Operating Engineers Local Union No. 3

Getting Better All The Time

Semi-Annual Meeting • Sunday, March 20
Solano County Fairgrounds, Vallejo, California
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 plan. Thus, if one of the construction employers for whom you 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 contracts. The collective bargaining contracts 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 members 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.
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 protections, 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 continues 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 who they try to organize than protecting workers when they do. Because of this, we've placed a greater emphasis on on-the-job 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.

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 of 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 couple 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.

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
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 Composor, 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 mosquitoes, 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 90 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.

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

A clear view of Mt. Rainier, Wash., from the PCT.
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 unwise 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 they try 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 outside 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 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.

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.

FRESNO
Tuesday, March 1
Cedar Lanes
3313 N. Cedar
Fresno, CA

LAKEPORT
Thursday, March 3
10 a.m.
Yacht Club
55 5th St.
Lakeport, CA

ROHNERT PARK
Thursday, March 3
2 p.m.
Operating Engineers Building
6225 State Farm Drive #100
Rohnert Park, CA

CONCORD
Wednesday, March 16
10 a.m.
Centre Concord
5296 Clayton Road
Concord, CA

OAKLAND
Thursday, March 17
10 a.m.
Oakland Zoo – Snow Building
9777 Golf Links Road
Oakland, CA

SALT LAKE CITY
Thursday, March 24
2 p.m.
BEEW Hall
3400 W 2100 S
Salt Lake City, UT

WATSONVILLE
Thursday, March 31
10 a.m.
1960 Freedom Blvd.
Watsonville, CA

MORGAN HILL
Tuesday, March 31
2 p.m.
Operating Engineers Building
1960 Digital Drive
Morgan Hill, CA

AUBURN
Thursday, April 7
10 a.m.
Auburn Recreation Center – Lakeside Room
3770 Richardson Drive
Auburn, CA

SACRAMENTO
Thursday, April 7
2 p.m.
ILWU Local 17 Hall
600 4th St.
West Sacramento, CA

FAIRFIELD
Tuesday, April 14
2 p.m.
Operating Engineers Building
2840 N Watney Way
Fairfield, CA

RENO
Tuesday, April 19
2 p.m.
Operating Engineers Building
1250 Corporate Blvd.
RENO, NV

EUREKA
Tuesday, April 26
2 p.m.
Best Western Bayshore Inn
3500 Broadway
Eureka, CA

YUBA CITY
Thursday, April 29
2 p.m.
Sutter-Yuba Board of Realtors
Building
1558 Starr Drive
Yuba City, CA

MODESTO
Thursday, May 19
2 p.m.
Turlock Civic Center
2208 River Road
Modesto, CA

STOCKTON
Thursday, May 19
2 p.m.
Italian Athletic Club
3514 Cherryland Drive
Stockton, CA

SAN FRANCISCO-SAN MATEO
Thursday, June 2
10 a.m.
Machinists Hall
1511 Rollins Road
Burlingame, CA

STOCKTON
Tuesday, June 2
2 p.m.
Unity In Marin
600 Palm Drive
Novato, CA

SALT LAKE CITY
Thursday, Feb. 3
7 p.m.
BEEW Local 384
3400 W 2100 S
Salt Lake City, UT

ROHNERT PARK
Thursday, Feb. 10
7 p.m.
Operating Engineers Building
6225 State Farm Drive
Rohnert Park, CA

FRESNO
Monday, Feb. 14
7 p.m.
Operating Engineers Building
4856 N Cedar
Fresno, CA

SACRAMENTO
Tuesday, Feb. 15
7 p.m.
ILWU Hall
600 4th St.
West Sacramento, CA

RENO
Wednesday, Feb. 15
7 p.m.
BEEW Hall
1290 Corporate Blvd.
RENO, NV

YUBA CITY
Monday, Feb. 21
7 p.m.
Sutter-Yuba Board of Realtors
Building
1558 Starr Drive
Yuba City, CA

REDDING
Tuesday, Feb. 22
7 p.m.
Operating Engineers Building
20308 Engineers Lane
Redding, CA

WATSONVILLE
Tuesday, Jan. 25
7 p.m.
Someplace Else
1960 Freedom Blvd.
Watsonville, CA

STOCKTON
Tuesday, Feb. 2
7 p.m.
Operating Engineers Building
1916 N. Broadway
Stockton, CA

EUREKA
Wednesday, Feb. 23
7 p.m.
Best Western Bayshore Inn
3500 Broadway
Eureka, CA

NOVATO
Tuesday, Jan. 4
7 p.m.
Unity In Marin
600 Palm Drive
Novato, CA

SAN FRANCISCO-SAN MATEO
Thursday, Jan. 6
7 p.m.
Machinists Hall
1511 Rollins Road
Burlingame, CA

OAKLAND
Tuesday, Jan. 11
7 p.m.
Operating Engineers Building
1620 South Loop Road
Alameda, CA

