

ENGINEERSnews

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Local 3 Stands Shoulder to Shoulder with America



3,000 MEMBERS ATTEND SEPT. 23 SEMI-ANNUAL
LOCAL 3 LAUNCHES DISTRICT-WIDE BLOOD DRIVE
DISASTER RELIEF FUND ESTABLISHED FOR VICTIMS

FOR THE good & welfare



By
DON DOSER
Business
Manager

Moving forward shoulder to shoulder

I would like to begin this month's column by reflecting on two events: the Sept. 11 tragedies, and our Sept. 23 Semi-Annual. The original venue of our Semi-Annual was to focus on families and the importance of supporting each other through union involvement. That focus, as many of you know, was unfortunately overshadowed by the devastation and loss this country sustained from the terrorist attacks in New York and Washington D.C.

Instead, our new focus grew much wider to encompass American families who need our help. Sadly, there are many. Some of our American brothers and sisters need blood to keep living. Others need financial assistance to help provide for their children who will now grow up without a mother or father. The list of victims is long, and the circumstances in which those victims and their families must now live are unimaginably difficult.

As removed from New York as we are here in California, we are not helpless. At the Semi-Annual I announced that Local 3 would kick-off a blood drive at the district level. I hope many of you will participate. We will also begin an annual blood drive for Local 3 families in need. For more details, see page 3.

I also announced that Local 3 has established a Disaster Relief Fund. As many of you know, several of our fellow operators lost their lives in the New York World Trade Centers. During the meeting Local 3 staff collected donations, and I'm pleased to report that we raised several thousand dollars thanks to your generosity. One-hundred percent of that amount will go to help families who belonged to the International Union of Operating Engineers. Thank you again for your contributions.

Standing shoulder to shoulder with our governor

About 3,000 members helped me welcome our governor, Gray Davis, as

the keynote speaker. His message, which can be found on page 11-14, was both solemn and inspiring.

More than ever, now is the time to support those who put people first. Since he took office in 1999, Gov. Davis has made working families a priority. Time and time again, he has put people first. Now it's our turn to show him our appreciation by supporting him in his 2002 re-election campaign. We need people like Gov. Davis to keep labor strong.

Next month *Engineers News* will highlight the impressive gains Gov. Davis has helped organized labor make during his term in office. Last month I wrote to you about the importance of Senate Bill 975, an initiative that would redefine public works to include work done on subdivisions, which has always been considered private. We are optimistically awaiting signature by the governor and will keep you posted in upcoming issues. Keep in mind that SB 975 would require subdivision contractors to pay prevailing wage to operators and would be a major gain for us.

Another upcoming and crucial proposition will protect highway money from government raiding. This initiative, which will be on the ballot in March, needs our support. Passage would secure money for highway projects so that it could only be used for transportation projects. This translates to more work and job security for operators. We'll give you more information about the bill's title and number in the coming months.

A final word

As the governor and I emphasized last month, this is not an easy time for Americans. This was a terrible tragedy, but it's time to move forward. Let's show the world how strong America is, not how weak. Our strength is in helping each other, working together and standing shoulder to shoulder with our American family.

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<http://www.oe3.org>



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IN THE NEWS

Standing Shoulder-to-Shoulder in America

Help our own

Several members of the International Union of Operating Engineers are among the nearly 5,000 victims of the Sept. 11, 2001 disasters on the East Coast.

You can help their families and show how workers support workers two ways:

Donate blood: Contact your local blood bank to make an appointment. ALL DONORS who show their District Offices they gave blood will be acknowledged with a special commemorative pin and awarded time through the Volunteer Recognition Program.

Donate money: Local 3 has established the Operating Engineers Local 3 Disaster Relief Fund. One hundred percent of proceeds will go to help IUOE victim's families rebuild their lives. Donations of any amount can be sent care of:

Operating Engineers Local 3
Disaster Relief Fund
1620 S. Loop Road
Alameda CA. 94502

All donors will receive a commemorative pin.

Please give today. By standing shoulder-to-shoulder, we prove America's true strength lies in its workers. Thank you.



No free way

Keep issues in perspective as state changes Interstate process

There's been no shortage of news lately, as Business Manager Don Doser makes clear in his column on the facing page. Allow me to bring you up to date on another key bread-and-butter issue.

Gov. Gray Davis announced during a recent Southland ribbon-cutting ceremony that the state would no longer be building Interstate-style freeways.

This means the state will allow additional transportation money to improve existing freeways, such as adding more lanes, overpasses and extensions. Most important, it also means more money will be earmarked for mass transit projects, such as the pending addition to the Light Rail system in Sacramento. We'll also probably see construction of more "parkways" and "expressways."

At the same time, Davis announced his support for a Constitutional amendment for the March 2002 ballot that, if approved by voters, would permanently dedicate the entire sales tax on gasoline to transportation by providing \$36 billion over the next 20 years.

Here are the facts

Under Gov. Davis, California spending on transportation has increased from \$6.35 billion in 1998-99 to \$9.55 billion in 2001-02. Statewide, there now is a record \$5.3 billion worth of transportation projects under construction.

What that means, brothers and sisters, is that a lot of Operating Engineers are working thanks to a governor who is taking us from bumper-to-bumper traffic to back-to-back investments in infrastructure.

Whether planners want to extend or expand existing freeways, designate more limited-access expressways, or launch a bigger network of mass transit, highly trained Operating Engineers will be there to help them build.

talking points



By

JOHN BONILLA

President

Flying asphalt

Local 3 members set record, work five days nonstop, repaving Oakland International Airport

Story and photos by Ray Sotero, associate news editor

OAKLAND, Calif. — A well-executed military maneuver had nothing on nearly 100 Local 3 Operating Engineers working for Gallagher & Burk and DeSilva Gates Construction.

With marching orders to repave one of the nation's busiest airstrips to exacting standards in 10 days under grueling conditions, Operating Engineers working for contractor Gallagher & Burk and DeSilva Gates Construction last August renovated Oakland International Airport in record time.

Working non-stop five days straight, Local 3 workers:

- Repaved the 10,000-foot main runway, which is 250 feet wide.
- Placed 106,000 tons of top-quality, FAA-spec "Marshall-mix" asphalt that was tested for strength and thickness thousands of times to ensure quality, strength and safety.
- Installed 760 navigation lights.



The bulk of the repaving was done in five days by an average of nearly 300 workers at any given time, construction and airport officials said.

Part of a sixth day was spent changing FAA guidance-system lights not directly related to work by Gallagher & Burk, officials said.



Displaying three fingers symbolizing Local 3 unity, union members surround Business Manager Don Doser and President John Bonilla. From left: Cuauhtemoc Sanchez, Jr., a second-year apprentice; his father, Cuauhtemoc Sanchez, a 23-year member of Local 3; Lorne Achtmichuk, a 28-year member; Doser; Bonilla; Bill Staack, a 39-year member; Miguel Pineda, 3 years; and Mike Plott, 33 years.

FEATURE



From left: Local 3 President John Bonilla and Business Manager Don Doser review record-setting construction plans with Richard B. Gates, president of DeSilva Gates Construction.

No flights delayed

Airport operations then resumed. Remarkably, none of the daily 195 jetliner departures were delayed during construction. Flight operations were temporarily diverted to an auxiliary runway and a taxiway that was used as a runway.

"We were given 10 days to do it in. We did it in five," Richard B. Gates, president, DeSilva Gates Construction, said about the project. "Good workers make good companies. Word is out. We've recruited more people this year than any year in history."

Gates and George Niemi, construction manager for Gallagher & Burk, said the \$17 million engineering feat would have been impossible without the experience, energy and safety awareness brought to the job by Local 3 Operating Engineers, who comprised about 80 percent of the non-truck driving workforce.

Local 3 Business Manager Don Doser agreed.

"It warmed my heart to see our Local 3 members strutting their stuff – and showing the Bay Area the kind of work we can do," Doser said, himself a veteran of asphalt-pavers.

Local 3 President John Bonilla agreed: "They were working their tails off, and that stuff Doser calls 'black gold' was going down as smooth as silk."

Airport officials said once word of the record-setting repaving project reached transportation circles, officials from other airports began calling to see how it was possible. Among those calling were San Francisco and Hartsfield Atlanta international airports, Oakland Aviation Director Steve Grossman said.

"This is the first time for the Bay Area that this much work has been done this quickly," Niemi said. "No one else could have done this. We have access to people, trucks and equipment."

Inducements paid off

One of the inducements to a speedy completion was a \$125,000 bonus for every 12 hours the work was done before the projected 10-day completion date. In turn, the contract included a similarly sized penalty for every 12 hours it was late.

For the leaders at the jobsite, however, the reason for the successful job centered around the quality of the workers.

"All the workers had a sense of ownership," Robert McCarrick, operations manager, said during a break. During the duration of the job, "Everyone knew how many hours there were to go" to meet the deadline, he added. "You don't know how good your people are until you go through something like this."



A plane departs from a temporary runway at Oakland International Airport as workers spread top-quality asphalt.

FROM THE organ- izing dept.



By

BOB MILLER

**Local 3
Treasurer**

Landfill workers vote to join Local 3

"Standing shoulder to shoulder is what Local 3's organizing is about."

— Business Manager Don Doser

Members of the organizing department at Local 3 have racked up a string of recent victories in the garbage industry. Following a resounding victory at Waste Management in El Dorado County, garbage drivers and landfill operators throughout our jurisdiction have followed suit.

One of the latest victories was with refuse drivers at Waste Management in Santa Cruz County. They voted 33 to 12 in favor of joining Local 3. Another was BFI workers at the Newby Island Landfill in the south bay. They voted "Union Yes" by 100 percent.

The election for the union at BFI was unique for several reasons. Direct action was the key to success for this group of workers. About three months ago, 80 percent of workers marched on the manager of the landfill and demanded recognition for the union.



Management responded by recognizing the union and agreeing to negotiate. Unfortunately, the change in the administration in

Washington D.C., led to a ruling against the voluntary recognition gained by the BFI workers. A typical NLRB-supervised election was then scheduled.

Backbone of support

The response of the workers, however, was anything but typical. During the campaign, workers served management with six public petitions reaffirming their support for Local 3 and demanding respect in the workplace. These workers even walked off the job twice to protest the unfair labor practices of the employer.

With the election fast approaching, the workers' organizing committee came up with a unique public display of solidarity. Two days before the vote, BFI management was greeted by a 12-foot-tall rat named Cheeso who conducted a "practice" election just to show management how strong it was.

When the mock ballots were counted the outcome was 100-percent yes. Two days later the workers did the same in front of the NLRB.

Local 3 is now entering negotiations for a first agreement at BFI. Due to the strength of these gutsy workers, we are going in with the upper hand.

After 14 elections this year, our win rate is 79 percent. This obviously compares well to a national average of 52 percent. Local 3's membership has grown by nearly 9,000 since Doser took office, and to date more than 100 new contracts have been signed throughout Local 3's six-state jurisdiction.

Remember, each new contract means jobs for our members, and that is what Doser means when he says, "Organizing means standing together."



**organizing
hotline**

(877)674-6493

For your health

Enroll now for retiree dental plans

October is the open-enrollment month for voluntary retiree dental plans. Retirees and spouses in the continental United States can join retiree dental plans for the first time. Retirees can also change or terminate their coverage. The effective date of the new coverage is Dec. 1.

Hawaii retirees have their own dental plan through Hawaii Dental Service, which has a separate enrollment period.

To be eligible for enrollment, you must be eligible for the Pensioned Operating Engineers Health and Welfare Plan. You must also be in good standing with Local 3.

Please carefully read this information. Once you enroll, you are obligated to stay enrolled for one full year. You may switch from one plan to another during the open-enrollment period.

After this one-year enrollment period, you may cancel the plan if you wish. To cancel, please notify us in writing at:

Operating Engineers Trust Fund Office
Box 23190
ATTN: Retiree dental
Oakland, CA 94623

You must include your name, address, and Social Security number. The plan will be canceled on the first day of the following month.

Please note that once you cancel, you will never again be eligible to join the retiree dental plan.

The current rate for the regular dental plan is \$29 per month for retirees and \$58 for retirees and spouses. The regular dental plan is available in the United States. This plan allows you to see the dentist of your choice. You may change dentists at any time without notifying the trust fund office. The plans pay 50 percent of usual, reasonable and customary charges for basic dental and prosthodontic work.

A pamphlet with a breakdown of benefits and additional information about the regular dental plan will be sent to you upon request or enrollment.

Information on Safeguard available upon request or enrollment

The current Safeguard rate is \$24.20 per month for retirees only or retirees and spouses.

Safeguard is available in California, Colorado, Arizona and Nevada. If you choose this plan, you must choose a Safeguard dentist and see only that dentist. Anytime you want to change dentists or if your dentist drops from the program, you must call Safeguard to transfer to a new dentist. The Safeguard Plan pays benefits according to a schedule with the patient paying a pre-determined co-payment.

A list of Safeguard providers and benefits will be sent to you upon enrollment or request. To change your den-

tist, please call the Safeguard office at (800) 352-4341. Call collect if you cannot dial this number in your area.

