Leadership • Prosperity • Solidarity

Doser emphasizes union's strength, power at Semi-Annual meeting

IMPORTANT ELECTION COMMITTEE NOTICE

See pages 23-25 for important information regarding the election of the Election Committee members who will conduct the Election of Delegates and Alternate Delegates to the 36th International Convention.
For The Good & Welfare
By Don Doser, Business Manager & IUOE General Vice President

Congress up for grabs:
Vote to protect our livelihood

It’s nearly that time again; election day is fast approaching and its outcome will impact our lives in one way or another. Voters will decide who controls Congress next month, and with that decision comes two entirely different results. If voters give Republicans control of both chambers, the effects could be detrimental to working families. Republicans would be able to shape domestic and foreign policy, set spending priorities, choose judges and regulators, and boost chances for the re-election of our anti-union president in 2004.

On the other hand, if voters give control of the House and Senate to Democrats, the reverse would be true; union-friendly leaders would once again have the opportunity to force policy and appointment concessions by President Bush and develop national leaders who could become viable candidates in the race for president.

Brothers and sisters, our future is once again at stake. Victory will be by a very narrow margin either way. In South Dakota, Democratic Senator Tim Johnson faces a tough fight against anti-union John Thune. South Dakota members, we need your support. Control of the Senate is extremely close – just one seat could tip the balance of power in favor of anti-union leaders. For the sake of our livelihood, we can’t let that happen. South Dakota, get to the polls on Nov. 5.

As for the House, 30 seats are up for grabs. In California, Democratic Assemblyman Dennis Cardoza needs our support against anti-union Dick Monteith. Californians gained a seat in the House through the 2000 census, so we can expect a tough challenge from our opponents. We’ll need to fight hard to keep it from them.

Without a doubt this election will impact our lives as union members. Whether that impact is positive or negative depends on your vote. We can’t sit back on this one. The race is far too close and the impact too great. We have everything to gain and everything to lose. Your fate is in your own hands. Vote!

A final word

One last comment on what’s at stake this November – our governor. For the many who made it out to our Semi-Annual, you were honored by the presence of California Gov. Gray Davis who spoke to us about the upcoming election. As I’ve said before, Local 3 has been a strong supporter of Gov. Davis. He’s fought for working families and he’s kept his promises to us by supporting and passing union-friendly legislation. We’d be fools not to support him in his re-election. I urge you to get to the polls next month and give him your vote. Let’s give him four more years so that unions in California can continue to thrive.

A special thanks to all our members who attended the Semi-Annual this past month. Your involvement keeps Local 3 strong. I look forward to seeing you again in March on the USS Hornet in Alameda. Many of you might remember what an exciting time we had on the Hornet in March 2000. I hope you’ll join us again for another great time. See you soon.

Don Doser, Business Manager
In the News

Local 3 supports
Proposition H: the pension parity plan

Proposed legislation brings better retirement to public employees

San Francisco firefighters and police officers have some of the lowest retirement benefits in the state of California, and because of this, San Francisco is struggling to recruit and retain these public employees. These employees deserve a fair and healthy retirement, and that is where Proposition H comes into play. Proposition H improves retirement benefits for San Francisco's firefighters, police officers and paramedics by bringing their retirement benefits up to the statewide average. The measure makes San Francisco safe without costing taxpayers. The city already has a multi-billion dollar retirement surplus to cover the expense of Proposition H, and the surplus cannot be used for any other purpose. This plan protects the city by making sure it retains the best-trained police officers, firefighters and paramedics.

To find out more about Proposition H and what you can do to support it, visit www.pensionparity.com.

For information on other legislation Local 3 supports, see pages 7-8.

Talking Points

By John Bonilla
Assistant Business Manager and President

A true friend to labor:
Lt. Gov. Cruz Bustamante

It's that time again – time for elected officials to remind you of the good they have brought to your life, time for their challengers to dispute. Well one thing is for sure this election season, no one can dispute the good Lt. Gov. Cruz Bustamante has done for working people. He has been a true leader for working families and for labor.

When heading to the polls it's important to support those who stand up for what you believe in, and do everything possible to make sure that person is elected. As Bustamante said at an Operating Engineers Community Action Team training meeting, "You don't want to see the wrong person get into office then say, 'man, I wish I'd worked a little bit more. It's time to get out, to make a commitment, to say 'hell yes, we're going to do this.'"