CONCORD
Wednesday, Jan. 12
7 p.m.
Centre Concord
5296 Clayton Road
Concord, CA

FAIRFIELD
Tuesday, Jan. 18
7 p.m.
Operating Engineers Building
2840 N Watney Way
Fairfield, CA

MORGAN HILL
Thursday, Jan. 20
7 p.m.
Operating Engineers Building
1250 Digital Drive
Morgan Hill, CA

WATSONVILLE
Tuesday, Jan. 25
7 p.m.
Someplace Else
1960 Freedom Blvd.
Watsonville, CA

STOCKTON
Tuesday, Feb. 1
7 p.m.
Operating Engineers Building
1916 N. Broadway
Stockton, CA

EUREKA
Wednesday, Feb. 23
7 p.m.
Best Western Bayshore Inn
3500 Broadway
Eureka, CA
Diversity training

Diversity is often defined as the state of being diverse; difference, dissimi-
liude; unlikeness; multiplicity with difference; variety; distinctness or separ-
ateness of being. In many areas of life, diversity has proven to be a positive
thing. For example, Economics 101 teaches that diversified financial invest-
ment 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 under-
standing 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 sig-
natory employers address, even confront, some of the issues related to diver-
sity 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 ush-
ers 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.oec3.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 incor-
rect. 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 encour-
gaging us to look beyond the four walls of our existence. It can help us under-
stand and appreciate others’ differences and similarities, and it can allow us
to appreciate their cultural warehouse and thoughts.”

See you on the next job.

COC Practical Test

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

2005 CCO Exams

<table>
<thead>
<tr>
<th>Exam</th>
<th>Deadline for application</th>
</tr>
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<tbody>
<tr>
<td>Apr 3</td>
<td>Feb. 11</td>
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<tr>
<td>May 22</td>
<td>Apr. 1</td>
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<td>June 26</td>
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<td>Aug 28</td>
<td>July 8</td>
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<td>Oct 23</td>
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<td>Dec 18</td>
<td>Nov. 4</td>
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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 lines, 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
bridge, you can be sure there is
chaffing. Clamping the hose away
from the edge or wrapping the hose
with some kind of protector is pre-
ventive maintenance.

Let’s go back to the term “pre-
cative maintenance.” It refers to
preventing more maintenance, pos-
sibly more expensive and time-con-
suming maintenance. By following a
good preventive maintenance pro-
gram, 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 vehi-
cles often enough. If you don’t want
to do it, take it to a professional and let
them do it for you. Most manufac-
turers have a guide that lists the inter-
vals that each item should be checked
or changed. If we follow them we will
get the most we can from our vehi-
cles. 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?
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.
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 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.

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 walls. 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.

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 Penngrove 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.

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.
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.
Directions to the Solano County Fairgrounds

**From Concord**
Take I-680 north, go over Benecia Bridge
Take I-780 to Vallejo/Benecia (right lane)
Take I-580 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-580 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-580 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-580 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.
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 $500 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 Benilla and his team of officers, we’ll weather every storm. Well, that’s the weather report, I mean organizing report, from Nevada.

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.
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 barge from wood. Erick Ammon is not all about the work, as 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’s signatory 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.

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 miles 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, Cal., has been awarded the $855 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 has 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 worked 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 grade-setting 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.

Upcoming season could make history

Work in District 60 was good in 2004. Teichert’s Hallwood quarry and Maryville quarry had an above-average year. Most employees will work through winter straight into the 2005 busy season. Baldwin Hallwood 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 sharply increase in garbage intake. In fact, it just had a new cell built by Ford Construction. That job employed eight members from late-summer 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 ROHNER PARKI**

**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 4:00 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.gatsonomacountymoving.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 CAF 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 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 dispatcher. 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.

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**FROM SACRAMENTO**

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.

Stacey & Wirbeck is working on a $5 million waterline project in downtown Sacramento.

The Northwest Interceptor Project is now underway with Viking Driller 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 Fereport area for two 66-inch pipes to run through.

R&B 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 the 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&B 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 or enhanced skills that can be attained only with a good education. Local 3 is dedicated to giving 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 male and female applicants. Two scholarships of $2,000 each will be awarded to the runner-up male and female 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. However, recipients may achieve 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. One 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 applicant must be a high school student who has, 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 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 achieve 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:
- 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 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 the local district office or credit union branch office. It is the responsibility of the applicant to submit the application on time.

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

Limited space in each category. $350 per person deposit. Third, fourth and single rooms available.

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.

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 rooms available.

