



TECH NEWS

By Business Representatives Ed Wodzienski and Rob Jones and Testing, Inspection and Surveying Director Dean Dye



Congratulations to Michael Kuykendall (left) as he receives his State of California Certificate for Chief of Party from NCSJAC Instructor Terry Warren. To accomplish this, Michael completed the eight-step survey apprentice program and 1,000 chiefing hours.



Back row, from left: Joe Tomich, Jason McCanless, Mark Smith, Michael Joel, Boyd Cornett, Drew Holgren and Jerimiah Zane. Front row, from left: Tyler Dougall, Judy Falk, Jed Gibson, Cindy Briggs, Bob Meade, Brian Hunte and President Bob Miller.

Peterson opens state-of-the art facility

The new Peterson Cat Facility is up and running in Fortuna, Calif. Eureka District Rep. Steve Harris and Local 3 President Bob Miller recently visited the site and spoke with Service Manager Michael Joel, who said the new building is state-of-the-art, complete with its own water treatment plant.

The shop has one overhead bridge crane and four jibs, and is set up for wireless computer access throughout. The south wall was constructed so it is removable for future expansion. The new facility is user and customer friendly with improved technology. Turnaround time is improving, and the easier access for customers is a big plus.

There are five bays in the shop, and the employees have a nice break-lunch room upstairs. There is also a new training room that will allow Peterson to bring more training opportunities to its employees.

District 40 and Local 3 are happy to see Peterson making this investment in the future of Humboldt County.

FROM EUREKA

Family-run business becomes union signatory

We would like to welcome **Erick Ammon Inc.** to the Local 3 family. This is a family-run business with a diverse range of projects. In the past few seasons, Erick Ammon has taken its crew to Catalina Island for the winter and performed dirt work. Other projects include a tunnel retrofit and underground and prep work for the new manufactured home facility in Hoopa. The company also recently completed a unique project in Yosemite, casting a huge redwood stump in concrete.

Erick Ammon's first job as a signatory contractor is underway in Visalia (District 50),

and it is working on the Best Western Dykes project. **Jim Ammon** is running the job, and he has a crew of Local 3 hands working through winter.

Erick Ammon is a versatile company, as it does underground, pipe, cement paving and is willing to take out-of-the-ordinary projects.

District 40 found it a pleasure working out the details of our new contract with Erick Ammon's staff. We feel that with Erick Ammon signing with Local 3, it is a great help to our signatory contractors to partner with the company.



Local 3 is pleased to welcome Erick Ammon Inc. to the Local 3 family. From left: Erick Ammon and Nicole Ammon with Hope and Jim Ammon.

FROM STOCKTON

Hwy. 99 project to provide work for members

Anyone who has driven in the Central Valley has seen the tremendous amount of work being done, the majority of which is union. In conjunction with this surge in growth is an influx of automobiles having a major impact on our roadways and their ability to move traffic. District 30's affected road is Hwy. 99 between Manteca and North Stockton, which is only two lanes in each direction.

Mark Thomas and Associates performed the preliminary work to determine additional right-of-ways, and the state of California requested bids for an improvement project on this congested roadway. We are awaiting confirmation that **Bay Cities Grading & Paving** of Concord, Calif., has been awarded the \$55 million contract to improve Hwy. 99 between Hwy. 4 and Hammer Lane through Stockton. Immediately after the project is awarded, we will have a pre-job conference to ensure our work is covered. The project will begin this spring, and it should provide a considerable amount of work for our members. Bay Cities may have surprised a few people by getting this job, but we have watched the company make an ever-increasing presence in the Stockton District. It had a few jobs in our area in the past and is currently doing the site work for a new high school in Modesto.

Also in the Stockton area, **Top Grade Construction** was awarded a \$2.3 million improvement project on Louise Avenue. **Granite Construction** has work throughout the area and a few jobs in the foothills near Jackson and Valley Springs. Its rock plant in Tracy and asphalt plants in Tracy and French Camp continue to keep crews busy, as weather is dry and construction crews have continued working. **Granite Construction, George Reed, D.S.S., RMC Pacific Materials** and **Teichert** are busy, providing good hours for our members in their rock plants.

Our next gradesetting class is Jan. 11 at 6:30 p.m. in the Stockton District hall. We will have an eight-hour Hazmat refresher course in the hall Jan. 28 at 7 a.m. The hall will host a pre-retirement meeting Feb. 1 at 7 p.m. – bring your spouse, paperwork and questions. Fringe Benefits Director **Charlie Warren** always has an informative presentation for members approaching retirement. Our next district meeting is Feb. 10 at the Italian Athletic Club on Cherryland Drive. We look forward to having a big turnout and hope to see you there.

A considerable amount of work has been scheduled in our district, and our members will benefit from it as long as interest rates remain low. A word to the wise: Save your money, and have a safe and prosperous year.

FROM YUBA CITY

Upcoming season could make history

Work in District 60 was good in 2004. **Teichert's** Hollywood quarry and **Marysville** quarry had an above-average year. Most employees will work through winter straight into the 2005 busy season. **Baldwin** Hollywood also had a good year. Everyone worked long hours, and the company produced tonnage equal to the highest in years past. **Kino Aggregates**, which produced rock for the Hwy. 70 widening, is in the second season of a new agreement with Local 3.



With all the new housing being built in south Yuba County and Sutter County, **Yuba-Sutter Disposal** is experiencing an increase in construction debris and garbage. It doubled the number of employees working on the MURF project, which sorts out recyclable materials. The company is adding new routes to meet demand. The current forecast for these counties is 12,500 new homes within 10 years, but with more construction in the planning stages, that forecast increases every few months.

Norcal Waste Systems' Ostrom Road Landfill also has seen a sharp increase in garbage intake. In fact, it just had a new cell built by **Ford Construction**. That job employed eight members for about four months. **Norcal Waste Systems** of Butte County based in Oroville also is noticing

new housing construction. Some members who have lived in Oroville their entire lives report they have not seen construction since the Oroville Dam was built. Even Home Depot is building a store in Oroville. **Bradley Construction** and **Granite Construction** did the grading and paving on that project.