Bustamante began his political career in 1972 with an internship in Washington D.C. that changed his life. "I was given a stack of letters from constituents, instructed to answer their questions and find solutions to their problems," Bustamante said. "As I did the research and fought with federal agencies on behalf of the people back home, I knew I had found my calling. I loved helping to make the government work for people."

From then on Bustamante was determined to make a difference for people, and he has done nothing but since. In 1993 Bustamante was elected to the 31st Assembly District, and in 1996 became the first Latino speaker of the California Assembly. In 1998 he was elected lieutenant governor of California. Bustamante is the first Latino elected to statewide office since 1878.

As Lieutenant Governor, Bustamante is the president of the California Senate, serves as a regent of the University of California and is a trustee of the California State University system. He serves as a member of the State Lands Commission, chair of the Commission for Economic Development, vice chair of the Commission of the California and as a member of the California Rural Policy Task Force and the World Trade Commission.

During his term as lieutenant governor, Bustamante has been working to prevent energy exploitation, make college more accessible and affordable, strengthen reading, literacy and access to learning materials, protect the health of our families, celebrate diversity and increase tolerance, respond to Native American issues, honor California's Veterans and National Guard, and has invested in updating and upgrading California's infrastructure thus creating more jobs for Operating Engineers.

Bustamante constantly works to serve the working people in America. As Business Manager Don Doser said, "What matters in politics, just like in the field, is if you can get the job done. Cruz Bustamante has gotten the job done. He is a true friend of all working people."

Doser is right on target with those words, brothers and sisters. Bustamante has been nothing but a friend to working people. He supports us and now it is our chance to show him our appreciation. We must do everything we can this election season to ensure that Cruz Bustamante, a loyal leader for working families, is elected.
Your vote makes a difference

By Kelly Preiser, associate editor and Garland Rosauro, political director

Operating Engineers have important issues and rights that must be represented by government. The only sure way to secure proper representation is to elect leaders who stand for what we believe in and are willing to fight for our rights.

With state and local elections approaching, we as union members must be aware of the issues facing us like building support for the right to organize, having justice served in our communities and the workplace, and the availability of affordable prescription drugs and unemployment insurance. We must do everything possible to elect those who best represent us. We cannot count on others to go to the polls and vote pro-labor, we need to be active and take advantage of our democratic rights and make a difference for ourselves.

Some national leaders work against labor, taking money away from working families. We need to ensure that we are represented at the state and local levels by electing officials who are willing to meet with union members to help define labor's up-and-coming legislative agenda and who members can effectively communicate with about key issues and concerns.

The following officials are endorsed by Local 3's leaders and districts because they truly represent workers' rights. Now it's your turn to make a difference for working families. Get to the polls and do everything possible to make sure the right leaders are elected. Solidarity holds our union together, and by banding together to make our rights realized, we really can make a difference.

California Statewide Offices

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<thead>
<tr>
<th>State Senate</th>
<th>California Assembly</th>
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<td>District 2</td>
<td>Wesley Chesbro</td>
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<td>Marianne Bopp Smith</td>
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<td>Deborah Ortiz</td>
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<td>Jacqueline Speier</td>
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<td>District 38</td>
<td>Phillip G. Hannemann</td>
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<tr>
<th>Governor</th>
<th>Gray Davis</th>
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<td>Lt. Governor</td>
<td>Cruz Bustamante</td>
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<tr>
<td>Secretary of State</td>
<td>Kevin Shelley</td>
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<tr>
<td>State Controller</td>
<td>Steve Westly</td>
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<td>State Treasurer</td>
<td>Phil Angelides</td>
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<td>State Attorney General</td>
<td>Bill Lockyer</td>
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<td>State Insurance Commissioner</td>
<td>John Garamendi</td>
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<td>State Superintendent of Public Instruction</td>
<td>Jack O'Connell</td>
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<td>Board of Equalization</td>
<td>Carole Migden</td>
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<td>District 1</td>
<td>Tom Y. Santos</td>
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<td>Mary Christian-Heising</td>
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<td>District 3</td>
<td>John Chiang</td>
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<td>John Dutra</td>
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<td>Sally J. Lieber</td>
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<td>District 7</td>
<td>Manny Diaz</td>
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District 24 .................. Rebecca Cohn
District 26 .................. Tom Hallinan
District 27 .................. John Laird
District 28 .................. Simon Salinas
District 30 .................. Sarah Reyes
District 31 .................. Hannah-Beth Jackson
District 32 .................. Cindy Montanez
District 33 .................. Lloyd E. Levine
District 34 .................. Fran Pavley
District 35 .................. Paul Koretz
District 36 .................. Daro Prommer
District 37 .................. Carol Liu
District 38 .................. Jackie Goldberg
District 39 .................. Fabian Nunez
District 40 .................. Herb J. Wesson, Jr.
District 41 .................. Mark Ridley-Thomas
District 42 .................. Judy Chu
District 43 .................. Marco Firebaugh
District 44 .................. Jerome E. Horton
District 45 .................. Mervyn M. Dymally
District 46 .................. George Nakano
District 47 .................. Alan Lowenthal
District 48 .................. Danny Oropesa
District 49 .................. Rudy Bernaldez
District 50 .................. Ed Chavez
District 51 .................. Ronald S. Calderon
District 52 .................. Gloria Negrete McLeod
District 53 .................. John Longville
District 54 .................. Robert Melia
District 55 .................. Lou Correa
District 56 .................. Christine Keboe
District 57 .................. Vince Hall
District 58 .................. Juan Vargas
District 59 .................. Joey Acuna, Jr.