Monthly premiums for the retiree dental plan will automatically be deducted from your pension check.

Here's how to enroll for dental plans

To be eligible for enrollment in these two dental plans, you must be eligible for the Pensioned Operating Engineers Health & Welfare Plan. You must be in good standing with Local 3. If you are already enrolled in either the regular dental or Safeguard and wish to continue, do nothing. Unless we hear from you, you will be re-enrolled for 12 months beginning Dec. 1.

If you wish to enroll for the first time, change your enrollment or cancel your enrollment, please indicate your choice on the form below. Clip and return the form by Oct. 19 to the following address:

Operating Engineers Trust Fund Office
Box 23190
ATTN: Retiree dental
Oakland, CA 94623

More information about the plans can be obtained from the Fringe Benefit Service Center at (800) 532-2105 or the Trust Fund office at (800) 251-5104.

Open enrollment for retiree dental plans

I wish to enroll or to change my present enrollment. FURTHER INFORMATION AND ENROLLMENT FORMS WILL BE MAILED TO YOU. A COMPLETED ENROLLMENT FORM MUST BE RETURNED TO THE TRUST FUND OFFICE.

I am presently enrolled, but no longer wish to be enrolled. I have been enrolled a minimum of 12 months. I understand that once my enrollment is canceled, I will never be eligible to join the Retiree Dental Plans again.

Name: _____

Social Security Number: _____

Address: _____

City, State, Zip: _____

Telephone: _____

Date: _____

Signature: _____

NEWS FROM

fringe benefits



By

**CHARLIE
WARREN**

Director



FROM

rancho murieta



RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operator

On the job

Crane-training tool gives Local 3 members cutting-edge experience

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

As many of you are aware, Rancho Murieta Training Center recently procured a simulator that will help prepare experienced crane operators for the high-tech advances that await in the crane cab.

The new tool is a replica of a 2250 Manitowoc crane, and its goal is to give Local 3 Operating Engineers cutting-edge training on state-of-the-art equipment. This way the union can maintain a highly skilled workforce through effective training.

Features include:

- LMI (load moment indicator) display screen.
- Front and rear drum free fall display switch.
- Run/stop switch.
- Luffing hoist park.
- Right rear drum park switch, left rear drum park switch.
- Boom hoist park control.
- Travel park control.
- Limit bypass rocker switch.
- Drum selector switch.
- Luffing hoist pawl.
- Boom hoist pawl.
- Low-high travel speed.
- Swing brake, swing lock.
- Engine throttle.
- Seat function disabler.
- Wobble stick swing and boom lever.
- Hoist levers with line riders.
- Complete instrumentation, including fuel gauge, water temperature gauge, oil pressure gauge, volt meter and air pressure gauge.

Along with real control function switches, the simulator offers variables on the environmental conditions. For example, wind conditions can vary from 0-40 mph.

Raining scenarios also are offered, and combinations of fog, wind, and rain are possible. As conditions worsen, the scene darkens and loads to be lifted become more difficult to see. The ability to see the boom can become impaired when weather conditions are severe enough. Risks increase as conditions worsen. The simulator records accidents, such as the load swinging into the boom, load touching another item, like a power line, and loads contacting items on the ground.

Travel and engine noises are realistic. Starting the engine creates cranking and running sounds. Increases in RPMs produce higher decibels. As the machine walks and cuts, screeching pitches are present. Also, as the crawler descends into a pit, the rig leans, tilts, and has counterweight pull, depending on angle of inclination.

In short, the challenge of keeping the shiny side up and crawler side down is for real.

Pluses and minuses

THE ADVANTAGES of using the simulator are:

- (1) To allow quality training to take place off site. Operator deficiencies can be targeted and improved by repeating maneuvers, which can be difficult, expensive and impractical using traditional training methods.
- (2) To provide a training environment where crane operators can practice and lift without damaging property or causing personal injury.



- (3) To reduce the cost of equipment maintenance or repair cost and significantly decreases liability costs.
- (4) Flexibility. Simulator programs are easily upgraded and allow training for scenarios that could end in catastrophic consequences without real damage to property or injuries to people.

THE DISADVANTAGES of the using the crane simulator are:

- (1) A false sense that a trainee may have a crane chair waiting for him or her as a result of being a simulator wizard.
- (2) There is an inability to teach a trainee how to work hard.
- (3) There is the inability to teach a trainee how to rig a load.
- (4) There is a lack of formal load chart training.
- (5) A lack of OSHA/ANSI standards training.
- (6) There is an inability to instruct a trainee how to drive a truck crane down the highway, how to assemble and disassemble a crane for transit, how to grease, oil, paint, clean and repair a rig and how to calculate the weight of a load.

All those experiences combined are what make a good crane operator. Without those prior skills, a trainee on a simulator is no more skilled at operating an actual crane than he or she is at operating a pinball machine.

While it appears the advantages are fewer in number, they do greatly outweigh the disadvantages, especially when you consider that the purpose of the simulator is

only a tool to assist the instructor in enhancing the skills that already exist and prepare the operator for new innovations, and teach whatever skills may be lacking.

The simulator enhances the teaching process by showing the operator how to swing, boom, hoist and travel. Familiarizing the operator with the controls, computer, control switches and levers is another distinct advantage.



Interest-driven schedule

If you are a crane operator interested in a demonstration of this unique training tool in your area, contact your dispatcher and place your name on the list in your area. When enough interest is generated, then we can set up a schedule based on interest from you, the crane operator.

For more information on class schedules and other courses, read the *Engineers News* or our Web site <www.oe3.org> for announcements regarding classes that will be offered in the upcoming months.



Journey-level grade member Art Turner at the controls of the simulator. Instructor John Teller monitors his training at the computer.

FROM
**rancho
murieta**

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

Schedule of Training Courses

CCO Test Classes

December 2001

Mandatory application deadline Nov. 9
Mandatory refresher classes Dec. 8 - 15
Written test Dec. 16

CCO Practical Test Dates

Sept. 29 - 30
Oct. 6 - 7, 13 - 14, 20 - 21, 27 - 28
Nov. 3 - 4
Dec. 26 - 28, 29 - 30
Jan. 2 - 4, 7 - 11, 12 - 13, 19 - 20, 26 - 27

Apprentice to journey-level grade

Congratulations to the former apprentices listed below who have recently achieved the rank and status of journey-level grade. Your hard work has not gone unnoticed.

Crispin Bautista	CEO Fresno
Owen E. Brown	CEO Redding
Scott J. Carroll	CEO Redding
Jimmy S. Doughty	CEO Stockton
Jesse Flittie	Crane Oakland
Joshua McCulley	HDR Oakland
Jason Pacini	HDR Santa Rosa
Gilbert Ramos	CEO San Jose
Gary Sanford	HDR Santa Rosa
Fred Schmidig	CEO Oakland
Jeremy Spears	CEO San Jose
Robert Wallace	CEO Yuba City

FROM THE credit union



By

ROB WISE

Credit Union Treasurer
&
Local 3 Recording
Corresponding Secretary

New credit union service saves homebuyers time

When you hear or read that now is a good time to buy or refinance your home, do you think, yes, but where will I find the time to get this done? With your time in short supply, you want to be able to quickly access the information you need.

That's where Local 3's own 100-percent union credit union, the Operating Engineers Local 3 Federal Credit Union (OEFCU) can help.

From the <www.oefcu.org> homepage click on OEFCU's new Home Loan Headquarters. Now you're ready to access more than 175 informative documents and interactive tools. For example, you can learn when to order an appraisal, or use the prequalification wizard. Use the mortgage calculators to figure payments, compare cost of living, and more. You can even access a tax-benefits calculator. Check current interest rates so you can make an informed decision. When you're ready, apply for your loan online over our secure server. Completing and submitting the online application is free.

New (800) 303-8887 mortgage hotline

Your credit union has also added a toll-free mortgage line at (800) 303-8887. Reach a live person from 8:30 a.m. to 5:30 p.m. Monday through Friday or leave a message after hours for a call back the following business day.

Homeowners and homebuyers resource

The following services are available from Local 3's credit union:

- 24-hour online application at <www.oefcu.org>
- Mortgage hotline (800) 303-8887
- Up-to-the-minute interest rates at <www.oefcu.org>
- 100-percent financing
- Purchase or refinance
- Jumbo or conforming
- Convertible adjustable rate mortgages
- First-time homebuyers welcome
- FHA & VA financing available
- Debt consolidation
- Free mortgage analysis

Praise for auto buying consulting service

Credit union member Michael Keller of San Bruno, Calif., tried some online vehicle shopping services but was disappointed in the response time.

"All of them took three days to get back to me concerning my request," he explained.

Keller then learned of the credit union's free Auto Buying Consultant (ABC) service.

"I got a call back quickly after I contacted ABC," Keller said, adding: "The

truck I wanted, in the color I wanted, was difficult to find because it's year end. The ABC staff went out of their way to find exactly what I wanted and the vehicle cost was lower than it would have been from the online sources I tried."

The OEFCU Auto Buying Consulting service is available in California. First get pre-approved for your OEFCU new or used vehicle loan. It's easy to apply for pre-approval, and get an answer in minutes, from <www.oefcu.org>. Just click

on OE Express Loans. Once you are pre-approved, contact the Auto Buying Consultant by calling (800) 326-9552 9 a.m. to 5 p.m. Monday through Friday. Or click on the auto buying consultant link from the <www.oefcu.org> homepage.

For more information about any credit union services, or to become a credit union member, call (800) 877-4444 or contact any OEFCU branch.

CREDIT UNION MEMBERS ONLY — RAIN OR SHINE

Super Select Pre-owned Vehicle Sale

Saturday, November 17
8 am - 2 pm



- ◆ More than 150 cars! Most still under factory warranty
- ◆ Huge selection of cars, trucks, vans and sport utility vehicles
- ◆ No cash needed....
100% financing available
- ◆ .500% Auto Pay discount



OEFCU Headquarters

6400 Village Parkway, Dublin

Corporate Motors

6250 Florin Road, Sacramento
(across from Florin Mall)



Operating Engineers #3
Federal Credit Union
www.oefcu.org



Vehicle Information Hotline: 1-800-999-9476 • For Loan Information: 1-800-877-4444 or 925-829-4400

Local 3 Stands Shoulder to Shoulder with America

Don Doser asks workers to help terrorist victims as Local 3 endorses re-election of Gov. Gray Davis

By Amy Modun and Ray Sotero

During last month's unprecedented fall 2001 Semi-Annual meeting where about 3,000 Local 3 activists gathered in the Alameda County Fairgrounds meeting hall, Business Manager Don Doser and Gov. Gray Davis recalled the tragic disasters on the East Coast while promising to continue legal, legislative and safety improvements for Local 3 members.

Time of mourning, resolve

Members welcomed Doser to the podium with a spontaneous standing ovation. Doser began by announcing Local 3's plans to kick-off a blood drive at the district level for victims of the Sept. 11 tragedy. He urged members to help their fellow brothers and sisters in New York and Washington D.C., several of whom were members of the International Union of Operating Engineers.

Doser also announced plans for Local 3 to offer financial assistance to victims and their families. Many members participated by making personal donations to a fund that was in place at the Semi-Annual.

"More than ever, this is a time for us to come together as a union family and as an American Family," Doser said. "This was a terrible tragedy, but it's time to move forward. This is a time to show the world how strong America is, not how weak. Let's stand shoulder to shoulder with our country by helping those in need."

Continued on page 12



Continued from page 11

Local 3 endorses Gray Davis for governor

Despite the national hardships ahead, Doser said this is a time to support leaders who put people first. This is a time to support our governor, Gray Davis, he said.

"Since he took office, Gov. Davis has made it his mission to put the people of California first, and he has not let us down," Doser said.

Doser said Davis has kept his promises to working families by

restoring prevailing wage, the eight-hour day, expanding sick-leave, increasing the minimum wage and penalties for workplace safety violations.

In addition, Davis added 1,635 megawatts to the grid to help alleviate the power crisis. That's more megawatts than were added during the entire decade of the 1990s.

After his speech, Doser welcomed Davis to the podium.