DeSilva Gates completed the Hwy. 70 widening south of Linda, and **Baldwin** completed the Hwy. 99 widening just south of Yuba City. **Teichert** continues work on the housing projects in the Olivehurst area, and **Independent Construction** has a project on the east side of Hwy. 70 just north of Bear River. **Granite Construction** is working on the parking lot at Bullards Bar Reservoir.

District 60's 2005 season could make history if the casino proposed at Hwy. 149 and Hwy. 99 finds new funding, the casino proposed in south Yuba County can jump through all the required hoops, Caltrans gets its transportation money back from the governor and the interest rates don't go out of sight. Let's hope for the best on all accounts.

We at District 60 hope you had a happy and safe holiday, and we wish everyone a prosperous new year.

FROM ROHNERT PARK

Measure M means more jobs for members

With great pleasure and exuberance, District 10 reports Measure M, the quarter-cent transportation sales tax in Sonoma County, has finally passed.

Measure M was too close to call the day after the election with almost 40,000 uncounted absentee ballots. The final tally came Nov. 19 at 4:09 p.m. We did it!

Measure M will provide nearly \$500 million for road projects, bike lanes and rail planning in Sonoma County over the next 20 years. For more information on specific projects, visit www.getsonomacountymoving.org.

Special thanks to our Community Action Team members who helped precinct walk and phone bank for this important measure. Some of you who will be working on these projects in the next 20 years may also want to thank a CAT volunteer.

It seems only last month we were wishing congratulations to **Jim Killean** on his retirement. Now we have another member of our district office retiring at the end of the year. **Marshall Bankert** has decided he has had enough fun dispatching and wants to try retirement life. We will miss Marshall, but just like Jim, he earned his retirement and



From left: Rec. Corres. Secretary Rob Wise, Local 3 member Harry Tucker, President Bob Miller and E-board Member James Spain pose for a picture at the Dec. 2 Rohnert Park District meeting. The officers presented Tucker his 40-year membership pin at the meeting.

deserves to enjoy it. District 10 wishes Marshall the best in his retirement. The big question now is who could possibly replace Marshall? The only person who could replace him is the person he replaced. **George Steffensen** is returning to the District 10 office as dispatcher, and **H.K. Pang** is replacing George as business representative. H.K. was an organizer in District 10; he comes to his new position with a lot of experience. H.K. began his career with Local 3 in Utah as a dis-

patcher. He was promoted to business representative and later transferred to California, where he worked as an organizer. We welcome H.K. to District 10.

As for the work picture, things are starting to slow down. Only a couple of contractors are working. Most contractors don't want to open up anything in the winter. We are hoping 2005 will be as busy as 2004.

Sonoma Express Books and the 2004 KZST Entertainment Guide Books are available for purchase at the District 10 office. The books cost \$20 each.

Congratulations to **Steve Archer** of **W.R. Forde & Associates**; he married **Tracy Tesconi** Nov. 27 in Sonoma County. They reside in Santa Rosa. We wish Steve, Tracy and their family many years of happiness.

Congratulations and blessings to **Shaan Vandenburg** of **Syar Industries** and his wife, **Vicki**, on the July 31 birth of their girl, **Julia**. She weighed 8 pounds, 15 ounces at birth. Julia was welcomed home by her big brother, **Alexander**.

Our best wishes to all for many years of happy, loving memories.

FROM SACRAMENTO

Shops gear up for winter maintenance

Work is still going strong in the Sacramento District.

Collet is busy constructing industrial pads in Natomas, and **Teichert** is finishing house pads in Natomas.

McGuire & Hester is busy working on subdivisions in Galt; it also has the Watt Avenue project.

Stacy & Witbeck is working on a \$5 million waterline project in downtown Sacramento.

The Northwest Interceptor Project is now underway with **Viking Drillers** of West Sacramento busy dewatering. **Las Vegas Paving** has a portion of the pipeline, which is projected to start in full swing in the spring. **Raitos** and **Mountain Cascade** also were awarded part of this \$360 million project.

Affholder is boring under the Sacramento River in the Freeport area for two 66-inch pipes to run through.

R&L Brosamer continues its work on the Douglas Boulevard Interchange cut-and-cover tunnel.

Fru-Con is still busy working on the Cosumnes Power Plant, which should keep about 30 operators busy through winter and into late summer 2005.

Granite is working on the Stockton Boulevard widening project, which is projected to go for 100 nights.

The shops in the area are gearing up for winter maintenance.

Holt of California had a great year with about 200 employees from Sacramento to Redding working in the lift truck, earth moving and power generation divisions.

Ingersoll-Rand had a busy summer, and it is looking at a great winter with contractors bringing in their equipment for winter maintenance.

November dispatches were rather slow because of the rain and project completions. As of this writing, there were 119 dispatches in November and 2,351 dispatches for the 2004 season.

NOTICE: The end of our 15 percent season, or open-hire season, ended Nov. 30 at 5 p.m. The use of the 15 percent letter from employers requesting a dispatch for named members is no longer valid. Employers must now request members from the out-of-work list or use

the five- and 10-year letter or "recall" to request individual members by name.

Make sure you get on the out-of-work list if you are no longer working. If your employer calls you back to work, call your district and let them know so you can be recalled.

District 80 wishes you a great 2005 season and reminds you of our upcoming district meetings at 600 4th St. in West Sacramento Jan. 13 and April 7.



Local 3 member **Charlie Ambler** was "caught" on the job at Douglas Boulevard wearing this shirt, designed with safety in mind by **R&L Brosamer**. Ambler operates a 65-ton hydrocrane for the company.

Scholarship Contest Rules for 2005

Applications available at district offices and credit union branches

The Local 3 officers and Executive Board understand that the workplace is rapidly changing, and many jobs now require new skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed 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.