California Congressional Endorsements
District 1 .................. Mike Thompson
District 2 .................. Robert T. Matsui
District 3 .................. Lynn Woolsey
District 4 .................. George Miller
District 5 .................. Nancy Pelosi
District 6 .................. Barbara Lee
District 7 .................. Ellen O. Tauscher
District 8 .................. Elaine Dugger Shaw
District 9 .................. Tom Lantos
District 10 .................. Pete Stark
District 11 .................. Anna G. Eshoo
District 12 .................. Mike Honda
District 13 .................. Zoe Lofgren
District 14 .................. Sam Farr
District 15 .................. Dennis Cardoza
District 16 .................. John Veen
District 17 .................. Calvin M. Dooley
District 18 .................. Lois Capps

Local 3 Districts
District 1 — San Francisco
San Francisco Supervisor .......................... Rebecca Cohn
District 2 .................. Tom Hallinan
District 3 .................. John Laird
District 4 .................. Simon Salinas
District 5 .................. Sarah Reyes
District 6 .................. Hannah-Beth Jackson
District 7 .................. Cindy Montanez
District 8 .................. Lloyd E. Levine
District 9 .................. Fran Pavley
District 10 .................. Paul Koretz
District 11 .................. Daro Prommer
District 12 .................. Carol Liu
District 13 .................. Jackie Goldberg
District 14 .................. Fabian Nunez
District 15 .................. Herb J. Wesson, Jr.
District 16 .................. Mark Ridley-Thomas
District 17 .................. Judy Chu
District 18 .................. Marco Firebaugh
District 19 .................. Jerome E. Horton
District 20 .................. Mervyn M. Dymally
District 21 .................. George Nakano
District 22 .................. Alan Lowenthal
District 23 .................. Danny Oropesa
District 24 .................. Rudy Bernaldez
District 25 .................. Ed Chavez
District 26 .................. Ronald S. Calderon
District 27 .................. Gloria Negrete McLeod
District 28 .................. John Longville
District 29 .................. Robert Melia
District 30 .................. Lou Correa
District 31 .................. Christine Keboe
District 32 .................. Vince Hall
District 33 .................. Juan Vargas
District 34 .................. Joey Acuna, Jr.

District 4 — Fairfield
Solano Co. Supervisor .................. John Vasquez
District 1 .................. Valerie Brown
District 2 .................. John Pinches
District 3 .................. Carol Dean
District 4 .................. Steve Rabinowitz
District 5 .................. Marsha Vos Dupre
District 6 .................. Bob Blanchard
District 7 .................. Jeffrey Lesure
District 8 .................. Steve Allen
District 9 .................. Greg Nordin
District 10 .................. Amy Spradlin
District 11 .................. Armando Flores
District 12 .................. Matt Maguire
District 13 .................. Rincon Valley Unified School District Bond
District 14 .................. Yes
District 15 .................. City of Santa Rosa, Affordable Rental Housing
District 16 .................. Yes
District 17 .................. City of Sebastopol, Ballot Measure,
District 18 .................. Increase in Sales Tax
District 19 .................. Yes