"I wouldn't be here without you"

To thunderous applause, Davis took the stage. He began on a solemn note. This is a time to acknowledge those who lost their lives, he told the audience. In recognition of the national tragedy,

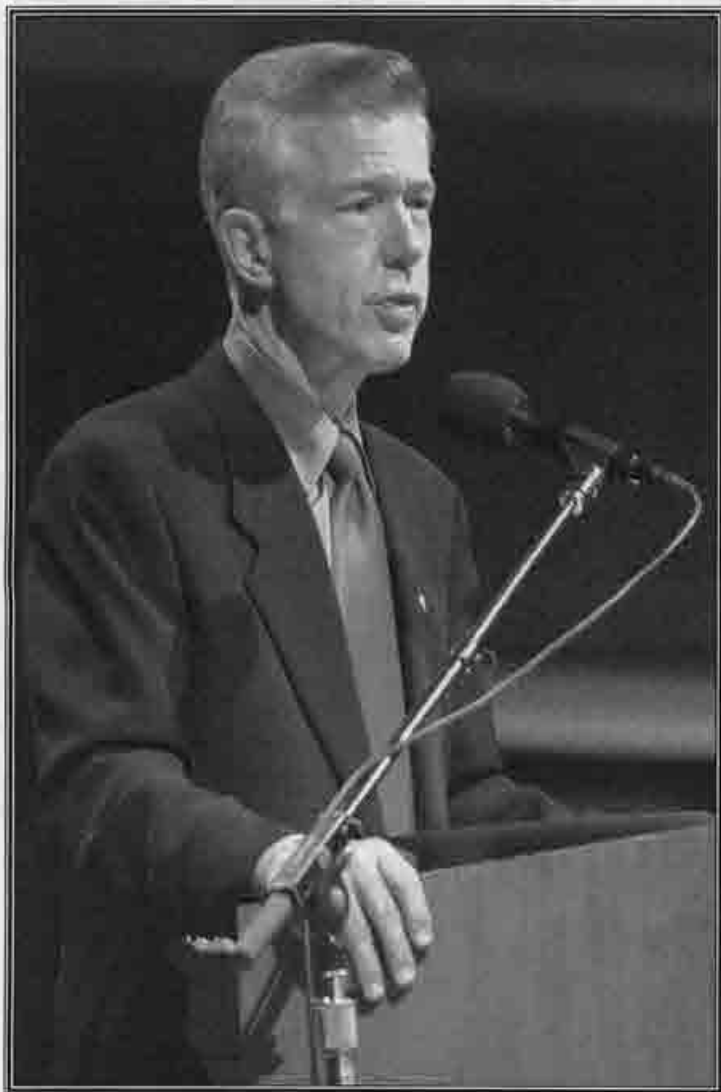
Davis asked members to remain united and supportive of the national government during the crisis.

Davis continued by thanking members for their ongoing support during his term.

"I'm so proud of this union in particular," Davis said. "Local 3 has been at the forefront of electing good people to office. You supported me when I was in fourth place with eight weeks to go in 1998. I don't forget those things."

Davis, a Democrat, won the election by a stunning 20-percent margin.

Davis went on to say that he would not be standing here without the hard work and dedication of workers who helped bring two major power plants on line seven weeks early during the power crisis.



Gov. Gray Davis

"I want to salute you," Davis said. "Despite predictions California would face 32 days of blackouts, we faced not a single one because of the hard working men and women who helped build eight plants."

Davis also thanked Californians for reducing their energy consumption, a huge step in alleviating the power shortage.

"No one thought you'd conserve as much energy as you did," Davis said. "It's unbelievable. Thirty-one percent of Californians have reduced their power consumption by 20 percent."

The governor urged the audience to remain vigilant and conserving through 2003 when the remaining power plants will be complete.

Davis took a few moments to highlight progress he's made with working families, information echoed by Doser. He concluded by reminding members that good always triumphs over evil despite challenges we face.

"This isn't an easy time for any of us," Davis said. "But we have a task ahead of us. We have to continue. We have to go to work. We have to keep those we've lost in our hearts. We will prevail in this struggle against terrorism."

The governor urged the audience to remain vigilant and conserving through 2003 when the remaining power plants will be complete.

Davis took a few moments to highlight progress he's made with working families. He concluded by reminding members that good always triumphs over evil despite challenges we face.

Doser emphasizes TOPS in state of union address

The business manager returned to the podium following Davis' speech. In his state-of-the-union address, Doser focused on training, organizing, politics and service. Since January, Local 3 has acquired new equipment at Rancho Murieta Training Center, signed 148 new companies, kicked off 14 elections with a 72 percent win rate, and has 21 campaigns in progress.

Doser said it's time to begin preparing for the 2002 elections and for the 2004 presidential election. In 2002, California will elect its governor and its Assembly and Senate members.

He concluded by asking members to help and support each other by donating time, money or blood to terrorist victims.

"This is a time to come together and show our solidarity and support for each other," Doser said. "This is a time to stand



Business Manager Don Doser

shoulder to shoulder with union members and with the rest of the country. Let's do our part to help, and let's move forward from this tragedy together."

Semi-Annual's many offerings

With the Semi-Annual's family oriented theme in mind, the number of booths was increased from the usual dozen or so to 68, providing a wide array of lifestyle, recreation and personal finance information – all free, Fringe Benefits Rep. Loretta Ramirez said.

In addition to booths for in-house groups such as Local 3's organizing and public employees divisions, free services and samples for attendees included short massages, cholesterol checks, blood-pressure tests, chiropractic screening, smoking cessation information, osteoporosis and glucose screening and financial information.

Indeed, for those nearing retirement, Cal Gee, a public relations representative for the U.S. Social Security Administration, would key in a guest's Social Security number into a computer and almost instantly display how much money he or she could expect to receive upon retirement.

"It can be an eye-opening experience for many people," Gee said.

Gee also helped several members subscribe to SSN's free electronic newsletter. Known as E-news, the service provides regular updates on the latest Social Security news. (To subscribe go to <www.ssa.gov and click on to E-news at the top of top of the page, scroll to the bottom and type your e-mail address.)

Also on hand was Kaiser Permanente, Health Net and Azure Acres, an addiction-recovery program. The Center for Conservative Therapy, which has helped Local 3 members make healthier lifestyle changes, provided free blood-pressure screening.

Trinkets galore

Without spending a dime, attendees could enjoy a free sandwich and soft drinks, then scoop up freebies such as calendars, American flag key fobs, squeeze balls, magnets and an assortment of giveaways for kids such as safety-oriented coloring books, magazines and marking pens.

For the young at heart, the Livermore-Pleasanton Fire Department stationed an engine on site so children of all ages could put on a fire suit and boots and climb aboard. "It was neat," 10-year-old Lindsay Parres said.

Nearby, an inflatable moon jump run by Julie Linsley, an Oakland dispatcher, was offered for the first time, and it kept about 50 kids hopping. Two clowns did face painting, twisted balloons and performed visual puns as San Jose Dispatcher Joe Morrison organized a bean toss and fish derby nearby.

"It keeps dad out of trouble," Morrison's son and helper, Tyler, 10, said.



Rec. Corresponding Secretary Rob Wise and Bill Burns read the minutes of the Spring Semi-Annual.



Gov. Gray Davis, left, and Business Manager Don Doser at the Sept. 23 Semi-Annual.



Ted Sanchez, center, sings America the Beautiful with Business Manager Don Doser, left, and President John Bonilla.

Semi-Annual freebies, friends and fun



BLOOD SAMPLE: Free cholesterol checks within five minutes was one of many attractions among the event's record 68 vendors.



FUN JUMPERS: Clowns join Kyle and Heather Rooks, the children of Local 3 member Craig Rooks and his wife, Melissa, in the Moon Jump after donning new Operating Engineers T-shirts.



HATS OFF: One-year-old Andrew Ruelas tries on a new Local 3 cap as his father, Juan C. Ruelas, an apprentice heavy equipment operator, looks on.



FIRE UP: Ten-year-old Lindsay Parres, daughter of 16-year Local 3 member Brad Parres, tries on fire-safety gear with help from Inspector Wayne Dutchover, left, and Capt. Bud Porter of the Livermore-Pleasanton Fire Department.



WHAT PAIN? Apprentice Coordinator Cephus Terrell of Oakland enjoys a free back massage.



CATCHING UP: Virginia Rogers, far left, and husband Eldon Rogers, a 38-year Local 3 member, join friends Walter McClelland, a 35-year member, and wife Helen McClelland.

Half empty or half full: You decide your future

"Don't linger on looking back. You may not see something that you can be proud of. Instead, look forward and do the best you can. Remember, only you know when you have nothing left on the table."

— Business Manager Don Doser

Wise words, and the point is this: You can't climb the ladder of success with your hands in your pockets. For example, not long ago I stopped by a local playground to watch a game of Little League baseball. I asked one of the youngsters the score.

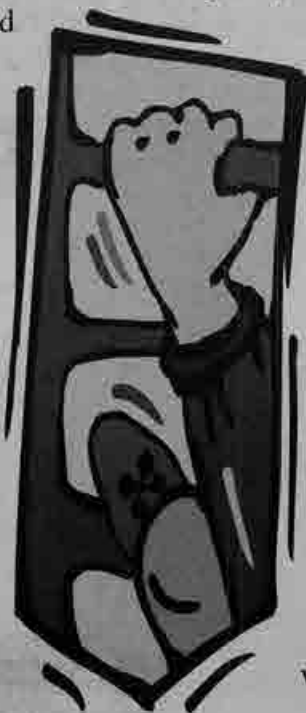
"We're behind 16 to nothing," he answered nonchalantly.

"I must say, you don't seem too discouraged," I said. "Why is that?"

"Why should we be discouraged?" the little guy said, puzzled. "We haven't even been up to bat yet."

Build your future

The road to success is always under construction. Most people come to work well prepared, motivated to work hard and



wanting to reach his or her full potential and do a good job. Good. At the same time, a primary issue

today is helping foremen understand that their job isn't just to supervise or to motivate but also to enable and liberate.

To succeed, you must know what you are doing, and believe in what you are doing. Once you have done the mental work, there comes a point where you have to throw yourself into action and put your heart and soul on the line.

As Doser has said, "I want every member to have the same chance to succeed at work and life." Phrases like, "I can't do it" never accomplished anything. "I will try my best," on the other hand, has performed wonders.

We must keep looking forward and working hard if we want to be the best.

FROM THE

office of compliance and civil rights



By

CURTIS BROOKS

Director

Mission Statement

Local 3 is committed to providing our employers and agencies with the highest skilled union members possible so the union can negotiate the best possible wages, fringe benefits and working conditions for our members. This cooperative relationship aims to improve the employer's competitiveness while raising the living standard and quality of life of union members and their families.

Local 3 is also committed to:

- Electing politicians who support legislation and policies favorable to union members.
- Creating a level playing field for employers in the public bidding process.
- Building the highest quality infrastructure for the public good.
- Providing Local 3 members with a full-service and convenient financial institution, the Operating Engineers Local Union No. 3 Federal Credit Union, to help facilitate members' pursuit of a higher standard of living.
- Providing Local 3 members with a sound pension and retiree medical plan so union members can retire with dignity and financial security.
- Providing quality apprenticeship and journey-upgrade training so Operating Engineers can be the best in their respective industries.
- Improving the public education system through the support of bonds and other financing of school infrastructure.



FROM THE districts

FROM FAIRFIELD

Carquinez Bridge construction highlights bright work picture for Napa and Solano counties

FAIRFIELD, Calif. — We have a lot of public works projects projected to go to bid in the next 12 months in Napa and Solano Counties.

Caltrans has a \$40 million bypass in Napa. There are three bridge replacement projects set to go to bid after the first of the year in Napa as part of the Napa Flood Control Project totaling \$30 million.

Other Caltrans projects for the district include a \$10 million highway drainage shaft on I-80 and the \$120 million Hwy. 37 and Hwy. 29 interchange in Vallejo.

Ongoing work in the district includes the new Carquinez Bridge, the first suspension bridge to be built in California since the Golden Gate Bridge was completed nearly 60 years ago, Assistant District Rep. Bran Eubanks said. This \$300 million project currently has 24 Operating Engineers working for FCI/Cleveland Bridge, driving two dozen, 10-foot diameter, 200-ton piles. OC Jones has the new Carquinez Bridge toll plaza, a \$13.5 million project that started the end of September.

Diablo Contractors has about four months left on the \$10 million seismic retrofit project at the Sonoma Creek Bridge on Hwy. 37.

Syar Industries' hands at Lake Herman Quarry are working around the clock, six days a week. The district expects some of the private work to dry up in the next 12 to 18 months, but all the public works projects, future and present, should keep everyone busy.

— The Fairfield Crew

FROM RENO

Nurse update

Mourning marchers rally for improved health care

RENO, Nev. — First things first.

Before Frank Herrera joined about 100 union brothers and sisters at a recent Local 3 Reno rally urging bureaucrats to improve Nevada's worst-in-the-nation nurse-population ratio, he took solemn care of something far more important:

He tied a black ribbon around his arm.

With embattled Washoe Medical Center as a backdrop, Herrera's armband also was worn by supporters to honor the memory of a Reno police officer killed on duty a couple of hours earlier about a dozen blocks away.

"We respect the efforts by Officer John Bohach to protect and serve residents,"

Herrera said about Bohach, a member of a peace officer's organization. "Like the professional registered nurses behind me, Bohach dedicated his life to helping others."

Herrera, a special representative for Business Manager Don Doser to manage northern Nevada, joined nearly 100 registered nurses, Local 3 members and union supporters attending an AFL-CIO convention nearby. They first raised \$1,000 for Bohach's family and displayed armbands as a sign of mourning.

The group then marched to a nearby WMC administration building and asked officials to consider nurses' requests.

"Nearly 700 Local 3 registered nurses have been fighting for two years to be recognized so they could improve nurse-patient conditions," Herrera said. "It should not be lost on the public that improving nurse workloads improves patient care, and that's what this is all about."

the Nevada AFL-CIO. Instead, a security employee met briefly with Thompson and a couple others.