ACADEMIC SCHOLARSHIP

Four college scholarships will be awarded to children of Local 3 members. Two scholarships of \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants. These scholarships must be used for study at an accredited U.S. college or university.

Winners also receive an additional \$1,000 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

The academic scholarships will 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.

WHO MAY APPLY

- Children of Local 3 members may apply for an academic scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.
- Children of deceased Local 3 members are eligible to apply for the scholarships. The parent of the applicant must have been a Local 3 member in good standing for at least one year immediately preceding the date of death.
- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2004) or 2) the spring semester (beginning in 2005), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who 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 not less than a "B" average in their high school work.

Applications will be accepted between January 2005 and March 31, 2005.

AWARDING ACADEMIC SCHOLARSHIPS

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

All of the following items must be received by March 31, 2005:

- The application, to be filled out and returned by the applicant.

- Report on applicant and transcript, to 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.
- Letters of recommendation. The applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
- Photographs. A recent color photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the *Engineers News*.
- Media information. Provide the name, address and phone number of the applicant's local newspaper for the purpose of sending a press release on behalf of each winner.

RANDOM-DRAW SCHOLARSHIPS

In addition to the four academic scholarships, Local 3 will award twenty (20) \$500 "random-draw scholarships." The names of all applicants will be entered into a drawing to be held at the July Executive Board meeting. Applicants need not be present to win. The scholarships are available only to the sons, daughters, stepchildren and foster children of Local 3 members.

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

- Children of Local 3 members may apply for the scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.
- Children of deceased Local 3 members are eligible to apply for the scholarships if the parent was a Local 3 member for at least one year immediately preceding the date of death.
- Children of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the Local 3 academic scholarships and do not win will automatically qualify for this drawing.
- Applications will be accepted until March 31, 2005. Previous winners are not eligible to apply.
- Winners will be determined by a random drawing to be held at the July Executive Board meeting. Applicants do not need to be present to win.
- The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

Academic and random-draw scholarship applications are available at your district office or credit union branch office. It is the responsibility of the applicant to submit the application on time to:

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090



Operating Engineers Local 3 presents

ALASKA

Seven-night cruise aboard the luxurious
Sapphire Princess
May 15 – 22, 2005
Roundtrip from Seattle, Wash.

Bring your family, invite your friends and reunite with former co-workers on a fabulous cruise through Alaska's historic and beautiful Inside Passage. The huge *Sapphire Princess* is truly a floating resort with wonderful restaurants, entertainment, spa and sports facilities. Best of all, on a Princess ship you have "Personal Choice," which means you choose when and where to dine, and you can dress casually all the time if you wish. Our group rates include a \$50 per person tax-deductible contribution to the OE3 Scholarship Fund.

Inside
\$899 per person, double occupancy

Outside
\$1,229 per person, double occupancy

Balcony
\$1,349 and \$1,399 per person,
double occupancy

Limited space in each category. \$350 per person deposit. Third, fourth and single rates available.
Final payment due Feb. 25

SPECIAL OFFER

Book between Jan. 15 and Jan. 22 and
the deposit is only \$100 per person!

CALL (888) 713-0441

to book your OE3 Alaska Cruise TODAY.

DISTRICT MEETINGS*All meetings convene at 7 p.m.***JANUARY 2005**

- 6th District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
- 13th District 80: W. Sacramento, CA
ILWU Hall
600 4th St.
- 25th District 40: Eureka, CA
Best Western Bayshore Inn
3600 Broadway
- 26th District 70: Redding, CA
Engineers Building
20308 Engineers Lane
- 27th District 60: Oroville, CA
Feather River Recreation & Parks Dist.
1200 Myers St.

FEBRUARY 2005

- 3rd District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road
- 10th District 30: Stockton, CA
Italian Athletic Club
3514 Cherryland Drive
- 24th District 11: Reno, NV
Engineers Building
1290 Corporate Blvd.

MARCH 2005

- 1st District 50: Fresno, CA*
Cedar Lanes
3131 N. Cedar
- 3rd District 10: Rohnert Park, CA
Engineers Building
6225 State Farm Drive
- 8th District 17: Honolulu, HI
Washington Inter. School Cafeteria
1633 S. King St.
- 9th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
- 10th District 17: Maui, HI
Maui Beach Hotel
170 Kaahumanu Ave.
- 17th District 20: Oakland, CA
Warehouse Union Local 6
99 Hegenberger Road
- 24th District 12: Salt Lake City, UT
IBEW Local 354
3400 W. 2100 South
- 31st District 90: Morgan Hill, CA
Engineers Building
325 Digital Drive

* Date change

SEMI-ANNUAL MEETING

Rec. Corres. Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership is Sunday, March 20, 2005 at 1 p.m. at the following location:

Solano County Fairgrounds
900 Fairgrounds Drive, Expo Hall
Vallejo, CA

OE3 welcomes new members

Local 3 is proud to welcome the following new members who were sworn in at the November 2004 district meetings.

District 11 - Reno
Rob Brozek

District 50 - Fresno
Donald M. Peterson

THE PERFECT GIFT

Union assembled, union imprinted mixed-metal watch with adjustable links. Available in men's and women's styles. Embossed look. Gold on gold face featuring Local 3 logo. Yours for just \$53 including shipping while supplies last.

To place an order, call Duane Beichley at (916) 419-3260 or mail your request with check or money order (written out to SELEC) to:

SELEC
3920 Lennane Dr.
Sacramento, CA
95834

**HONORARY MEMBERS**

The following retirees have 35 or more years of membership in Local 3 as of November 2004 and are eligible for Honorary Membership effective Jan. 1, 2005.