District 10 — Rohnert Park
Sonoma Co. Board of Supervisors,
District 1 .................. Valerie Brown
District 2 .................. John Pinches
District 3 .................. Carol Dean
District 4 .................. Steve Rabinowitz
District 5 .................. Marsha Vos Dupre
District 6 .................. Bob Blanchard
District 7 .................. Jeffrey Lesure
District 8 .................. Steve Allen
District 9 .................. Greg Nordin
District 10 .................. Amy Spradlin
District 11 .................. Armando Flores
District 12 .................. Matt Maguire
District 13 .................. Rincon Valley Unified School District Bond
District 14 .................. Yes
District 15 .................. City of Santa Rosa, Affordable Rental Housing
District 16 .................. Yes
District 17 .................. City of Sebastopol, Ballot Measure,
District 18 .................. Increase in Sales Tax
District 19 .................. Yes

District 11 — Nevada
See page 6

District 12 — Utah
See page 6

District 15 — Wyoming
See page 6

District 17 — Hawaii
See page 6

District 20 — Oakland
Alameda Co. Supervisor
District 3 .................. Ralph Appezzato
Mayor of San Leandro .................. Sheila Young
EBMUD
Ward 2 .................. John Coleman
Ward 7 .................. Frank Mellon

For Updated information see our website
http://www.oes3.org
**ELECTION ENDORSEMENTS**

**Nevada Statewide Offices**

Governor
Lt. Governor
Secretary of State
State Controller

**District 11 — Nevada**

State Senate
- Washoe: Bernice Matthews
- Capitol District: Mark Amodei

State Assembly
- District 1: Tom Collins
- District 2: Merle Berman
- District 3: Peggy Pierce
- District 4: Howard Wade Bycroft
- District 5: John Ellerton
- District 6: Wendell Williams
- District 7: Morse Arberry, Jr.
- District 8: Barbara Buckleday
- District 9: Chris Quachiniglani
- District 10: David Goldwater
- District 11: Doug Bache
- District 12: Genie Ohrenschild
- District 13: Mike Slater
- District 14: Ellen Koivisto
- District 15: Kathy McClain
- District 16: John Oeggsera
- District 17: Bob Price
- District 18: Mark Manendo
- District 19: Jerry Glabon
- District 20: Gene Segerblom
- District 21: Ian Harrison or Lisa Cano
- District 22: Caren Lemenson
- District 23: Richard Perkins
- District 24: Vivian Freeman
- District 25: Dawn Gibbons
- District 26: Jan Gilbert
- District 27: Sheila Leslie
- District 28: Vonne Chowning
- District 29: Joseph Bifano
- District 30: Debbie Smith
- District 31: Bernie Anderson
- District 32: William Horne
- District 33: Marcia de Braga
- District 34: Ron Mankins
- District 35: George Dini
- District 36: Stacey Wilkie

District Court Judge
- Department 4: Michael Langton

Family Court Judge
- Department 12: Frances Doherty

Mayor of Reno: Bob Cashell

**District 12 — Utah**

House Representatives
- District 21: James Gowens
- District 22: Carl Duckworth
- District 29: Brent Goodfellow
- District 39: Cindy Beheer
- District 48: Trish Bax
- District 53: David Ure

Congressional
- District 1: David Thomas
- District 2: Jim Matheson
- District 3: Nancy Westwood
- Senate Seat: Jackie Biskupski
- Salt Lake Co. Clerk: Patrice Arent
- Salt Lake Co. Attorney: David Yokum
- Salt Lake Co. Commission: Manuel Romero

**District 15 — Wyoming**

Governor: Dave Freudenthal

District 16
- District 2: Bobby Jean Leithead-Todd
- District 3: James Arakaki
- District 4: Aaron Chung

Senate
- District 1: Lorraine Inouye
- District 2: Russell Kokuhun
- District 3: Jerry Chang
- District 4: Eric Hamakawa
- District 5: Cindy Evans

District 17 — Hawaii

County of Hawaii
- District 2: Bobby Jean Leithead-Todd
- District 3: James Arakaki
- District 4: Aaron Chung

House
- District 1: Lorraine Inouye
- District 2: Russell Kokuhun

Federal
- District 4: Neal Al
- District 5: Patsy Mink

Oahu
- County of Honolulu
- District 1: John Kaopua
- District 2: Ernie Martin
- District 3: Ann Kobayashi
- District 4: Isace Hokama
- District 5: Romy Cachola
- District 6: Garry Okino