Thompson pledged union members statewide supported the efforts by nurses.

"We're going to become actively involved in this campaign," Thompson promised afterward as nurses and supporters carried picket signs. "It's time this hospital stopped violating the law and sat down in a real and good-faith fashion and negotiated with these nurses. It's going on two years and it's time to stop stalling. We're going to seek every remedy possible, both in the Legislature and from our members who patronize this hospital."

"Today was just the beginning of our support for these nurses."

After voting 315 to 206 in July 1999 to be represented by Local 3, negotiations broke down last March, and there has been little progress. Local 3 filed complaints of unfair labor practices against the hospital, charging WMC illegally withheld wage increases, refused to allow nurses to pass out pro-union literature, and illegally imposed a contract rejected overwhelmingly by nurses.

Since then, nurses have cited numerous examples of dangerous work, poor morale and forced assignments where nurses work areas with which they are unfamiliar.

Bill Freitas, director of Local 3's HealthCare Division, said nurses would win because the community supported improved health care.

"We're going to prevail," Freitas said. "This fight is the community's fight. We're going to win it here, and we'll take it wherever we have to go."



SHOW OF SUPPORT — From left, new Northern Nevada District Rep. Chuck Billings, Special Rep. Frank Herrera, Nevada AFL-CIO Executive Secretary-Treasurer Danny Thompson (with coat and tie) and Local 3 HealthCare Division Director Bill Freitas join nurses and other supporters in applauding calls that Washoe County Medical Center bureaucrats negotiate in good faith. Organizers Todd Doser and Chad Brown inflated the 13-foot rat in the background to symbolize how some employers exploit workers.

Zero response

Hospital officials, however, refused to meet with rally leaders, including Danny Thompson, executive secretary-treasurer of



FROM SAN FRANCISCO

Racin' retiree

Local 3 retiree Larry Edgecombe races for fun, family and friends – not profit
Team's 95 years of Operating Engineers' experience on the line

By Assistant District Rep. Joe Tarin

SAN FRANCISCO, Calif. – Have you ever wondered what retirees do after they leave the construction workforce?

Well, 40-year Local 3 crane operator Larry Edgecombe, Sr. is in the fast lane with his foot figuratively to the floor of a \$100,000, slingshot-style dragster that churns out 2,500 horsepower and blisters the quarter mile in 5.44 seconds at 257 mph.

Edgecombe, 64, is a self-avowed car nut who has been building hot rods and racing dragsters part-time since the 1960s. (He's also the nephew of former Local 3 President Paul Edgecombe, who died about 10 years ago.)

But after retiring in 1997, Edgecombe has overseen operations for his entry in what's called the Federal Mogul Dragster class in National Hot Rod Association-sanctioned events.

That passion reached a pinnacle in early September when he, his three grown Local 3-member sons, a lifelong friend from high school and their driver for the first time competed in the biggest event in the drag-racing world, the annual U.S. Nationals in Clermont, Ind.

"We qualified sixth out of 24 but got beat in the second round," son David Edgecombe said the day after returning from Indianapolis. "But, you know, trying to figure out how to go faster keeps us off the barstools."

He added: "We spend a lot of time thinking and doing this deal."

Western Stabilization is key

That devotion wouldn't be possible without direct financial sponsorship from longtime signatory contractor Western Stabilization, a Dixon, Calif.-based, soil stabilization firm that employs about 40 Operating Engineers and is owned by Ashley Jeffery.

"We owe them a lot," Edgecombe said about Western Stabilization and secondary sponsor Red Line Oil of Benicia, Calif., a manufacturer of synthetic racing oil.

"Trying to figure out how to go faster keeps us off the barstools."

– David Edgecombe on team's 257 mph dragster

"We wanted to support our workers," Dick Stuart, general manager of Western Stabilization, said about the firm's primary sponsorship. "They're good people, and it's a good team."

Edgecombe's dragster burns alcohol and has that classic long-wheelbase profile consisting of a tubular frame, skinny front tires and monster slicks at the rear.

Edgecombe's crew consists of:

- ◆ His three sons – David, a 20-year member of Local 3 and crane operator; Larry Jr., a 21-year Local 3 member and crane operator; and Ken, a 13-year Local member who, of course, also is a crane operator.
- ◆ Grandsons Joey Chaney, Ken Edgecombe Jr., Matt Edgecombe and Larry Edgecombe III.
- ◆ Edgecombe's friend from Mission High School in San Francisco, Ed Muegge.
- ◆ Driver Paul Jones, hired for his size. "You get the smallest, lightest guy with enough nerve to drive it," Edgecombe Sr., explained.
- ◆ Wife Margaret and daughter Chrissie Chaney; daughter-in-law Dannett Edgecombe; and two granddaughters, Katie and Danielle Edgecombe. "It's a totally family affair," the elder Edgecombe said.

The crew attends up to 15 drag-racing events each year, crisscrossing the country to burn rubber and take a shot at prize money that can total up to \$15,000 or more for the winner.

Those kinds of profits have so far proven somewhat elusive for the Edgecombs, who live in the East Bay community of Concord. The trend, however, is positive. Their best season came last year, when they finished fifth overall in their class.

Also, the team is becoming known, and its runoff in Indiana was televised nationally Sept. 16.

David Edgecombe said it's only a matter of time before they score big.

"This takes nothing but time and money," he said. "The car we have is on the verge of winning."



FAMILY AFFAIR – From left are Jerry Brazil (seated), a stand-in crewmember and retired Local 3 member from Eureka; sons David and Larry Edgecombe Jr.; patriarch Larry Edgecombe Sr.; and grandson Larry Edgecombe III.

FROM THE
districts

FROM THE districts

FROM ROHNERT PARK

Northern Bay Area construction shows no sign of weakening

ROHNERT PARK, Calif. — At this writing, North Bay Construction employs about 125 Operating Engineers throughout Northern California with a work backlog of about \$45 million.

Working five-10s and an 8-hour Saturday, NBC likes to stay north of the Golden Gate Bridge, south of Cloverdale and west of Davis, but its also working for a good client in Palo Alto.

In Rohnert Park, for example, the firm is starting to move dirt on the Wastewater Ponds job as it expands two ponds and fills in a third.

Other new or pending projects include:

- \$1.5 million in Rohnert Park apartments for developer A.G. Spanos.
- \$3.5 million for Unit 3 in Fountain Grove West.
- \$3 million in renovations for Bodega Avenue in Petaluma, from Webster Street west; a widening that will be the "Western Gateway."
- NBC's start of underground work for a high-end, 300-unit apartment complex in Petaluma for developer Tramle Grow.
- Site work by NBC on Acacia apartments near Hwy. 12 and Mission Boulevard for Shea Properties in Santa Rosa.

Racy project racin' ahead

Ghilotti Construction stays busy. Brian Ongaro, company superintendent, said the firm's Operating Engineers have started on Phase II of the huge Sears Point Raceway project. This phase will concentrate on the paddocks, grandstands and pedestrian tunnels under the racetrack.

This job also will entail moving about 1.5 million yards of dirt. This alone should keep 30 operators busy working at least five-10s as long as weather permits, Ongaro said. Ghilotti Construction also has up to seven operators at the \$2.5 million Meacham Road transfer station.

The price tag on the College Avenue Old Town trunk sewer line is \$2.7 million. This job will keep five or more operators busy.

In Vallejo, Ghilotti Construction has 12 operators working on the \$2.8 million Columbus Parkway job. Rick Cohn, paving superintendent for Ghilotti, has been busy with many paving and overlay projects. As of late August, Ghilotti Construction had 91 oper-

ators working in Marin, Sonoma, Napa and Solano counties.

"All the talk of an economic slowdown isn't affecting us at North Bay Construction. Although we are cautious about the economy, as we button up one project, we get more work. The job flow is consistent."

— Steve Geney, vice president, North Bay Construction

Argonaut Constructors reports a work backlog of around \$40 million. The majority of that work is underground. Argonaut's portion of the Lake County Basin 2000 project is \$27 million.

"The project is just getting going and is going great guns," Mike Smith, president of Argonaut Constructors, said in assessing the innovative project (see

August issue of *Engineers News*).

At present, there are between 15 to 18 operators working on the pipeline and at the treatment plant. Those numbers may double this winter as they expect to work straight through. By the time you read this they will probably be working 10-hour days.

Argonaut is about to start the \$6.5 million Kawana Springs Pipeline East. Company officials anticipate needing more good underground hands, as this job should work through the winter.

In all, Argonaut has more than 100 Operating Engineers working on about 30 projects. Argonaut's Smith said work in the private sector is slowing down, but public works jobs are picking up.

A toast

Congratulations to brother John Young of Bartley Pump, who married Peggy Holek on Aug. 25 at South Lake Tahoe. The couple resides in Rohnert Park.

Essential exercise

Election season will be upon us before long. As always, part of Local 3's power comes from the clout our members carry by helping elect favorable politicians or passing worker-friendly legislation.

To exercise that clout, however, you and yours must be registered to vote. If you have moved or changed your address, you must re-register. Call your local union hall if you'd like assistance in getting registered to vote.

Above all, please remember we work in a dangerous profession. Think safe!

— District Rep. Russell E. Burns, and Business Reps. Greg Gunheim, Jim Killean.

FROM STOCKTON

Local contractors to Local 3: Plenty of work through end of year

STOCKTON, Calif. — Construction in the area continues to move along at a good pace and our local contractors say they have plenty of work through the rest of the year.

Mitchell Engineering just started a \$2.7 million bridge job on the south fork of the Stanislaus River at Rainbow Pool. The scenery up there can be extremely beauti-

ful at times, so many our hands carry binoculars with them. George Reed does site work and paving at Sonora Community Hospital. A non-union contractor started the job and got kicked off, so Reed is straightening things out and finishing the job. All of our pavers are busy, with

Reed leading the way starting with \$3 million in paving in Tuolumne County.

Look ahead

There is an important city council election coming up this November in Modesto. Three council seats are open, and we need to fill these seats with labor-friendly people. Make sure you are registered, and if you can give us a hand in assisting our candidates we would appreciate it.

I would like to thank our members and their families who came to the District 30

picnic. We had at least 500 people there and everyone had a great time. We hope to see you all next year. Maybe we can have 1,000.

— District Rep. Douglas W. Corson



FROM UTAH

Summer report

Leadership: A; annual picnic: AA; apprentice-employment record: AAA

SALT LAKE CITY, Utah – New Local 3 leaders, a catered annual picnic and a winning apprentice-employment ratio highlight a summer progress report for the Utah District, new District Rep. Jim Sullivan reported.

During its August district meeting, Sullivan summarized recent statewide changes.

Among them:

- New Business Rep. Kris Morgan will take over the south end of the state.
- Business Rep. Rick Nielsen will be responsible for the north end.
- Business Rep. Dale Cox will cover Salt Lake Valley and the Kennecott Copper operation.
- Business Rep. Anthony Rivera will be responsible for shops and municipalities.



FIFTY-YEAR CELEBRATION – From left: Local 3 Treasurer Bob Miller congratulates Byron Deleew and Joel H. Williams on 50 years with the union, along with District Rep. Jim Sullivan and retired Business Rep. Virgil Blair.

Most important, Sullivan said the work picture is steady and looks good through the fall season. Indeed, records show more than 90 percent of Utah's Local 3 apprentices are working.

In other news, the Legacy Highway job has received a clean bill of health and Fluor, Ames, Kraemer LLC should soon start requesting dispatches from the hall.

A classy get together

Saturday, Aug. 25, dawned with a cloudless sunny sky for the District 12 annual picnic held at Murray City Park. Staff members arrived at 8 a.m. to help prepare for an 11 a.m. serving of Dutch oven chicken, shepherd potatoes and ranch beans served with rolls.

Judging by the scarce leftovers, the picnic was a success and enjoyed by each of the 180 retirees and 20 active members in attendance. Our annual picnic is a perfect opportunity for members to greet old friends and relive old times. It was obvious many members past and current were glad to see each other.

Retirees Virgil Blair, Murray Stevens and Al "Legs" Facer helped with master of ceremonies duties and awarded raffle prizes.

Treasurer Bob Miller, Special Rep. Dave Young, Fringe Benefits Director Charlie Warren, Benefits Rep. Loretta Ramirez, and Trust Fund Manager John Sweeny were on hand to meet and greet everyone.



Retired Operating Engineer James Sullivan, left, a mechanic welder, and son Jim Sullivan, Utah district representative, greet picnic goers.

A final note

The only brief glitch to the day was a shortage of parking spaces because we were sharing a lot with the Murray City Farmers' Market. Using typical Operating Engineers ingenuity, Rivera and Organizer Brandon Dew quickly roped off a section of the parking lot and, voila!, Local 3 enjoyed its own reserved section.

More than a picnic for retirees, Local 3 members districtwide are encouraged to attend. Already something special is being planned for next summer so watch this space – or miss out.

– Training Administrator
Phil McChesney

FROM STOCKTON

The mother of all cranes

STOCKTON, Calif. – Local 3 operators have assembled one of the largest cranes in North America. And they did it in less than two months. The crane is one of two in the United States.