Reynold Ako	.....1277930
Richard Braegger	.....1312766
Tim Bridgeford	.....1415005
R. Duran	.....1414615
Larry Graves	.....1243125
Paul Koieh	.....1382391
Paul Lindner	.....1415016
Evan Nielsen	.....1257106
Donald Oakes	.....1411274
Ernest Paslay	.....1043754
Robert Pereira	.....1414660
Garrett Pina	.....1382434
Larry Rist	.....1075516
H. A. Rowland	.....0674837
Charles Waters	.....1411296
Carl Wagner	.....1136467
Ben Whatley	.....1235256
Stanley Wise	.....1251102

**Congratulations
51-plus year member**

The following member was inadvertently omitted from the December issue of *Engineers News*:

61 Years of Membership
Woodrow W. Newton0428146

**Recording history:
The Local 3 Labor
History Project**

What was it like to work the early days in construction? If you or other family members possess old equipment or items such as letters, newspaper articles, photographs or employment documents that might contribute to an understanding of the industry's and the union's evolution, please contact Linda Lawrence at (916) 419-3260, extension 1019, or email llawrence@oe3.org. Documents may be used in research for the Local 3 history book, and other items will be considered for permanent exhibit at the planned Local 3 Museum.

**Operating Engineers
Local 3 welcomes the
following new contractors**

District 01 - San Francisco
Camenzind Dredging
Intercoastal Concrete

District 10 - Rohnert Park
Kelly's Backhoe Service

District 11 - Reno
C X T

District 12 - Salt Lake
Fisher Crane

District 17 - Hawaii
Swinerton Builders Northwest
Hawaii Waters Technology

District 20 - Oakland
Sud Ex Co
Handa & Associates Landscape Construction

District 30 - Stockton
Farrell Design Build

District 40 - Eureka
Erick Ammon Inc.

District 50 - Fresno
DK Enterprises

District 60 - Yuba City
Nor Cal Portable Crushing

District 80 - Sacramento
Curtis Crushing

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

Business Manager John Bonilla has announced the election of Market and Geographic Area Committee Members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 2005 with eligibility rules as follows:

- 1) Must be a member in good standing of the parent local.
- 2) Must be living in the committee's geographical area.
- 3) Must be working/making a living in the industry in that area.
- 4) Must be an "A" Journeyperson.
- 5) Cannot be an owner-operator.

No member shall be nominated unless s/he is present at the meeting and will accept the nomination and the position, if elected.

No member is allowed to serve more than two consecutive terms on the Market and Geographic Area Committees.

The schedule of the meetings at which these elections will be held appears on page 16 under "District Meetings."

2005 GRIEVANCE COMMITTEE ELECTION

Rec. Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 2005.

The schedule of the meetings at which these elections will be held appears on page 16 under "District Meetings."

2005 Hazmat Class Schedule

Location	Eight-hour refresher	40-hour (Monday - Friday)
District 04 - Fairfield	Friday, Jan. 14	
District 10 - Rohnert Park	Friday, Jan. 21; Thursday, Feb. 17	
District 12 - Salt Lake City	Saturday, Feb. 26	Feb. 28 - March 4
District 20 - Alameda	Saturday, Jan. 8; Saturday, Jan. 22	
District 30 - Stockton	Friday, Jan. 28	
District 40 - Eureka	Friday, Feb. 4*	
District 50 - Fresno	Saturday, Feb. 12	
District 60 - Yuba City	Thursday, Jan. 13	
District 90 - San Jose	Saturday, Jan. 15; Saturday, Jan. 29	Jan. 3 - Jan. 7
RMTC		Feb. 7 - Feb. 11*

*Date change

Deceased Members

Our condolences to the family and friends of the following departed members:

Blackburn, Leslie Battle Mountain, NV 10-09-04	Kuilpule, Peter Hilo, HI 10-22-04	Patrick, Wilford Sacramento, CA 11-03-04	Strmiska, Ellis Santa Cruz, CA 11-06-04
Gueths, Dale Napa, CA 11-11-04	Lemasters, Albertu Nice, CA 10-02-04	Reddell, Billy Lehigh, OK 10-15-04	Thomas, Steve Napa, CA 11-04-04
Harlan, R. Lagrange, OH 11-05-04	Loftin, Robert Atwater, CA 10-28-04	Roeha, Frank Gilroy, CA 10-09-04	Toma, Richard Kapaa, HI 11-02-04
Hitchcock, Wallace Cottonwood, CA 08-05-04	Marple, Eugene Salinas, CA 10-26-04	Rossi, Samuel San Carlos, CA 10-12-04	Waugh, Maurice Magalia, CA 10-03-04
House, Robert Bakersfield, CA 11-02-04	Mavy, Carol Thayne, WY 11-01-04	Schultz, Henry Reno, NV 10-20-04	Weeks, Gene Beaverton, AL 11-08-04
Jenkins, Louie San Carlos, CA 10-17-04	Melton, Austin Hubbard, OR 11-02-04	Sherwood, James Reno, NV 10-25-04	Whitmire, Clyde Cupertino, CA 10-14-04
Keltner, Asa Sparks, NV 10-07-04	Messer, Jake Omak, WA 10-27-04	Smith, Donald Myton, UT 10-31-04	Wynn, Robert Sacramento, CA 10-28-04
Kiger, Bobby Sun Valley, NV 10-30-04	Ottolini, Joseph Petaluma, CA 10-26-04	Sollom, Frederi Windsor, CA 08-05-04	

Please come to the annual Eureka Crab Feed

Don't miss out on this long-standing Local 3 tradition

When: Presidents' Day Weekend
Saturday, Feb. 12

Where: Eureka Elks Club
445 Herrick Ave.
Eureka, Calif.



Schedule: No-host cocktails 4:30 p.m.
Dinner 5 p.m. - 8 p.m.
Dancing 6 p.m. - 10 p.m.

Cost: \$25 per person
\$20 per retiree

Menu: Crab, pasta, salad
and all the trimmings



Door prizes

There is limited seating, so buy your tickets now. Please call the Eureka office, (707) 443-7328 or your district office.

Note: The Eureka office has a list of motel referrals.