District 10: Brian Taniguchi
- District 11: Carol Fukunaga
- District 12: Jon Yoshimura
- District 13: Susume Chau Oakland
- District 14: Donna Mercado Kim
- District 15: Norman Sakamoto

Maui
- County of Maui
- East Maui: Robert Carroll
- West Maui: Kimo Silenor
- Upcountry: Charmaine Tavares

House
- District 8: Joe Souhi
- District 9: Bob Nakasone
- District 12: Kika Buloosi (R)
- District 13: Sol Kaho'ohalahala

Kauai
- County of Kauai
- James Tokioka
- Daryl keshier
- Jay Furriero

Senate
- District 7: Gary Hooser

District 15: Ezra Kanoho
- District 16: Bertha Kawakami
Vote YES

Prop 51, Measure C create jobs for Operating Engineers

By Kelly Preiser, associate editor

Proposition 51: upgrading California's transportation system

California's November 2002 statewide ballot will include Proposition 51, a measure aimed at upgrading all aspects of California's transportation system. It requires the use of existing state funds to relieve traffic congestion and make safety improvements in California's most dangerous, accident-prone roads. The measure brings a myriad of jobs to Local 3 with a variety of transportation projects.

Prop 51 adds more than $800 million a year to solve traffic congestion, highway safety, school bus safety and other transportation problems. Along with this money comes a surplus of jobs for construction workers. More transportation projects like highway expansion, specific freeway interchange improvements and expanding light and commuter rail mean more work opportunities for Operating Engineers.

The purpose of Prop 51 is to improve transportation, making it safer and more convenient in the face of increased traffic congestion in California. The state's traffic congestion is projected to worsen by up to 500 percent within the next 20 years, even after already-planned highway projects are completed. Prop 51 alleviates this problem by fixing roadway congestion bottlenecks and creating new transportation services that will be less congested and more safe, convenient and clean. All areas of the state benefit from Prop 51 as funds will be allocated based on population. There will be an additional allocation to low population rural areas since they have such large transportation systems to maintain.

Prop 51 dedicates 30 percent of existing automobile (car and truck) sales taxes to fixing serious highway safety problems and severe traffic congestion; improves school bus safety and provides safe routes for children walking or biking to school; makes road improvements that assist police, fire and ambulance emergency teams and protect highway workers; reduces oil and gas pollution from roads and streams; strengthens bridges to prevent earthquake damage; and improves public transit to reduce traffic on roads with more mobility for seniors and the disabled.

Measure C: moving Fresno County Forward

The Measure C extension aims to update Fresno County's transportation system, thus improving the quality of life for county residents and for many Operating Engineers by creating more jobs.

Fresno County is a fast-growing community with a population nearing the 1 million mark. As the population continues to grow, the infrastructure must evolve to accommodate the increased traffic congestion and give residents more options when traveling.

Fresno County residents make more than 90 percent of their trips by car, truck, van or motorcycle. More than 80 percent of all freight and commodities shipped from the San Joaquin Valley travel on trucks. The county is expected to have significant growth in coming years which means the number of people using the roads will increase as well, adding to traffic congestion, traffic safety problems and road deterioration.

The current Measure C was approved in 1986 and continues through 2007. The extension adds 30 more years of improvements between 2007 and 2037 by extending the current one-half cent sales tax, providing $2.8 billion in new revenues for transportation improvements. This allocation of funds and 30 years worth of transportation upgrade projects will provide years of opportunity for Operating Engineers.

Measure C uses local money that will be under local control for local projects. The measure upgrades and updates transportation in every Fresno County community by repairing and improving neighborhood streets, sidewalks and bike lanes; initiating and completing safety and widening projects to Highways 180, 41, 43, 99, 168 and 269; connecting Hwy. 180 to I-5; repairing major local roads; and increasing safety at railroad crossings and consolidating rail lines.
Save Hetch Hetchy • Yes on Proposition A

San Franciscans can vote to create thousands of new jobs and protect millions of Bay Area residents

By Amy Modun, managing editor

An opportunity to repair Hetch Hetchy, the 80-year-old system that supplies water to the San Francisco Bay Area, will appear on the Nov. 5 ballot. Due to its age, use and long overdue maintenance, the system is now vulnerable to a major earthquake that could leave San Francisco, San Mateo and some Santa Clara residents without water for months.