The massive machine has already been transported by barge to San Rafael, where it will remain until the bridge retrofit is complete. Some of the operators who helped assemble it will also run it. Kevin Fitzgerald, crane operator, says he is ready for the task despite its gigantic size.

"It's the biggest machine I've ever run," Fitzgerald said. "But it's easier than I thought it would be."

Larry Chamberlin, also an experienced operator, will work with Fitzgerald in San Rafael. During its assembly in Stockton, Chamberlin focused on learning all the bells and whistles of the machine.

"The technology on this thing is interesting," Chamberlin said. "There are pressure sensors on the boom and mast that tell you whether you're balanced, and it gives you parameters to stay within. If you exceed those parameters, the crane automatically shuts off."

From left: Crane operators Larry Chamberlin, Kevin Fitzgerald, mechanic Dan Rick and Business Rep. Sean O'Donoghue.

FROM THE
districts

meetings & announcements

DISTRICT MEETINGS

OCTOBER 2001

4th District 30: Stockton, CA
Stockton Waterloo
Gun & Bocci Club
4343 N. Ashley Lane

11th District 80: Sacramento, CA
Labor Center Hall
2840 El Centro Road

18th District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533

23rd District 40: Eureka, CA
Engineers Building
2806 Broadway
Eureka, CA 95501

24th District 70: Redding, CA
Engineers Building
20308 Engineers Lane
Redding, CA 96002

25th District 60: Yuba City, CA
Sutter-Yuba Board of Realtors
1558 Starr Drive



NOVEMBER 2001

1st District 50: Fresno, CA
Laborer's Hall
5431 East Hedges

7th District 15: Casper, WY
Engineers Building
4925 Wardwell Industrial Dr.



8th District 12: Ogden, UT
Marriott Hotel
247-24th St.

15th District 01: Novato, CA
Inn of Marin
250 Entrada

29th District 11: Reno, NV
Engineers Building
1290 Corporate Blvd.
Reno, NV 89502

DECEMBER 2001

3rd District 17: Kauai, HI
Kauai High School Cafeteria
Lihue

4th District 17: Honolulu, HI
Washington Intermediate
School Cafeteria
1633 S. King St.

5th District 17: Maui, HI
HGEA
2145 Kaohu St.
Wailuku

6th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.

6th District 10: Lakeport, CA
Yacht Club
55-5th St.

7th District 17: Kona, HI
King Kamehameha Kona
Beach Hotel
75-5660 Palani Road
Kailua-Kona

13th District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

13th District 20: Martinez, CA
Plumbers 159
1304 Roman Way

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- Be sure to furnish all circulation information called for in item 15. Free circulation must be shown in items 15d, e, and f.
- Item 15h, Copies not Distributed, must include (1) newspaper copies originally stated on Form 3541; and returned to the publisher; (2) estimated returns from news agents; and (3) copies for office use, leftovers, spoiled, and all other copies not distributed.
- If the publication had Periodicals authorization as a general or requester publication, this Statement of Ownership, Management, and Circulation must be published; it must be printed in any issue in October or if the publication is not published during October, the first issue printed after October.
- In item 16, indicate the date of the issue in which this Statement of Ownership will be published.
- Item 17 must be signed.

Failure to file or publish a statement of ownership may lead to suspension of Periodicals authorization.

PS Form 3526, October 1999 (Revised)

Departed Members

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

Peter Bennis	Hellertown, PA.	5-13-01
Richard Bissen	Kahului, HI	8-15-01
Roy Braigger	Willard, UT	7-27-01
Vern Brugger	Sacramento, CA.	8-20-01
Eugene Camgros	Vallejo, CA.	8-20-01
Harry Caples	Sebastopol, CA.	8-02-01
A. Clayson	Spanish Fork, UT	8-18-01
Donald Cox	Mesa, AZ	8-25-01
Jess Cruz	Tucson, AZ	7-29-01
Carlo Dimartino	Modesto, CA.	7-16-01
Mark Fann	Weed, CA.	8-01-01
Harold Ferreira	Tracy, CA.	8-21-01
Elmer Foose	Georgetown, CA.	8-06-01
Michael Gillian	Provo, Ut.	7-06-01
Jose Gonzales	Casper, WY	8-11-01
Francis Heath	Vancouver, WA.	8-21-01
Francis Hempe	Redding, CA.	7-16-01
James Howard	Eureka, CA.	7-20-01
Irvin Huffaker, Jr.	Kearns, UT	7-30-01
W. Huffman	Fairfield, CA.	8-25-01
Berl Johnson	Greeneville, TN.	8-09-01
Donald Kahele	Waianae, HI.	7-31-01
George Marchais	San Jose, CA.	6-30-01
Manuel Marques, Jr.	San Leandro, CA.	7-30-01
Andrew Marvidikis	Sandy, UT	7-16-01
Raymond Mullins	Brownsville, CA.	7-08-01
Randall Pittenger	San Jose, CA.	7-01-01
Doyle Pope	Yuba City, CA.	7-24-01
H. Potter	Marana, AZ.	7-29-01
F. Ramos	Stockton, CA.	8-05-01
A. Ransom	Oakdale, CA.	7-19-01
George Roberts	Riggins, ID.	7-31-01
Debra Roberts	Hawthorne, NV.	7-03-01
J. Sanders	Stockton, CA.	8-25-01
Isaac Schmidt	Reedley, CA.	8-13-01
Harlan Shackelford	Oroville, CA.	7-18-01
Lyle Smith	Concord, CA.	6-09-01
Larry Souders	Hanford, CA.	8-20-01
Paul Stone	Hayward, CA.	7-17-01
Joseph Wood	Howell, UT.	8-11-01
Lester Young	Fair Oaks, CA.	8-19-01
Chester Youngblood	Parma, ID.	7-13-01

Deceased Dependents

Sally Barela, wife of Alfred Barela	07-28-01
Candace Fann, wife of Mark Fann	08-01-01
David Perez, s on of Robert Perez	07-18-01
Patrick Smith, husband of Bobbie Smith	08-21-01
Helen Baker, wife of Jacob Baker	08-27-01
Marie Beers, wife of Leo Beers	08-08-01
Betty Bratten, wife of Walter Bratten	05-02-01
Charlotte Cumming, wife of Kenneth Cumming	10-14-99
Laura Darmsted, wife of Bruce Darmsted (Dec.)	08-21-01
Brenda Edelhuber, wife of Robert Edelhuber (Dec.)	06-05-99
Ina Girvan, wife of C. Girvan (Dec.)	08-12-01
Rosie Grantham, wife of Lee Grantham	08-20-01
Colleen Hatfield, wife of Howard Hatfield (Dec.)	08-15-01
Barbara Heeney, wife of Dan Heeney	08-27-01
Faye Hoffman, wife of Ralph Hoffman	08-14-01
Nancy Kirby, wife of Doyal Kirby (Dec.)	08-01-01
Bernadette Meuleners, wife of Harold Meuleners (Dec.)	08-27-01
Florence Michel, wife of Verne Michel (Dec.)	08-17-01

meetings
&
announcements

HONORARY MEMBERS

The following retirees have 35 or more years of membership in Local 3 as of August 2001 and are eligible for Honorary Membership effective Oct. 1, 2001.

J. Arias	1251129	Paul Keith	1251251	Sam Rose	1181679
John R. Ball	1225849	Edward Latimer Jr.	0679006	Edward Sato	1133593
Michael Bright	1225957	G Rex Lund	1054976	Lloyd Shaw	1251083
M Calbero	1242937	Mickey McCourtney	1251059	Richard Siri	1025301
James P. Fehilly	0864004	Raymond McEvoy	1148587	William Talbot	1219869
Kenneth Hayes	1231330	Thomas Michael	1121808	Kenneth Tokishi	1257046
Lester Heath	0660957	Chester Petrocchi Jr.	1157834	Rudy Tucker	1054928
Richard Hogue	1235513	Arthur Porter	1243135	David Williams	1251097
Clayton Hollifield	1175035	Wayne Porter	1242995	Bruce Worthen	1189136
Marvin Husman	1175042	Francis K. Rocha	1166569		
Richard Janisch	0967654	Peter Rocha	1229922		



swap shop

SwapShop ads are offered free 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 immediately notify the office 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. Limit two ads per issue.

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

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

or fax ads to:
SwapShop
(916) 419-3487
or e-mail to:
www.oe3.org.

All ads must include the member's seven-digit registration number or the ad will not appear. All ads should be no longer than 50 words.



FOR SALE: Campersworld membership, campgrounds in Utah. Also has Coast to Coast and RPI. Make offer or will trade. Must sell. Call 530-642-1097. Reg. #964973.

WANTED: Winch or tugger, with cable (200'). Excellent condition, reasonable price. Call 707-887-1244. Reg. #2018324.

FOR SALE: 1989 Corvette, second owner, 14,900 original miles, two tops, coupe. Has every option available. White with Gray leather interior. Always garaged. \$16,000 firm. Call 510-656-1963. Reg. #1230135.

FOR SALE: 1979 TransAm, professional restoration, original owner. New engine, transmission, rims, tires, suspension, interior, paint, stereo, Flow Master, Cad plating, powder coating, HPC coatings, gold plating, 28k in receipts, awesome, 1200 miles, \$14,000. Calif. Car, Roadster Show winner, Good Guys first place winner. For more details call, 510-656-1963. Reg. #1230135.

FOR SALE: 1969 Cadillac sedan deVillie. Good 472 engine, body and vinyl top in good shape, two package, transmission just rebuilt, needs paint. \$2200. Call 209-532-2439. Reg. #1499933.

FOR SALE: A large two story Miniature House, all hand made with 2000 hand split redwood shingles, with handmade furniture, supplies, books and extras. \$500, this is really for the serious miniature builder and collector! Located in Yakima, WA. Call 509-966-3330. Reg. #899494.

FOR SALE: D8 Cat, 14A, Angle dozer and logging wench on rear, runs good, asking \$5,000, located in Yakima, WA. Call 509-996-3330. Reg. #899494.

FOR SALE: Engine rebuilding and tune-up tools, Cummins engine timing tool, \$350, Cat rack setting tool #6V9128, \$350, Mac Dowell puller set, \$75. Call 916-363-3948. Reg. #2202190.

FOR SALE: Concrete Pump, 3/8 grout or , \$4,000, Bobcat backhoe, \$4,000, 16Ft. Shasta trailer, \$300, 1983 CR Husky Dirtbike, \$600, Hydraulic backhoe tamper, \$1,000, Full-size Jeep rack, \$225, Call 925-383-4596 or 925-674-8781. Reg. #545599071.

FOR SALE: 1986 Ford 3 axle flatbed truck, turbo Cat diesel, dual drive, 40,000 miles, equipped with 21,000 pound Pitman hydraulic crane with remote controlled 60 Ft. boom, \$20,000/OBO. Bee Gee 6 yd. Hydraulic 10 ft. wide scraper, fair condition, will deliver, \$1,500 or trade for tools or car. Call 707-664-1784. Reg. #1047032.

FOR SALE: 1981 Glass Boat, 16+6ft+2ft, freeboard, walk through windshields, Minn-Kota bow drive, 70 hp. Mercury OB with hydraulic lift, plus Fish & Depth finders, galvanized trailer, nice lake boat. Phone 707-887-2590. Reg. #625884.

FOR SALE: Model 154 CUB Low-Boy rubber tired tractor w/belly mower, 3 blade, hydraulic lift, \$2,500. Call 916-991-1530. Reg. #04861969

FOR SALE: Huber Roller, tandem, hydraulic steering, \$1,500. Call 916-991-1530. Reg. #04861969

FOR SALE: Motorhome, Ford Holiday Rambler 1984, 63,000 miles, 24 ft. class C, microwave, TV, Back-up alarm, CB radio, very clean, good condition, \$9,500. Call 530-662-1449. Reg. #688948

FOR SALE: 1994 34 ft. Class A RV, Covington by Firan, 19,000 miles clean ready to go, sleeps 6, backup camera, jacks, awning, TV/VCR, solar, 18W inverter, basement model, generator, 3 airs, tow bar, original owner, must sell due to illness, \$50,000/OBO, call 916-967-7023. Reg. #2237799.

FOR SALE: Collectible Browning automatic 12-gauge shotgun, full choke, 32" barrel, made in Belgium, excellent condition, \$500. Call 209-931-2058. Reg. #1022395.

FOR SALE: 2 bdrm/2bth dblwide mobile, excellent condition, surrounded on 3 sides by full decking, including hot tub, 3+ acres, 3 miles from town, very secluded on dead end road/paved driveway, out buildings, building potential, creek, \$140,000, call 707-464-5653, located in Crescent City, CA. Reg. #1659059.

FOR SALE: Nazi WWII gun books, American Rifleman mags, collector books, misc. topics, send \$2.00 for large list, AT Cannon balls from old shipwreck in San Francisco Bay. Everett Miller, 8200 Rio Linda Blvd., Elverta, CA. 95626-9533. Reg. #1191119.

FOR SALE: 1999 Sandpiper 5th wheel, like new, loaded, 2 slideouts, 2 8D batteries for extended heater use for dry camping, axles flipped for Ford with stock lift, new cover, \$16,500. Call 775-359-0163. Reg. #1732976.