Deceased Dependents

Araki, Fusae. Wife of Araki, Masaru.	10-17-04
Archibald, Florence. Wife of Archibald, Robert.	11-11-04
Aweau, Anna. Wife of Aweau, Paul.	12-22-03
Basich, Holly. Wife of Basich, Nicholas.	09-18-04
Cartwright, Bertha. Wife of Cartwright, James.	10-07-04
Davis, Lorene. Wife of Davis, Gloyd (dec).	11-08-04
Duncan, Wanda. Wife of Duncan, Darrel (dec).	10-07-04
Edwards, Patricia. Wife of Edwards, Nolen.	10-18-04
Felber, Betty. Wife of Felber, Henry.	09-26-03
Jenkins, Hope. Wife of Jenkins, Lee Roy (dec).	09-30-04
Jones, Ethel. Wife of Jones, Randle (dec).	10-01-04
Lizarraga, Carmen. Wife of Lizarraga, Raul.	10-22-04
Miller, Ursula. Ex-wife of Miller Jr., Elroy.	09-19-04
Moreland, Shirley. Wife of Moreland, Charles.	06-01-03
Olson, June. Wife of Olson, Clyde.	11-15-04
Osibin, Louise. Wife of Osibin, Wilmer.	11-02-04
Paule, Passionella. Wife of Paule Jr., Andres.	08-21-04
Sherouse, Helen. Wife of Sherouse, Louise (dec).	09-17-04
Stewart, Judith. Wife of Stewart, Bobby.	10-19-04
Wells, Nellie. Wife of Wells, Ben.	12-28-02

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. No phone-in ads please. Deadline 1st of the month. Limit two ads per issue.

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

**Operating Engineers
Local Union #3
3920 Lennane Dr.,
Sacramento, CA 95834
ATTN: SwapShop***

**Or fax ads to: SwapShop
(916) 419-3487**

**Or e-mail to:
webmaster@oe3.org**

*All ads must include Member Registration Number or ad will not appear. Ads should be no longer than 50 words.

FOR SALE: 25 ft. Yukon Delta house boat (1979) w/ factory trailer. \$8,500 obo. Call for details. (530) 538-9493 or (530) 370-1240. Reg. # 1945393

FOR SALE: 1988 Camry 4-door. Garage sale: misc. items for sale. Call for directions to Bay Point, CA. (925) 458-8044. Reg. # 2248341

FOR SALE: Drop-in bed-liner for 2004-2005 Ford F-150 6 1/2' Styleside bed. Imprinted w/ Ford logo. Used very little. \$120. Galt, CA. (209) 745-2778. Reg. # 1787778

FOR SALE: 1977 Honda Trail 70. New motor, brakes, tires. 4-speed auto. Orange. \$850. (925) 798-7144. Reg. # 2241843

FOR SALE: D5H 8RC01716 5,000 hrs; 140G Blade 72V 16183 5,700 hrs; Cat 325L Excavator, 7LM0724 3,430 hrs; and Cat CP563c, 5JN00481, 1,233 hrs. All in excellent condition. Call or e-mail for pricing and equipment attachments. RM4141@aol.com or (925) 672-4141. Reg. # 1175074

FOR SALE: Surveying parts for EDM. Mini Prism \$150; Single prism \$150; Pole \$118. Pole Backdown \$100. Total value \$520. Items can be purchased separately for prices shown, or all items for \$300. Grass Valley. (530) 477-8837. Reg. # 0865600

FOR SALE: 2003 Craftsman Twin 22 ohv lawn Tractor/52" mower. Used once. Bought new for

\$2,800. Selling for \$1,900. (530) 671-1724. Reg. # 1855418

FOR SALE: Three burial lots. \$800 each. Santa Rosa Memorial Park. Shiloh Edition. Call Jan Urdzik at (707) 542-1580. Reg. # 750237

FOR SALE: 1995 Polaris XLT 600 Special. 2,600 miles. 1993 Polaris Indy 500 EFI. 2,150 miles and trailer. \$5,500. (530) 674-3874. Reg. # 2267070

FOR SALE: 2002 GMC Envoy SLE. Black. Loaded: OnStar, alloy wheels, 6 multi-disk CD, sunroof, much more. 44,500 miles. KBB \$20,300; asking \$19,500 obo. Beautiful SUB. (530) 534-5284. Reg. # 1514858

FOR SALE: 2002 Vista camper shell. White, fiberglass, fits 8' bed. Insulated, interior light, exterior break light. All windows open for easy access and are locking. Came off 2002 Dodge Ram. Excellent condition. \$600. (925) 516-9679. Reg. # 2102638

FOR SALE: 1981 Chevy Camaro Z28 California Classic. Rebuilt engine, T10 transmission, leather interior, T-top, new tires, rally wheels, midnight blue. \$2,800 obo. (209) 333-2506. Reg. # 1774822

FOR SALE: 1989 Honda Accord LX. New distributor, timing belt, power steering, water pump, brakes, CV joints, belts and hoses. Like new. \$2,000 obo. (209) 333-2506. Reg. # 1774822

FOR SALE: 2003 Holiday Rambler Alumascap 31-ft travel trailer. Large rear window, 2 recliner chairs, large slide, queen bed, 15,000 BTU furnace/AC, microwave, gas or electric water heater, LOADED. \$24,750. (559) 741-9078 or (559) 679-4255 for details. Reg. # 1749997

FOR SALE: 3 bdr. 2 bth. Mobile home on 1.5 acres in Spring Creek, NV. Formal dining room, family room. Fenced and cross-fenced for horses. Oversized shop wired 220V. Large shed and kennel with dog run, all w/ electricity. Mature trees and lawn. \$85,000. (775) 674-6159. Reg. # 2197003

FOR SALE: In the country near Delta, UT. Three miles from Intermountain Power Plant. Newly remodeled 2,000sq.ft on 4.8 acres land. New sprinkling system with newly planted lawn and trees. Room for horses or other animals. \$85,000. On oiled frontage road. (435) 864-3493. Reg. #1359602

FOR SALE: Winnebago 2003 Itasca 27C slideout workhorse chassis. 11,500 miles. Fully loaded. \$56,900. (916)-725-5594. Reg. #674963