For those living in San Francisco, you have an enormous opportunity and responsibility this November. Proposition A, which will authorize the initial $1.6 billion to restore Hetch Hetchy, needs your vote. The project will not only ensure water to millions, it will also provide thousands of jobs to union members throughout California. In fact, if approved, the retrofit will be the largest union labor project in years.

We can’t afford to let Hetch Hetchy continue to age. Here are some of the risks we face by failing to approve Proposition A:

• Portions of the SFPUC's (San Francisco Public Utilities Commission) water system are old. Many of the pipes and components were built in the late 1800s and early 1900s and are vulnerable to failure because of age and deterioration.

• Proposition A delivers about 260 million gallons of water a day. Eighty-five percent of the water travels more than 160 miles from the Sierra Nevada through a complex system of tunnels and pipelines, many of which lack critical back-up capabilities.

• Water system facilities cross or are adjacent to three active earthquake faults: the Hayward, Calaveras and San Andreas. A recent SFPUC study concluded that a major earthquake along these faults could cause enough damage to cut off water for 60 days.

• Water demand is expected to increase by 64 million gallons per day over the next 30 years.

Despite the many benefits of repairing the water system, there is a small group of property owners who oppose the retrofit. For the sake of union workers everywhere, Local 3 hopes San Franciscans will do their part next month; vote to save Hetch Hetchy. We can’t afford to lose thousands of high-paying jobs just because a small group opposes its repair. It would be unacceptable for us to let just a few endanger the lives of millions. So let’s do our part and vote, San Francisco.

Regional Water System Facilities
• 11 reservoirs
• 2 water treatment plants
• 5 pump stations
• More than 60 miles of tunnels
• More than 280 miles of pipeline

San Francisco Water Facilities
• 12 reservoirs
• 9 tanks
• 17 pump stations
• 1,250 miles of pipeline
Save time and worry: have your dues automatically deducted

Does the due date for paying your union dues sneak up on you? Have they automatically deducted quarterly or annually from your Operating Engineers Local 3 Federal Credit Union (OEFCU) savings account. This free service is an added benefit of your credit union membership. Paying your dues no longer requires writing a check then stuffing, stamping and mailing the envelope.

It's easy to sign up for Auto Dues Payment. For your added convenience, an Auto Dues Payment authorization form is provided below. Simply complete and mail the form to:

OEFCU
P.O. Box 2082
Dublin, CA 94568

You also may drop off the completed form at any OEFCU branch. Please send the signed Auto Dues form at least 10 days before your next scheduled payment date.

Annual payment of dues occurs on the seventh business day of September. Quarterly payment of dues occurs on the seventh business day of March, June, September and December.

If you have any questions about this program, please call us at (650) 877-4444 or (925) 829-4400.

If you are not yet a member of the credit union and you would like to take advantage of paying your dues automatically every quarter, or every year, consider becoming a member. Call us today and start enjoying the many benefits of credit union membership.

Save no to high department store card rates

Good for you if you already have your holiday shopping under way. Not waiting until the last minute gives you time to shop for bargains. Shopping at department stores where you can find a variety of items is also a good idea. Just don't be tempted by department store credit cards. Many department stores offer a savings of 10 percent to 25 percent on purchases that day if you open a charge account with them. Generally, the annual percentage rates on these cards can be as high as 21 percent, which means you pay more interest per month than what you save on one shopping trip. If you find yourself charging on these high-interest-rate cards, why not consider a special Holiday Loan where you can borrow up to $2,000 at only 9 percent APR with 12 full months to pay it off?

You won't have to worry about department store rates and regulations with an OEFCU Visa card. Instead, enjoy the convenience of shopping at department stores, but use your low fixed interest rate, no annual fee OEFCU Visa card. Apply online for your card at www.oefcu.com/loan_direct.html at OE Express Loans. Or call any OEFCU branch or (800) 877-4444 or (925) 829-4400.

For more information about your credit union's full range of affordable financial services, including the Holiday Loan Special, visit www.oefcu.org or contact any OEFCU branch. Membership is open to all Local 3 members and their immediate family members.

Authorization for Automatic Payment of Union Dues from my OEFCU Savings Account

I authorize the operating engineers local #3 federal credit union (OEFCU) to make quarterly payments to the Local 3 Federal Credit Union (OEFCU) savings account. This free service is an added benefit of your credit union membership. Paying your dues no longer requires writing a check then stuffing, stamping and mailing the envelope.