FOR SALE: Or best offer or trade...CLS AB 300 rotating laser level w/tripod, charger, target and hard case, \$650. Tesoro-lobo metal detector, \$200. Boss Se-50 stereo effects processor, 126 voices, \$150, Tascam ministudio porta-one, like new, \$150. Call 775-674-2323 or 775-741-7475. Reg. #1770647.

FOR SALE: 23 Ft. Sportcraft fishing boat, good motor, 250 Chevy 6 cyl., Mercury cruiser, outdrive, fish finder, Loran, VHF, CB, automatic pilot, good ocean fishing boat, year 1969. Call 916-485-4984. Reg. #0469213.

FOR SALE: 1986 Eldorado motorhome, automatic step, hydraulic levelers, many automatic features, tandem axle, 454 cu. in. Chevy, 2 roof air conditioners, very fair condition and very low miles, make offer, 530-585-2480. Reg. #1175121.

FOR SALE: Thousand Trails / NACOWest membership, \$750 plus transfer fee. Call 559-3817. Reg. #0998883.

FOR SALE: 1997 Kawasaki KX250, adult owned, excellent condition, Pro Circuit exhaust, suspension, porting, KYB works kit, Renthal bars, sprocket & grips, new top end, fresh tires, oversize braking kit, two tanks, tons of extras, \$2,900. Call 408-445-2883. Reg. #2072288.

FOR SALE: 7.5 acres, 12 miles east of Marysville just off Hwy 20, has building pad, great well, 3 hp with 2" water line over most of the property for sprinkler irrigation. Fenced and cross fenced with a great view, underground electric & phone. \$105,000/OBO. Call 208-745-7636.

FOR SALE: 1995 Black Trans-AM, automatic, leather interior, t-top, fully loaded, good condition. Call 707-585-8028 or 707-953-9609. Reg. #1842990.

FOR SALE: Lot in Pahump, Nevada, \$15,000, golf, hospital, casino, muse-

um plus much much more nearby. Only 45 minutes from Las Vegas! 530-642-2497 Reg. #2077297.

FOR SALE: Newfoundland black pups, gorgeous, gentle AKC, champion lines, vet check and health certificate, shots, dewormed. Family raised (not kenneled), ready for a new home on 9-19-01. \$1,200, accepting deposits, call 559-322-6230 Reg. #45524488.

FOR SALE: Tilt trailer with 2-Fruehauf 18K lbs. Axles, 8 good 7.50X15-12 ply tires, vacuum brakes, 4" x 12" diam. Pin the hitch, 8' x 16' bed, custom built by Local 3 welder, \$3,300. 415-435-4727 Reg. #0286152.

FOR SALE: 1989 Winnebago, 33 ft., 454 engine, excellent condition, lots of storage extras, 4 wheel disc brakes, air ride, 3 airs electric step and jacks, new mufflers, driver door side entrance, TV, microwave, shower, queen bed, 4-burner stove, stainless sinks, Onan generator, VCR, tires like new, Smogged and 2002 license, 68,000 miles. \$25,500 OBO. 925-458-3525. Reg. #0732157.

FOR SALE: Collectable Browning automatic 12-gauge shotgun, full choke, 32" barrel, made in Belgium. Excellent cond., \$500. Reg. #1022395.

FOR SALE: 2001 Montana Mountaineer trailer, 28 Ft., all aluminum structure, fiberglass exterior with slide-out, \$24,800. Call 559-732-6458. Reg. #1749997.

FOR SALE: 1066 International tractor with terrace blade and posthole auger. All for \$6,250 OBO, Los Banos 209-826-9465. Reg. #1043556.

FOR SALE: Harley's, one 1946 original 43 flat, new original springer, one 1980 80-in. shovel 96-in. stoker w/trailer to tow. 559-935-3879 ask for Mike. Reg. #550274217.

FOR SALE: 1998 Avion 5th wheel trailer, all leather, cherrywood safarai room, generator, take over payments, like new. 559-935-3879 ask for Mike. Reg. #550274217.

FOR SALE: 1994 Dodge Cummins, automatic, power, tow package, exhaust break, limited slip, Bilstein shocks, many extras. Immaculate, \$13,500 OBO. 541-954-6831 or 541-688-0395. Reg. #11124045.

FOR SALE: D4 track rails, \$400. Underwater breathing equipment for gold mining, \$125. 24V rebuilt starter for 92 Series Detroit, \$100. Weedbadger hydraulic hoeing machine, excellent condition, make reasonable offer. 530-346-2918 or e-mail farmerj@cwnet.com Reg. #1271053.

FOR SALE: 27Ft. Sierra 5th wheel, bunkbeds, sleeps 8, couch & dinette slide, new awning room included. 16 Acres in Jamestown, \$110,000 bring all offers. Call 209-984-3923 or 209-604-9116. Reg. #2344245.

FOR SALE: 1977 Tioga RV, 20 ft., \$2,500. 1981 Kawasaki LTD 1000 very clean, one owner, \$1,500. 1990 Suncrest RV, 30 ft., Class A, \$23,000. Call 707-451-4740. Reg. #2113147.

FOR SALE: Antique Fairbanks-Morse engine, 3 HP, Model "Z", Style C, s/n #808087 on nice shopmade cart. Runs and looks good, \$600. Call 530-243-0801 e-mail enginemark@earthlink.net Reg. #674918.

FOR SALE: Caterpillar D8 dozer, 46A, heavy duty, 12 Ft. Ateso sloper, good condition, owner operator. Best offer. Call 209-826-8196, Reg. #0899307.

FOR SALE: 1950 Desoto, 2-door coupe, good restorable car, \$2,500, extra parts also for sale, fender, backglass, etc. A 1958 Dodge pickup, body only, straight body, sweep side, \$1,500. Call 530-743-5235. Reg. #1555544.

FOR SALE: Two Brush rakes, 9 ft. 7 inch wide, teeth 42 inches long (20" to moldboard), \$750. One home-made (Hang On) 10 ft. 3 in. wide, teeth 16 inches, arms 79 inches (outside), \$500. (You may need to change to fit added length) For complete info call 541-336-2909. Reg. #0725471.

FOR SALE: 21 Ft. Campbell day cruiser, V drive, big block Chevy, Power Glide trans., \$7,000. 1988 Cadillac DeVille, 188 thousand miles, needs 4.5 motor, body and interior in excellent condition. \$700/OBO. 530-589-5763 Reg. #2417932.

FOR SALE: Ornamental iron section, 8' x 3', ready to make nice looking fence. Please call 707-647-0480 Reg. #534525954.

FOR SALE: '85 FORD F250 pickup, 4x4, 460 eng., low mi. 84,000, one owner, good tires, upholstery, and paint w/shell, tow pkg, \$5,500/OBO. 650-340-8720. Reg. #1411274.

FOR SALE: 5+ acres level to slight rolling, bare land, fenced, excellent area, Willow Creek Estates, Plymouth, CA., Sacramento country atmosphere, near schools, Hwy 16 close by, \$72,500. WELDER, 300 amp. Lincoln, generator, runs good, on trailer, \$3,500. Couch, \$200. POLARIS snowmobiles and trailer, \$7,500. 209-245-3532. Reg. #17264.

FOR SALE: Harley Davidson Ultra classic electra glide, cruise control, tape rear speakers, CB, fully equip., too many to list, 6,900 orig. miles, like new, \$16,500/OBO, CALL AI 925-837-2589. Reg. #0947256.

FOR SALE: Motorhome 24' 1992 Ford Jamboree Searcher like new inside & out, used very little, 17,000 miles, can't drive due to blindness & no drivers license, will discount below book value, \$17,500. Phone 775-265-7923. Reg. #0738760.

FOR SALE: 60 lbs. Rock drill, excellent condition, \$125/OBO, call 209-852-2064 evenings. Reg. #2119968.

FOR SALE: Fishing Boat sale 1998, 19' aluminum Fisher Avenger Pro, 1999 50HP 4-stroke o.b. power trim, electric troll, 1998 Trailstar trailer. Must sell due to health. Loaded with extras. 916-415-1889. Reg. #976294.

FOR SALE: "Snug Top" lid for trucks, 5'x8", new, \$725, sell for \$300; big rig load locks, variety of makes, \$25 ea. 209-522-9687 after 6 p.m. Reg. #2412698.

FOR SALE: 1997 FORD RANGER XLT Super Cab, 4 cylinder, 5 speed, AC, PS, PB, 75,000 miles. \$9,500/OBO, phone 707-987-3648. Reg. #1725434.

FOR SALE: Proto top and bottom box complete. Proto and Snap-On tools. \$5,000/OBO. 209-830-8490 or 925-516-9301. Reg. #2287518.



New boundaries

Legislative redistricting plan reflects status quo, growth in California's Central Valley

By Garland Rosauero, Local 3 political director

SACRAMENTO, Calif. — Those who ignore what's happening in California's booming Central Valley do so at their own peril.

At least that's one take-home message Business Manager Don Doser and his Capitol sources gleaned from the recent redistricting plans approved by the Legislature in mid-September and signed into law by Gov. Gray Davis.

A review of the plans and initial reactions from involved interests showed the following:

- Democrats remain in control of 76 of the 120 seats in the Legislature by striking a status quo deal with Republicans who threatened a referendum. Such a step could have put boundaries in doubt for the March 2002 elections.
- The GOP will keep its hold on 20 of 53 Congressional seats, short of the up to six-seat increase Democrats had hoped for to help tip the majority in Congress in favor of Democrats.

"No plan can satisfy all people, and there were many factors to consider in drawing these plans. For now, it's important that we look at what's done and prepare for the future."
—Don Doser

- Latino and Asian groups in particular and women in general expressed unhappiness with the plans. Latinos said Southland districts were drawn in ways that favor anglos and predicted plans would be challenged in court. And several women Democrats, after noting that no women served on the committees that drew the boundaries, said the new lines favored male Republican incumbents. Opponents include the California Latino Redistricting Coalition, the Legislature's Women's Caucus, the Feminist Majority and the Women's Political Committee.
- The congressional seat held by embattled Rep. Gary Condit, D-Ceres, has been redrawn to include more Democrats in San Joaquin and Fresno counties. Condit has not said whether he'll seek re-election.

Gov. Davis signed the bills, which go into effect immediately, without making any changes.

"This reapportionment effort was a most cooperative bipartisan endeavor," Davis said. "No plan is perfect, but the maps produced this year are fair and balanced."

Doser agreed.

"No plan can satisfy all people, and there were many factors to consider in drawing these plans," Doser said after a review. "For now, it's important that we look at what's done and prepare for the future."

The trends are clear

Among the most significant trends highlighted by the plans that bears watching is the growth and political changes underway in the Central Valley. Indeed, political observers believe the Central Valley may be the state's partisan political battlefield during the next decade, and the potential to impact workers is great.

First, Central Valley counties are steadily becoming dominated by Republicans. The GOP now, for example, for the first time is in the majority in San Joaquin County. Stanislaus and Merced counties are close behind. Overall, however, Republicans have little chance of holding a majority of congressional seats statewide because of offsetting Democratic gains in the Southland and Bay Area.

Latinos may be key

The Central Valley, however, is another question. A growing Latino population bears watching, and as Latinos become more politically active, they may hold the key to whether the region eventually becomes a force in either major political party.

Operating Engineers obviously have a stake in what happens among workers in the Central Valley. As the region grows, there will be more construction-related jobs. The region also remains one of the more affordable in the state, no small lure for working families.

In other Dome-related news:

Workers comp bill: The Legislature sent to Governor Davis Senate Bill 71 by Senate President pro Tem John Burton, D-San Francisco, which raises workers compensation benefits. Supported by Local 3, the measure

would raise maximum weekly benefits for permanently disabled workers from a current range of \$140 to \$230 to a range of \$230 to \$270 and increases maximum temporary disability benefits from \$490 to \$651 per week. The \$140 maximum weekly benefit for workers rated up to 15 percent disabled — the most common type of injuries — has not been increased since 1982. Davis action is pending.

Wesson in? Assembly Speaker Robert Hertzberg and the Assembly's Democratic caucus said at the end of the session in early September that they will support Los Angeles county Assemblyman Herb Wesson to replace Hertzberg as speaker next year. As predicted here two months ago by *Under the Dome*, Doser's contacts within the Capitol said Wesson, 49, would become the next in a long line of Democratic speakers who support union issues.

Davis attackers to be named: The group that produced a series of searing TV and radio ads attacking Governor Davis' handling of the state's energy crisis must reveal the names of its financial contributors, a San Francisco Superior Court judge ruled Sept. 17. The injunction was sought by Davis' political committee, citing the state's Political Reform Act. The tax-exempt group, The American Taxpayers Alliance, is appealing the ruling.