FOR SALE: Records, records, records. Over 8,500 33 1/3 record

albums; name that song or artist, it's there. Country, jazz, hard rock, swing, blues, instrumental and more. Take all \$4,500. Boxed ready for shipping. (208) 773-2594. Reg. #0827031

WANTED: Pony motor for water truck. Needs to be diesel air cool with pump or out to pull a 3x4 pump. In good condition. (408) 629-4142. Reg. #1386886

FOR SALE: Charter membership in Colorado River Adventure. Six resort campgrounds through Arizona, California and Old Mexico. Paid \$4,000. Will sell for \$2,000. Also, two burial plots in Memorial Estates on Redwood road in Salt Lake City. Will take \$1,200 obo. (435) 528-5684 or e-mail jac@gtelco.net. Reg. #0863715

FOR SALE: 2000 24' Aljo travel trailer. Sleeps 6, queen-size bed, bunk beds, microwave, CD player, central heat, air conditioning, refrigerator, tub and shower. \$12,000. (209) 985-1459. Reg. #1870667

FOR SALE: 1962 (2) International Scouts 80. One is rebuildable; one is for extra parts. \$2,000 obo. (916) 922-4180. Reg. #2049626

FOR SALE: 1993 580 Super K. Excellent condition. 4+1 bucket, extended hoe, new brakes, greased daily, 40% rubber, 36-inch bucket. (925) 674-8781 or (925) 383-4583.

FOR SALE: 1987 Winnebago. 31', fully self-contained, sleeps 6, 6.5 generator, 2 air conditioners, Hyd. Levelers, headers, new radiator, new air condenser, water pump, lots of extras. (559) 685-9186 or e-mail Wcalkatie@wmconnect.com. Reg. #994049

FOR SALE: 2000 Ford Mustang convertible, 5 speed, AM/FM, cass/cd, new tires. Only 57,000 miles. Blue w/black top. Excellent condition. \$9,000. (530) 671-1724. Reg. #1855418

FOR SALE: 1996 Ford F-150 long bed. 117,000 miles. Excellent condition. 6cyl. 4.9 liter. 5-speed manual all-wheel drive. Eddie Bauer model. A/C, P/S, P/W, P/Dr locks, tilt wheel, cruise control, AM/FM stereo, cassette, side running boards, bed-liner. \$4,750 obo. (209) 754-5310. Reg. #0758334

FOR SALE: 2003 Ford F-150 beige truck, extended cab, snug top, wheels, CD, AM/FM, Flowmaster K-N Air Flpk High-Performance System, low mileage, very clean, lots of extras, one owner. \$17,000. (559) 960-4966. Reg. #2149218

FOR SALE: 1991 Buick LeSabre custom 4-door. \$2,500. 1964

Chevy 1-ton flatbed 7x9 ft. \$2,500. (209) 847-5346. Reg. #0519758

FOR SALE: Stump grinder, 25hp Kohler engine, M.F.G. by Foxx Inc. Grinds 30" stump in 10 minutes. \$7,500 with trailer. (209) 847-5346. Reg. #0519758

FOR SALE: Redwood burl coffee table. 7' long, 42" wide at widest point. 4" thick top slab with redwood stumps for legs w/2-tier end table. \$2,000 obo. (707) 763-8779 after 4 p.m. Reg. #1872314

FOR SALE: Trailer mounted barbecue pit 8' long 42" wide grill w/2 chicken turning trays which hold 35 halves each. Grill raises and lowers to get more or less heat. \$1,500 obo. (707) 763-8779 after 4 p.m. Reg. #1872314

FOR SALE: Retired mechanic has a crive socket set from to 2 3/8" with extra impact sockets and two open-ended wrenches. \$150. Black Hawk portapower set with 3 rams, chains and pullers. \$150. (916) 410-0674. Reg. #0559955

WANTED: Vintage hand and abney levels, W.L.E. Gurley, Stanley, etc. (775) 835-0251. Reg. #2284209

FOR SALE: 2002 GMC Sierra 2500 SLT King cab, 4x4, Duramax diesel, Allison transmission, tow package fully loaded, leather package, bed-liner, diamond plate trim, new tires and rims. \$30,000 obo. (530) 585-2261. Reg. #1907746

FOR SALE: Tow bar and base plate #162-2, Falcon 5250 made by Tow Master. Very good condition. Safety cables and pins. Tow bar rating 5,000 lbs, all instructions for mounting. New \$710, will sell for \$325. (831) 637-2464. Reg. #1586184

FOR SALE: 80 acres 25 miles west of Red Bluff, CA. Three-quarter miles of live creek through middle of land is beautiful oasis. 1,570 sf mobile home, 1,500 gal. water tank, gravity to house. Generator power, cell phone, year round road, older D4 Cat dozer, M.F. backhoe. \$190,000. (530) 949-0361. Reg. #0841515

FOR SALE: Great fishing boat. '88 Marlin, 17 foot, hard top, cuddy cabin, 165 hp, 4cyl. Merc. I/O, cabin heater, 9.9 hp Mariner kicker. '01 Pacific trailer, dual axle w/brakes. DFVHF/CB \$6,500. (775) 265-2668. Reg. #0976160

FOR SALE: 1987 CASE 580 Super E Backhoe, Cab, 12", 18", 24", 36" buckets, new engine, torque converter, radiator bushings, over \$10,000 in upgrades. 1986 C-70 Chevy truck, 114,000 miles, 366 gas

engine, 5 speed with 2 speed. 1992 Flatbed Ramp Walton goose neck trailer, 24,000GVW. Retiring. \$20,000. 408-848-6031. Reg. #1117488

FOR SALE: 1946 Harley Davidson Knucklehead 74 CI Engine rebuilt by HD dealer. Mostly stock & good-running. Very clean, unique motorcycle. \$18,500. (707) 442-5265. Reg. #1620480