I understand that this form will be maintained in the OEFCU files. I may be contacted by OEFCU to answer any questions or clarify any requests for changes in automatic deductions or to verify the accuracy of the deduction. I understand that this form will be maintained in the OEFCU files. I may be contacted by OEFCU to answer any questions or clarify any requests for changes in automatic deductions or to verify the accuracy of the deduction.

I understand that the account number I have provided above will be used to deduct the required amount from my OEFCU savings account.

Signature: ____________________________ Date Signed: ____________________________

Amount deducted: ____________________________ Monthly: ____________________________
Retiree Dental Plan open enrollment period begins this month

October is the open enrollment period for the voluntary retiree dental plans. In October, retirees, their spouses and surviving spouses throughout the United States (except Hawaii) have the opportunity to join the Retiree Dental Plan for the first time, change their coverage or terminate their coverage. The effective date of the new coverage or termination of coverage is Dec. 1.

Retirees in Hawaii have their own dental plan through Hawaii Dental Service with a separate open enrollment period. Nevada and Utah's open enrollment is the same as California, October for Dec. 1 coverage.

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

Please read this information thoroughly. Once you have enrolled, you are obligated to stay enrolled for one full year. However, you may switch from one plan to another during the open enrollment period.

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

Operating Engineers
Trust Fund Office
PO Box 23190
Oakland, CA 94623
Attn.: Retiree Dental

It is important that you 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 have canceled, you will never be eligible to join the Retiree Dental Plan again.

The current rate for the Regular Dental Plan will continue at $28 per month for a retiree only, and $56 per month for retiree and spouse.

The Regular Dental Plan is available throughout the United States. This plan allows you to see the dentist of your choice. You may change dentists at any time without having to notify the Trust Fund Office. The plan pays 50 percent of usual, reasonable and customary charges for basic and prosthodontic work. A pamphlet with a breakdown of benefits and further information about the Regular Dental Plan will be sent to you when you enroll or upon request.

Safeguard

The current Safeguard rate will continue at $24 per month for a retiree only or a retiree and spouse.

The Safeguard Plan is available only in Washington, California, Colorado, Arizona and Nevada. If you choose this plan, you must see a Safeguard dentist. Any time you want to change dentists, or if the dentist you have been seeing 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 predetermined copayment.

A list of Safeguard providers and benefits will be sent to you when you enroll or upon request.

How to enroll

To be eligible for enrollment in these two dental plans, you must be eligible for the Pensioned Operating Engineers Health and Welfare Plan and a member in good standing with Local 3. If you are already enrolled in either Regular Dental or Safeguard and wish to continue, do nothing.

Unless we hear from you, you will be re-enrolled for the 12-month period 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 by Oct. 25.

Operating Engineers
Trust Fund Office
P. O. Box 23190
Oakland, CA 94623
Attn.: Retiree Dental

Further information about the plan can be obtained from the Fringe Benefit Service Center at (800) 532-2105 or the Trust Fund Office at (800) 251-5014.
Organizing: a constant struggle
Nixon-Egli employees request to organize with Local 3

By Bob Miller, Local 3 Vice President

Business Manager Don Doser has clearly given Local 3's organizing department a mission: to bring Local 3's market share back to 85 percent. Doser made it clear that construction rock, sand and gravel shops are organizing targets.

In early June 2002, the Operating Engineers organizing department received a call from one of the employees of Nixon-Egli Company who stated that the employees wanted Operating Engineers Local 3 to represent them under a collective bargaining agreement. They wanted fair wages, fringe benefits and respect at the workplace.

Nixon-Egli Equipment, located in Tracy in District 30, is a construction dealership that supplies asphalt grinders, paving machines and cranes. It has 15 employees with job descriptions that include parts counters, shop mechanics and field service mechanics.

The organizing team made contact with the employees and set up an informational meeting outlining what Local 3 could do with their help. The meeting went very well. There was a second meeting for those who were unable to attend the first at which the employees indicated they were ready to start an organizing campaign with the help of Local 3's organizing department and the Stockton District staff.

The next day we marched on the boss asking for recognition, but Nixon-Egli declined. We filed for a representation petition with the National Labor Relations Board (NLRB). At that point, Nixon-Egli started an anti-union campaign against its employees.