He's baaack: Former Insurance Commissioner John Garamendi, a longtime Democrat and former state legislator who served in the Clinton administration, said he's running for the office he held from 1991-1995 to help working families get better insurance rates, quicker service and improved consumer protections. "I know the power this job has to help people," he said during a recent Sacramento Press Club lunch. "It can be your mother who's not getting a claim paid on a fire insurance policy, or it can be the state of California trying to get its (\$18 million) claims paid because someone ran a truck into the Senate chamber." Garamendi was replaced by Republican Chuck Quackenbush, who resigned in disgrace last year because of questionable financial dealings.

No Fast Track: Unions nationwide called off their "call to action" in opposition of pending Fast Track legislation in Washington, D.C., scheduled for late September, because of the disasters on the East Coast. Both the meeting and plans for a rally and march are on hold.

FROM THE districts

FROM HAWAII

Hawaii Kai project includes underground utilities

HONOLULU, Hawaii – Between 12 and 14 Local 3 operators keep busy moving dirt at a unique project in Hawaii Kai on Oahu. This \$9 million project is one of the last subdivisions on the island with a waterfront. Most of the utilities will be installed underground. About 300 feet of 18-inch sewer line is installed each work day in minus elevation, and nearly 100,000 cubic yards of material is being hauled out daily. The project is expected to be complete in January of 2002.

Fork-lift training in Hawaii

Hawaii Joint Apprenticeship Committee instructors Alan Kumalae and Tony Lyman recently put on a fork



lift class for members on Oahu. Eighteen members of Local 3 signatory contractor Jayar Construction spent a day receiving instruction, performing hands-on training and a written examination on the safe operation of a forklift.

Instructor Tony Lyman (seated) provides members Willie Keliikoa, left, and Roger Egger with written examination forms.



Rapoza speaks with Jeff Widman on the portable crusher operator as Duane Kaai continues to load with the excavator.

District 17 pre-job conference

Trustee and District Rep. Harold K. Lewis is holding our signatory contractors to task when it comes to pre-job conferences. The Hawaii Master Agreement provides that "a pre-job conference will be held prior to the start of work on any job or project where the estimated or agreed-upon price to be

paid to the contractor for work covered...is \$5 million or more." The Master Paving Agreement for Hawaii provides for a pre-job conference prior to the start of work when the work covered is \$1 million or more.

For months, Lewis and staff of the Joint Apprenticeship Committee, the Stabilization Fund, the Organizing Department and the Safety and the ARP Department have been sitting down with contractors.

District Rep. Lewis: "The pre-job conference is an invaluable tool that assists us in assuring that there are no misunderstandings with regard to provisions of the Master Agreement, ensures that the contractor has the safety of our members in mind and helps us keep a tight rein on the non-signatory contractors."

FROM NAPA

Grandfather and son work side by side in Napa

NAPA, Calif. - When he was just five years old, Jason Noe's grandfather, operator Dean Hyder, would take him to the jobsite. Watching his grandfather, Noe thought the backhoes looked like oversized Tonka trucks. He just had to have one.

Today, nearly 20 years later, Noe has not let go of that desire. He is now a step-two apprentice who currently works in Napa Valley, Calif., building wastewater ponds for a local winery. His grandfather, now 75, is still alive and kicking. And digging. Right along side his grandson, in fact.

Although he has been retired since 1987, Hyder occasionally returns to work with the summer season. This past summer gave him the rare opportunity to work with his grandson on the same project.

"Getting to work with my grandson was great," Hyder said. Lots of fathers and sons work together, but a grandfather-son team is kind of rare."



From left: Assistant District Rep. Bran Eubanks, operator Dean Hyder, apprentice Jason Noe and project manager Larry Gardner.

You might wonder how Hyder is able maintain the stamina required to operate, but he is obviously in excellent physical shape, thanks to a daily exercise routine that includes walking seven miles a day, even in rain.

"I just carry my umbrella," Hyder said with a chuckle.

Working and staying mentally active is also part of the secret formula.

"If I feel good, I always like to get up and do something," Hyder said. "I traveled around the country with my wife. But we got tired of that. Even seeing new things gets old. I just got lonesome for that old yellow paint again."

As for his grandson, Noe said he has appreciated the opportunity to work with his grandfather, whom he also calls his "old man."

"We're having a good time building those ponds," Noe said. "It's funny sometimes when other workers hear me call him grandpa. They look shocked - grandpa?"

Noe, who spent four years on the waiting list before the union called him to begin training, said he is finally doing what he always wanted. And he's got great company.



Apprentice Jason Noe looks on while his grandfather, Dean Hyder, operates a dozer.



Public Employee News

VOL. 2, #10 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • OCTOBER 2001

Take time to butter your own bread

By Don Dietrich, business representative

A year-long labor dispute between the County of Santa Cruz and the Deputy Sheriffs was recently resolved through political influence and organized efforts by the members, resulting in a five-year contract agreement.

The story starts back in April 2000 when negotiations began due to the pending July 2000 expiration of the current contract. The County of Santa Cruz has a history of prolonging negotiations well beyond the expiration of contracts.

The deputies had four basic concerns:

- 1) Wage parity with surrounding jurisdictions.
- 2) PERS 3 percent at 50 Safety retirement plan and Single Highest Year Calculation.
- 3) Health and Welfare Increases.
- 4) Retroactive pay should the contract run past the expiration date.

The Santa Cruz County Sheriff's Office suffered from critical staffing levels due to recruitment and retention issues based on the county's compensation package.

Negotiations did not go well from the start. The county refused to discuss the 3 percent at 50 retirement option. The county wanted the deputies to abandon the Operating Engineers Local 3 Health and Welfare Trust plan and go with a HMO cafeteria plan. The county's proposals for wage increases actually worsened the wage parity gap.

By July 2000 the parties were at impasse. Mediation attempts were unsuccessful. The affected members chose to hold out in hopes that Senate Bill 402 would allow for arbitration. Mediation and negotiations continued through December.

The County of Santa Cruz rejected the union's last best and final offer for settlement in January. Antonio Ruiz, from Van Bourg, Weinberg, Roger & Rosenfeld, sent the County of Santa Cruz a formal demand for arbitration, pursuant to SB402, on behalf of Local 3. The county responded by filing suit against Local 3. The suit was filed in the California Supreme Court. Ruiz successfully defended Local 3, and the court dismissed the suit.

Ruiz filed a Motion to compel arbitration in the Superior Court of Santa Cruz. Judge Robert Attack declared SB402 unconstitutional and denied the motion. Ruiz and the legal team from Local 3 began preparing for the lengthy appeal process.

Union representatives met with the deputies and proposed

traditional union methods to resolve the dispute. These methods would involve active participation by members. The union had perceived some reluctance to these methods early on in the negotiation impasse feeling the deputies were more inclined to wait for arbitration rights pursuant to SB402.

Deputies committed to taking a proactive role in resolving the dispute the union way. A strategic plan was developed that encompassed organized efforts by the deputies to recruit assistance from community and business leaders. Established relationships developed through Community Policing were used to enlist influential community and business leaders from each supervisorial district.

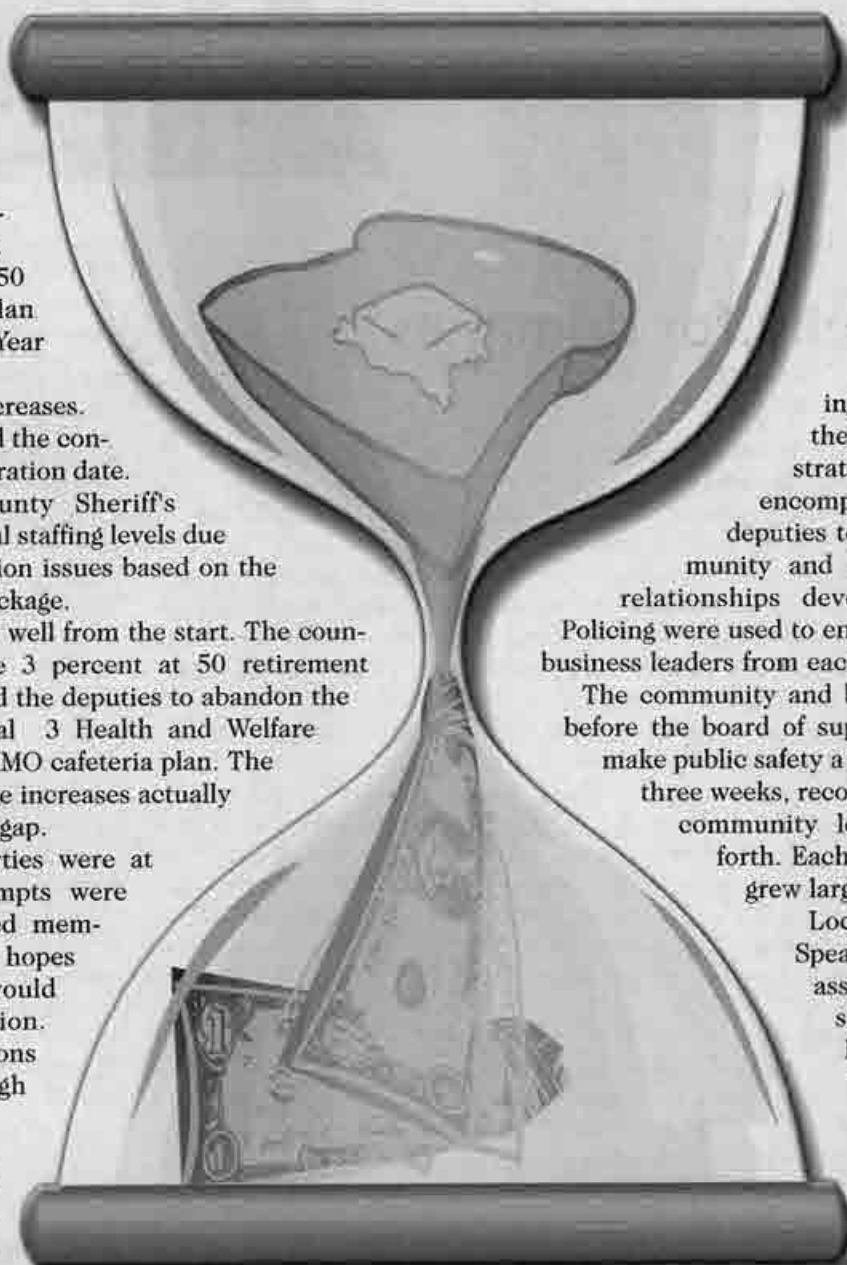
The community and business leaders were brought before the board of supervisors with the message to make public safety a budget priority. Each week, for three weeks, recognized influential business and community leaders brought the message forth. Each week the crowd of supporters grew larger and more demanding.

Local 3 contacted Assembly Speaker Pro-Tem Fred Keeley for assistance. Keeley applied constant encouragement on the local supervisors to resolve the issue. Keeley was in constant contact with union representatives to offer suggestions and aid in resolving the labor dispute.

The board of supervisors was overwhelmed by the outpouring of community support. The con-

stant increasing pressure caused the county to reopen negotiations. These negotiations resulted in a five-year agreement that increased wages immediately by 13 percent (6.5 percent applied as retroactive) and a total of 30 percent during the next

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NEWS FROM THE public employees



by
STEVE BOOTH
director of public
employee division

Strength in numbers

Rarely a day goes by without someone asking this writer: What are the benefits of being a union member? After 25 years in this business, one cannot help but react with disbelief that anyone should ask such a question. But, invariably, the expression on the face of the person asking the question suggests they genuinely seek information. The disbelief rapidly turns to disappointment in that the individual has not been informed, educated, if you will, regarding unionism. Perhaps we all can use a refresher course?

The single most important premise behind union membership is that there is strength in numbers. That is, employees collectively have a more prominent voice, possess more power to resist management indiscretion, and wield more strength to demand a safe and rewarding workplace. Especially in the public sector where we normally rely on payroll dues deduction or dues check-off for payment of union dues, the employer is keenly aware of just how strong the union is, or at least what percentage of the work force supports the union economically.

Any experienced representative will tell you that employers react differently to them when they are backed by 100-percent membership than when the number is significantly lower. Recent changes in the law will make it easier for us to obtain union security provisions in our public sector contracts in California. Experience dictates that these agency shop provisions will result in more voluntary membership and our units will all strengthen.

More pragmatically, there is a high cost associated with providing representation, whether at the collective bargaining table, in arbitration, at the seats of government or in the courts. The collective financial assets of many workers who have formed a large



and powerful union make it possible to defend and protect individuals or groups of employees who otherwise would not be able to afford to do so themselves. Certainly, and fortunately, we expect a small percentage of our membership to need union assistance in a grievance or legal action at any given time. One need only converse with someone who has been wrongly discharged or who has been improperly denied pay or benefits to learn a front-line user's perspective regarding the value of membership.

There are many other ancillary benefits associated with membership: voting rights, a death and burial benefit, credit union membership eligibility, union privilege legal and financial services, group insurance benefits in many cases, to name just a few. These services may be what some individuals look for when they ask about the benefits of union membership. And certainly, these benefits are valuable. But let us not lose sight of our primary mission to protect and improve working conditions of our members on a collective basis. Our strength is our numbers. The primary benefit of membership is that strength.