FOR SALE: '98 Silverado ext. cab, 3rd door, Rhino liner, tow pkg, Z71, V8 350 5.7L, 106k mi., \$12,500 obo; '98 inflatable 10ft, 8hp Nissan, w/trailer \$1,500. (707) 332-4918. Reg. #2475056

FOR SALE: 10 wooded acres Southern Oregon. 2bd/2ba brick house w/ attic, central heat & cooling, woodstove, pantry, 2 storage buildings, chicken coop, garden area, room for horses, seasonal creek, low taxes zoned "forest." Mild weather. 5 min. from trout-stocked Lake Selmac, 25 min from Grants Pass. Reduced for quick sale: \$189,000. (650) 726-7810. Reg. #2023990

FOR SALE: 300 amp Arco Welder. Made by Miller same as Miller. 4-cyl. continental trailer mounted. Lots of Leed. \$750. (510) 758-1064. Reg. #1159561

FOR SALE: Advanced turbo system for 7.3 diesel, new in box. \$1,800. National Truck Crane 24,000 lbs lift, 57-ft. reach. \$6,000 obo. Wayne Chipper \$3,000. (530) 357-4208 evenings. Reg. #2290906

FOR SALE: Livestock Powder River Equipment, used 14' loading chute, six rail - 3' walk gate, two 8' gates, one 10' gate and one 12' gate. Also set of slide-in livestock 8' pickup bed racks. E-mail if interested to charles@theolivina.com or call (925) 455-8710. Reg. #0811400

FOR SALE: 1985 T-bird with V-6 engine, all power, good tires and custom wheels, clean inside. Excellent condition. Only \$1,195 takes it away. Located in Redding, CA. (530) 243-4302 after 6 p.m. Reg. #0865537

FOR SALE: 2003 Harley Davidson V-Rod, 500 miles, some surface scratches, \$15,000 obo. Call for details. (707) 372-8060.

FOR SALE: Three burial lots. Will sell one, two and all three for \$800 each. Located in Santa Rosa Memorial Park, Shiloh edition. (559) 229-6783. Reg. #750237

FOR SALE: 12K 5th wheel hitch \$85. 2 5th wheel tailgates, Ford \$50. Blue Ox tow bar, Toyota. \$35. \$150 for all. (916) 635-1485. Reg. #861665

FROM NEVADA

State-level political wins good for union

Nov. 3 brought a sigh of relief to Reno. Election season is over, and while we didn't win every race we set out to win, we were fairly successful. We, along with every other district in Local 3's jurisdiction, will spend the next four years fighting for labor's survival under an unfriendly majority at the federal level. On the bright side, we picked up some labor-friendly legislators on the state level, including our own **Debbie Smith**. We retained **Harry Reid**, our labor-friendly U.S. senator, and he is in line to assume the responsibilities of minority leader in the U.S. Senate. Harry and Debbie know how important and honorable our fight is, and they will be good allies in the coming years.

We are extremely lucky to have maintained our majority in the state Assembly, as the anti-labor forces in Nevada are primed and ready to pounce on prevailing wage. With the gains we made in the Assembly and Senate at the state level, there is a chance we can make some gains this year for labor. At the top of the items needing attention is a recent assault on

public employees from all angles by ultraconservatives. These assaults include a petition that would, if passed, amend the Nevada Constitution so public employees would not be eligible to hold public office.

Another bright spot in this year's election was the passage of Question 6. Question 6, if it passes again in two years, will amend the Nevada Constitution so the minimum wage will always be at least \$1 above the federal minimum wage. If the federal minimum wage does not increase on a yearly basis, the state minimum wage would increase by 3 percent. If an employer pays for its employees' health insurance, it would be exempt from this requirement and would only be required to pay federal minimum wage. We will be pushing this question in two years.

Work is still going strong in the area, though the weather has slowed things down. **Frehner, Granite, Ames and Kramer** will work through the winter on their big prevailing wage jobs. **Q&D, Granite and SNC** have large subdivision jobs through winter. **TW** is work-

ing several utility jobs as weather permits. Most of our contractors will keep their hands busy through spring, then we are looking at another huge year here in Nevada.

In the cow counties, **Ames** and **NA Dagersrum** will continue being busy in the mines. The price of gold staying up will improve the opportunities in those areas for years to come. Next summer there will be plenty of work for anyone tired of the city life. While these jobs may not pay as well as jobs in the Bay Area, the air is a lot clearer.

As the holiday season ends, we look back at a very good year. Our contractors were busy, and many bid opportunities were passed up because of their already heavy workload. Next year looks like more of the same, so if any contractors in California or Utah are willing to travel and work, we would like to have them here to help keep the non-union at bay. Most of the large jobs that went non-union last year went that way because no union contractors bid them.

FROM UTAH

Members honored at apprenticeship graduation

The District 12 Utah Joint Apprenticeship Committee apprentice graduation ceremony was held Nov. 12. It was a special evening, this being the first class to graduate under the leadership of JAC Coordinator **Phil McChesney**. The District 12 staff is extremely proud of the seven graduates, and every staff member attended the ceremony to celebrate the graduates' success. Those graduating were **Cesar**



Seven apprentices graduated from the Utah JAC in November. From left: **Janna Snell**, Apprentice of the Year **Teresa Sinner**, JAC Coordinator **Phil McChesney**, **Anna Romero**, **Josh Sunde**, **Jason Jones** and **Dave Hales** with **W.W. Clyde**.

Esparza, **Jason Jones**, **Mike Madrid**, **Anna Romero**, **Teresa Sinner**, **Janna Snell** and **Josh Sunde**. **McChesney** opened the evening ceremony by recognizing the sacrifices of the graduates and their families. It is more than a notable achievement for these graduates, as their commitment, drive, ability and dedication have set a high precedent for their peers still in the apprenticeship program, as well as all journey-level operators.