Final payment due Feb. 25

CALL (888) 713-0441
to book your OE3 Alaska Cruise TODAY.
**DISTRICT MEETINGS**

**JANUARY 2005**

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<tr>
<td>6th</td>
<td>04</td>
<td>Fairfield, CA, Engineers Building, 2540 S.Waterway Way</td>
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<tr>
<td>13th</td>
<td>08</td>
<td>W. Sacramento, CA, LLWU Hall, 600 4th St.</td>
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<td>25th</td>
<td>40</td>
<td>Eureka, CA, Best Western Bayshore Inn, 3600 Broadway</td>
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<tr>
<td>26th</td>
<td>07</td>
<td>Redding, CA, Engineers Building, 20308 Engineers Lane</td>
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<tr>
<td>27th</td>
<td>60</td>
<td>Oroville, CA, Feather River Recreation &amp; Parks Dist. 1200 Myers St.</td>
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**FEBRUARY 2005**

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<td>Burlingame, CA, Machinists Hall, 1511 Rollins Road</td>
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<td>10th</td>
<td>30</td>
<td>Stockton, CA, Italian Athletic Club, 3514 Cherryly Drive</td>
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<tr>
<td>24th</td>
<td>11</td>
<td>Reno, NV, Engineers Building, 1290 Corporate Blvd.</td>
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**MARCH 2005**

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
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<tbody>
<tr>
<td>1st</td>
<td>50</td>
<td>Fresno, CA, Cedar Lanes, 3131 N. Cedar</td>
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<tr>
<td>3rd</td>
<td>10</td>
<td>Robncet Park, CA, Engineers Building, 6225 State Farm Drive</td>
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<tr>
<td>8th</td>
<td>17</td>
<td>Honolulu, HI, Washingon Inter. School Cafeteria, 1633 S. King St.</td>
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<tr>
<td>9th</td>
<td>17</td>
<td>Hilo, HI, Hilo LLWU Hall, 100 W. Laniakani St.</td>
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<tr>
<td>10th</td>
<td>17</td>
<td>Maui, HI, Maui Beach Hotel, 170 Kaahumanu Ave.</td>
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<tr>
<td>17th</td>
<td>20</td>
<td>Oakland, CA, Warehouse Union Local 6, 99 Hegemanber Road</td>
</tr>
<tr>
<td>24th</td>
<td>12</td>
<td>Salt Lake City, UT, BEW Local 354, 3400 W. 2100 South</td>
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<tr>
<td>31st</td>
<td>90</td>
<td>Morgan Hill, CA, Engineers Building, 325 Digital Drive</td>
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*Date change*

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**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

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**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

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**THE PERFECT GIFT**


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

SELEC
3920 Lennune Dr.
Sacramento, CA 95834

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**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 Breigiger: 1312766
- Tim Bridgeford: 1415805
- R. Duran: 1414615
- Larry Graves: 1243125
- Paul Koich: 1382091
- Paul Lindeber: 1415016
- Evan Nielsen: 1257106
- Donald Oakley: 1411274
- Ernest Pashay: 1043754
- Robert Pekeira: 1414660
- Garrett Pina: 1382434
- Larry Rust: 1075516
- H.A. Round: 10674837
- Charles Waters: 1411296
- Carl Wagnier: 1136467
- Ben Whatley: 1235256
- Stanley Wise: 1251102

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**Congratulations 51-plus year member**

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

**61 Years of Membership**

Woodrow W. Newton: 04283146

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**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 and the union's evolution, please contact Linda Lawrence at (916) 419-3260, extension 1019, or email lawrence@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.

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

- **District 01 - San Francisco**
  - Camdenz Dredging
  - Intercoastal Concrete

- **District 10 - Rohnert Park**
  - Kelly's Backhoe Service

- **District 11 - Reno**
  - C & T

- **District 12 - Salt Lake**
  - Fisher Crane

- **District 17 - Hawaii**
  - Swinerton Builders Northwest
  - Hawaii Waters Technology

- **District 20 - Oakland**
  - Sd Ex Co
  - Haun & 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."

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 Elk's Club
445 Harrick 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 reticte

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) 443-7326 or
your district office.

Note: The Eureka office has a list of most referrals.
**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, 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. QSD, Granite and SNC have large subdivision jobs through winter. TW is working 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 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.

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**Members honored at apprenticeship graduation**

The District 12 Utah Joint Apprenticeship Committee apprentice graduation ceremony was held Nov. 12. It was a special evening, being the first class to graduate under the leadership of JAC Coordinator Phil Mc Chesney. 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 Esparza, Jason Jones, Mike Madrid, Anna Romero, Teresa Sinner, Janna Snell and Josh Sundle. 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 for all journey-level operators.

McChesney proceeded by thanking President Bob Miller for attending the graduation, as well as 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 during the training. 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.
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 Wai‘anae Coast Comprehensive Health Center. Business Rep. Danny Padeiken and Local 3 members Walter V. Keamo, Walter L. Keamo, William Ahuna, Dacangelo Melemai, Jimmy Nunuhi, Pale Noa, Eldred Kapule, James Pasigian, 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 Wai‘anae. 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 Wai‘anae Coast Comprehensive Health Center. Local 3 members working for the company volunteered their time and expertise.

FROM FRESNO

Members help union brother in need

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 it is, 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 him up his or her strength. Again, there were several first-time donors, and we appreciate their bravery.

The district will have another gradechecker 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 gradechecker class should contact the district office. Those interested will be contacted once a date has been chosen.