Skelly for dummies

By Alan Elnick

Sept. 16 marked 26 years since the landmark decision of the California State Supreme Court in the case known as *Skelly v. the State Personnel Board*. Since this decision, permanent civil service employees who have been the object of disciplinary action have been ritually accorded a notice of intent to take disciplinary action, a statement as to the charges against them, including the actions upon which those charges are based, and notice of a right to respond to the charges prior to the effective date of the action. As with many things, the passage of time dims the importance of the decision and the implications that flow from it and those implications do not solely have application to disciplinary action.

On July 11, 1972, Dr. John Skelly was terminated from his position as Medical Consultant with the state Department of Health Care Services for intemperance, inexcusable absence without leave and a failure of good behavior during duty hours which caused discredit to the department. This action had followed repeated counseling, reprimands and even a minor suspension for acts such as continued extension of his lunch break by fifteen minutes, unexcused absences and apparent consumption of alcohol during duty hours. His termination having been upheld by the State Personnel Board, Dr. Skelly turned to the courts for remedy. He argued on both procedural and substantive grounds. Procedurally that the provisions of the State Civil Service Act allowing the taking of punitive action against permanent civil service employees without requiring a prior hearing violate due process of law as guaranteed by both the Federal and State Constitutions; substantively, that the board's actions were not supported by substantial evidence, and that the board abused its discretion by approving his dismissal, which he claimed was unduly harsh and disproportionate to his alleged wrongful conduct.

In finding on behalf of Dr. Skelly, the court elicited a number of principles that remain of interest to us today. Foremost is that the attainment of permanent civil service status confers a property interest on such employee that is protected by due process. It was this finding that created today's ritual where before any disciplinary action is taken against permanent civil servants they are notified of their right to have a hearing before the action is taken. The due

process protection does not extend solely to matters of discipline. The passage of time, the growth of the public sector and the economic success of the private sector have combined to muddle the assumptions public employees work under. Often innocently, in an attempt to model successful practices of the private sector and to achieve merit recognition for themselves as they promote their own careers, public sector managers tread upon the property interests of their subordinates. Most recently, we uncovered a practice whereby line supervisors engaged in a practice of "calling off" permanent appointees for alleged lack of available work. Unless collectively bargained for, or otherwise granted by statute or ordinance, such practices infringe upon the property interests of affected employees.

In its procedural analysis, the *Skelly* court went to some length to determine from where the employee's property right derives. "The use of merit as the guiding principle in the appointment and promotion of civil service employees serves a two-fold purpose. It at once abolishes the so-called spoils system and increases the efficiency of the service by assuring the employees of continuance in office regardless of what party may then be in power." (*Skelly v. State Personnel Bd.* (1975) 15 Cal.3d 194, 539 P.2d 774; 124 Cal. Rptr. 14). The statutory right to continue in office constitutes a legitimate claim of entitlement to a government benefit.

From this it may be inferred that the property right is constitutionally bestowed as another in the system of checks and balances that ensure the continuance of our constitutional forms of government. Implicitly, the permanent civil servant bears an obligation to protect that property right. We all do not have the resources that may have been available to defend Dr. Skelly. It flows from here that the state legislature passed laws such as The Dills Act and Meyers, Milias and Brown Act to enable civil servants to organize collectively for their mutual benefit and protection.

Reinforcing that claim to entitlement and ensuring the goals of civil service are not thwarted by those in power, the court took note

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Long, busy negotiation season

By Eric Hutt

We are just finishing up an extremely busy negotiation season. Union negotiators put in long hours to successfully come to terms with management.

By far the most difficult and time-consuming contract negotiation process occurred in Elko, Nevada. A small group of Elko City Employees were in charge of providing central public safety dispatching for Northeastern Nevada. In 1999 a Central Dispatching Authority was formed between various local government agencies, with the control of the authority being shared and not just operated by the City of Elko. In early 2000, the authority took over and basically transferred the City of Elko employees to the authority. After getting recognition to be the units' exclusive representative, we began to negotiate a first agreement.

We were quick to come to terms over several contract provisions, but not with all. The main stumbling blocks were hours of work, shift bidding, shift changes, and Health and Welfare. After numerous sessions we agreed to use mediation to come to terms. Unfortunately, after participating in several mediation sessions, it looked as if both parties were heading toward impasse. Eventually the parties agreed to go back to the table without the mediator to try to reach an agreement. The parties agreed to specific terms, along with implementing the Union's Health and Welfare Plan, and being able to agree to a four-year contract, with cost of living increases coming in the subsequent three years of the agreement.

Moving west, we began negotiating with the City of Sparks Non-Supervisory Unit. This is the largest single unit we have, with about 250 eligible unit members in 100 different pay classifications. As of our last membership count, 170 members pay dues. For the past several contracts, negotiations with the city were not pleasant. Then again, no negotiations are ever pleasant. At best our team was prepared to hear the same line: We have listened to your proposal carefully, our answer is no. What is your next proposal? In a somewhat surprising twist of negotiating fate, the City of Sparks actually engaged in dialogue and negotiated.

The union was initially asking for a three-year agreement worth 15 percent and some ancillary language changes to certain provisions, mainly in hours of work and overtime. Waiting to hear the dreaded "no" word, our team was surprised to get the city's response. In a move unanticipated, the city gave us our 15 percent but wanted to spread it out over four years. Changes were made to overtime language, making the overtime language more easily understood. Needless to say, after reaching a package tentative agreement, the agreement was ratified overwhelmingly by those members who voted, 98 to 12.

In northeast California, three of the four units we represent in Susanville had agreements that were to expire in June 2001. We began negotiating in March, and in no less than three meetings for each unit, we had reached tentative agreements. I was surprised at how quickly both parties came to an

agreement. The Miscellaneous and Public Works city employees saw some minor language changes along with cost of living wage adjustments of 4 percent in the first year, and 5 percent in the second, along with adding two additional pay steps for the purposes of longevity. The Fire Department Unit saw a three-year agreement, with pay raises of 4 percent in years one and two, and the implementation of 3 percent at 50 retirement to become effective in the third year, along with the additional two steps being added to the pay range for longevity. I believe the City of Susanville recognized the importance of retaining qualified employees and negotiated fair agreements.

Many thanks to members who sacrificed their time to assist in negotiating their respective agreements. Without your individual knowledge and experience, I would have been unable to do it myself.

In closing, remember when faced with the uncertainty of being called into your supervisors office, ask the most important question of all, "Is this conversation going to lead to discipline?" If the answer is yes, assert your right to have representation. If your supervisor just wants to chat, fine, but keep in mind that if you think the conversation is being steered in a discipline direction, immediately assert your representational rights. If you are uncertain about any language in your Collective Bargaining Agreement, (MOU for the folks in California) or what your individual rights are, ask your shop steward or call my office.

NEWS
FROM THE

public
employees

Take the time

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four years. The county also agreed to a split medical increase and the 3 percent at 50 retirement along with Single Highest Year Calculation.

Local 3 Business Manager Don Doser and the officers of Local 3 constantly remind us of the importance of involvement, both in the political arena and standing shoulder to shoulder, united for the good and welfare of all working families. I liken this to buttering your own bread.

In the process of resolving the labor dispute in Santa Cruz County, several members stepped forward and took an active role in the strategic plan. I would like to thank those who I feel went above and beyond. They are:

Deputy Don Forbus, DSA President and negotiating team member. I owe his wife Chris a million favors for all of those late nights and days off that Don spent in Sacramento, out on the political trail in Santa Cruz or just strategic planning.

Deputies Michael Rains, Robert Costere, Tim Henderson, George Chekouras and Jeremy Verinsky. These are the negotiators who hung in there and stayed focused through the entire ordeal. They looked out for the interests of all those in the bargaining unit.

Deputy Patrick Dimick, who organized the local media relations for the DSA and facilitated the community involvement

team. Our success at the weekly board meetings would not have been possible without his leadership.

Deputy Stephan Fish, who really sparked the Community Policing concept and brought the plan to fruition. Stephan and I spent many late nights meeting with community groups. Stephan was able to provide the union with an invitation, on several occasions, to address the public about our concerns for public safety. Our success hinged on Stephan's diligent dedication to the concerns of his peers.

Deputies, John Scanlon, Brain Dodd, Ted Mulder, Kevin Coyne, Shea Johnson and recently promoted Sgt. Amy Christey. These members actively sought and encouraged community members to bring support for our cause.

Finally, I would like to thank all of the deputies who hung in there and were willing to take the risks involved rather than move to another department. It's unity that brought resolve.

So the next time our elected leaders of Local 3, your district representative or your business representative ask for help in political or organized labor actions, take the time to stand shoulder to shoulder and help unite and strengthen your union.

Take the time to butter your own bread. It always tastes better if you eat what you want and not what your employer tries to feed you.

NEWS FROM THE public employees

OPERATING ENGINEERS LOCAL UNION #3

Don Doser
Business Manager

John Bonilla
President

Max Spurgeon
Vice President

Rob Wise
Recording-
Corresponding
Secretary

Darell Steele
Financial Secretary

Bob Miller
Treasurer



Nightmare on duty

On July 31, at about 10:55 p.m., Modesto Police Officer Steve Anderson lived through any peace officer's nightmare responding to a call for service and injuring a citizen through no fault of his own.

Officer Anderson had been dispatched to a disturbance to assist another officer. He proceeded westbound on Briggsmore Avenue, a four-lane divided expressway in the number one lane. Witnesses said Officer Anderson was traveling at the speed limit, which is posted a 50 miles per hour. There was no need for the officer to activate his emergency lights or siren. Officer Anderson could see Rose Avenue from three-tenths of a mile away as he proceeded westbound. Rose Avenue is the first controlled lighted intersection he would cross through while en route to his call. He could see he had a green signal the entire time he proceeded westbound.

Just as Officer Anderson approached the intersection within 30 feet, two juveniles suddenly entered the Rose Avenue intersection. One of the juveniles who was wearing roller blades stopped in the second lane of Briggsmore Avenue and shouted for his friend to stop because he had a red light and a car was coming. But his friend, who was riding a skateboard, continued into the first lane of Briggsmore Avenue. Officer Anderson attempted to swerve to his left to avoid hitting the skateboarder; his only escape route. There was no time to brake. Waylon Griffin, 14 years, was struck head on and died from his injuries.

As tragic as this incident is, the purpose of this article is to recognize the positive support given to Officer Anderson and the grieving family of the young man.

Modesto Police Chief Roy Wasden met with the single mother of the deceased juvenile. He learned the mother was having financial difficulty and experiencing a sense of guilt since she had grounded her son 30 days earlier for being late. The accident occurred on the first day he had not been grounded and she suspected her son was in a hurry home. She wanted the officer to know she had no animosity; that as tragic as this was, she did not

want the officer to harbor any sense of responsibility. She simply wanted to hug the officer and tell him everything was ok. Officer Anderson did in fact meet with the mother at a later date.



Chief Wasden approached the Modesto POA Board of Directors requesting consideration of granting any donation that the board deemed appropriate to assist in the burial expenses. The board immediately approved a donation to support its chief's endeavor to create a positive gesture from this tragic accident involving one of its own officers.

Clearly, this unavoidable accident could have happened to any citizen or officer. As every officer knows, responding to a call for service and trying your best to get to the call in a timely manner so that you may actually be able to help someone in need of assistance without harming anyone else is one of several challenges for peace officers.

By the next day, the following law enforcement associations, affiliated with Local 3, donated \$2,750 for funeral expenses to show support to Officer Anderson and his association.

- Modesto Police Management Association
- Stanislaus County Deputy Sheriffs Association
- Oakdale Police Officers Association
- Turlock Police Officers Association
- Deputy Probation Officers Association of Stanislaus County
- Newman Police Officers Association
- Ceres Police Officers Association
- Stanislaus County District Attorney Criminal Investigators Association
- Sonora Police Officers Association
- Modesto Police Officers Association

As the business representative for each of these associations, I want to personally express my gratitude and appreciation to the respective boards for their generosity and support; and to Chief Wasden, for initiating a goodwill gesture in response to this tragic situation.

Skelly

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of the substantive and procedural protections accorded civil servants against punitive actions by their superiors. In reviewing the evidence presented against Dr. Skelly, the court found that the State Personnel Board abused its discretion by upholding his termination. The standard applied by the court was the extent to which the conduct resulting in the dismissal, if repeated, would adversely affect public service. To Dr. Skelly's credit it was noted that the time he missed by extending his lunch breaks he more than made up for by extending his work hours to evenings and holidays, and often working through breaks. It was not shown that his conduct inconvenienced those with whom he worked or prevented him from effectively performing his duties. They found that "the penalty of dismissal was clearly excessive and disproportionate to the misconduct on which it was based."

Despite the decision in Skelly, the property right continues to be the most assaulted in public service. It must be remembered that it extends to more than the right to keep a job, but to the other entitlements that derive from the job. The assault often displays itself in negotiations for a Memorandum of Understanding, the MOU being an enforceable assent on the part of collective parties to terms and conditions of employment.

Without aggressive participation and policing by union members, unions find themselves constantly barraged by proposals diminishing benefits available to bargaining unit members. Local 3 remains committed to energizing our members for their mutual protection.

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