McChesney proceeded by thanking President **Bob Miller** for attending the graduation, as well as the many signatory contractors in the audience. Without support from these contractors, he said, the apprenticeship program wouldn't be where it is today. He presented **Rob Campbell** with **Wheeler Machinery** a certificate of appreciation and plaque, thanking him for allowing the Utah JAC to use **Wheeler's** property for training. **Campbell** has been a chief force in helping improve the apprenticeship program and training opportunities in Utah.

Besides graduation certificates, Local 3 handed out several awards. **DC Transport** was named Contractor of the Year, and Supervisor **Jeff Anderson** accepted the award on the company's behalf. **Jerry Comer** of **Granite Construction** was named Supervisor of the Year. **Teresa Sinner** was chosen Apprentice of the Year, and **McChesney** praised the superior qualities she demonstrated to obtain this title.

District Rep. **Jim Sullivan** thanked **McChesney** for his great efforts and accomplishments as coordinator of the JAC program. This was **McChesney's** last graduation ceremony, as he is retiring in March 2005. District 12 is grateful for his excellent leadership. **Sullivan** also thanked President **Bob Miller** for his support and encouragement in mobilizing the growth of the JAC program as officer in charge of District 12. **Miller** has endorsed and made possible countless matters regarding the apprenticeship program in Utah, and **Sullivan** thanked him for his help.

Both **Sullivan** and **McChesney** stated how much they appreciate JAC Trainer **Ken Bailey** for his work at the training site. "He's the man behind the scenes who makes everything happen," **McChesney** commended. "He's out knee-deep in mud everyday, and without **Ken**, the JAC program could never succeed."

It was an enjoyable and exciting evening for the apprenticeship program, and we are proud of the graduates and their families.

The agreement ratifications with **H&E Equipment** and **Wheeler Machinery** were recently completed in District 12. After long negotiations, **H&E's** new contract was agreed upon at the employee ratification meeting with an approval vote of 89 percent. **Wheeler's** ratification meeting closed with an approving vote of 73 percent. **Wheeler** signed a four-year agreement, and **H&E** signed a three-year agreement. The bargaining committees did an excellent job at the table, and the Local 3 representatives involved in negotiations were pleased to gain some ground for members employed under these new contracts.



President **Bob Miller** presents a certificate to apprenticeship graduate **Jason Jones**.



From left: JAC Trainer **Ken Bailey**, Apprentice of the Year **Teresa Sinner** and JAC Coordinator **Phil McChesney**.

FROM HAWAII

Hawaiian Dredging Local 3 members help hospital

On successive weekends, Hawaiian Dredging & Construction donated equipment and the peoplepower to relocate a large wooden structure for the Waianae Coast Comprehensive Health Center. Business Rep. Danny Padeken and Local 3 members Walter V. Keamo, Walter L. Keamo, William Ahuna,



Business Rep. Danny Padeken and Crane Operator Walter V. Keamo work together on the WCHC jobsite.

Deangelo Melemai, Jimmy Nunuha, Pale Noa, Eldred Kapule, James Pasigan, Henry Kapihe and Art Fitzsimmons helped move the building, which was split into four sections.

Once completed, the two-story building will provide additional administrative office space. WCHC was established in 1975 to provide outpatient services to the rural community of Waianae. Today the center employs more than 350 people; many are residents of the community. Over the years the center has grown with the population of the area and increased its services. Through the years, Hawaiian Dredging & Construction has donated equipment, and its employees, many of whom are Operating Engineers, have donated their time in doing site work for roads, retaining walls and building pads.

Hawaiian Dredging & Construction recently donated equipment to help move this building for the Waianae Coast Comprehensive Health Center. Local 3 members working for the company volunteered their time and expertise.



FROM FRESNO

Members help union brother in need

Operator David Workman works for Garrett Construction on the Clovis jobsite.

We hope everyone had a great and safe holiday. Now it is time for New Year's resolutions. The Fresno District has made its resolution for the new year, and no, we are not going on a diet! Our resolution is to get members involved with their union and keep them informed of union activities.

The Fresno District got a head start with its New Year's resolution at the Retiree Association meeting and district meeting held Nov. 4. Members enjoyed a PowerPoint presentation in which pictures of the district staff and their names were listed for reference, and each business representative gave information on jobs throughout the district. Members learned the number on the out-of-work list and the number of dispatches to date. This will help us compare the work outlook from year to year and remind members to remove their name from the out-of-work list once they have returned to work. In addition, members are becoming more familiar with the staff members who serve them in their district. It is no longer, "I want to speak to the agent with the beard." Members can now put a name with a face.

District 50 members became involved with their union in a great way recently. Once they learned a Local 3 brother had been injured at

Nortrax, they followed President Emeritus Jerry Bennett's lead that same day and dug into their pockets. Local 3 members donated \$742 for Blake Wallace that night. The money was put into a trust account at the Operating Engineers Federal Credit Union. Everyone will be glad to know the donation was greatly appreciated by Blake; he is doing very well in his rehabilitation.

Our members are not only good, they are great. The Operating Engineers Community Action Team was activated Nov. 12, and a blood drive was held at the district office with 24 pints of blood donated on behalf of Blake Wallace. With the "Ole Barbecue" smoking away, there was plenty of food for everyone to keep up his or her strength. Again, there were several first-time donors, and we appreciate their bravery.

The district will have another gradechecking class this winter, which is being offered at no out-of-pocket cost for all members. Even if a member is not interested in becoming a gradechecker, it will help him or her become a better operator by being familiar with grade and being able to read the stakes. Anyone planning on becoming a foreperson may also want to participate in the class. With many gradecheckers becoming foremen and others retiring, the gradechecker list can get low.

Notes

- A pre-retirement meeting will be held Feb. 14 at the Fresno District hall at 7 p.m.
- Anyone interested in participating in the next gradesetting class should contact the district office. Those interested will be contacted once a date has been chosen.



Apprentice George Hudson works for Floyd Johnston Construction.



At the controls are Local 3 members Matt Muehlenbeck (foreground) and David Jimenez.



David Bowling, a 17-year Local 3 member, works in Fresno for Floyd Johnston Construction.