The law was broken when Nixon-Egli told its employees they could no longer smoke in the shop or in the yard. We filed an Unfair Labor Practice with the NLRB because the employer changed working conditions. Next, Nixon-Egli gave an employee a warning letter for recording a captive audience meeting. Again we filed an Unfair Labor Practice for harassing a union supporter. Then Nixon-Egli brought in four swamp coolers from the shop. This is something the employees demanded in past years. They also put in an eyewash system and gave them hard hats and safety glasses to wear. These changes were made to gain employees, but the workers still wanted Local 3 to represent them to get a collective bargaining agreement.

The organizing department and Stockton District continued weekly meetings to give employees information to counter company anti-union propaganda. The organizing department and Stockton District staff made house calls to employees who were not coming to the meetings and talked to these employees about their concerns.

Nixon-Egli hired an anti-union labor consultant and filed 12 objections to the election. This prolongs any negotiations, causing dissension within the work group and allowing the company to regain its support. The organizing department and Stockton District still hold weekly meetings to keep the employees strong.

Issue after issue of Engineers News chronicles struggle. American workers fight this battle nationwide. Workers want social and economic justice reflected in a fair wage, fringe benefits and respect at the workplace.
Supplemental Related Training necessary for successful apprenticeship

Supplemental Related Training (SRT) is already underway for apprentices and will start for journey-level operators upgrade training. One thing for all apprentices to keep in mind is that SRT is a requirement and obligation that must be fulfilled prior to completing the overall apprenticeship training.

Since I began as director of the Rancho Murieta Training Center (RMTC), one of the biggest problems I consistently face is the repeated attempts by employers and apprentices to appeal to the apprenticeship coordinators, business representatives and district representatives to postpone, or altogether cancel, the trainee’s mandatory SRT. Bombarding the JAC with requests to waive SRT has a direct effect on the apprenticeship agreement with the Division of Apprenticeship Standards (DAS) and the RMTC, which works hard to produce the best operators in this industry.

We are monitored by the DAS for the quality and content of our program, and we are in a never-ending battle against the non-union shops that want to have a parallel program. The quality of our program depends on our ability to maintain and upgrade all of the procedures and criteria agreed upon with the DAS. But a higher concern is that we must produce the very best apprentices for our customers, the signatory employers. It is our job to raise and maintain the standard of excellence; if employers can go to a labor-ready workforce corner and get hands off the street who can outperform our apprentices, then what need is there for us?

Employers, please understand the severity and need for SRT and the need to follow all the established requirements and procedures. It appears in many cases that our apprentices are very valuable to you, the employer. I get many requests for a stay or rescheduling of SRT. SRT is a necessary evil that imposes somewhat of a hardship on the apprentice and the employer. It is essential in evaluating the progress of our apprentices.

I ask that you take this under serious consideration before making any such requests for rescheduling. Producing qualified workers requires constant monitoring, and SRT is paramount to the success of the individual apprentice and the apprenticeship program as a whole.

### HAZMAT training schedule for 2002

<table>
<thead>
<tr>
<th>District</th>
<th>Location</th>
<th>Training date</th>
</tr>
</thead>
<tbody>
<tr>
<td>04</td>
<td>Fairfield Office</td>
<td>Oct. 19</td>
</tr>
<tr>
<td>10</td>
<td>Rohnert Park Office</td>
<td>Dec. 14</td>
</tr>
<tr>
<td>20</td>
<td>Alameda Office</td>
<td>Nov. 1, 2 and 16</td>
</tr>
<tr>
<td>30</td>
<td>Stockton Office</td>
<td>Nov. 9</td>
</tr>
<tr>
<td>50</td>
<td>Fresno Office</td>
<td>Oct. 26</td>
</tr>
<tr>
<td>70</td>
<td>Redding Office</td>
<td>Dec. 21</td>
</tr>
<tr>
<td>80</td>
<td>Sacramento Office</td>
<td>Oct. 12</td>
</tr>
<tr>
<td>90</td>
<td>San Jose Office</td>
<td>Dec. 7</td>
</tr>
</tbody>
</table>

### 40-hour class

- Rancho Murieta Training Center | Dec. 16 - 20
- Alameda | Nov. 4 - 8

### Apprenticeship graduates

<table>
<thead>
<tr>
<th>Operator</th>
<th>Branch of training</th>
<th>District</th>
<th>Date of completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jared Angeli</td>
<td>Construction Equipment Operator</td>
<td>San Jose</td>
<td>Aug. 5</td>
</tr>
<tr>
<td>Maurice Davis</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Aug. 23</td>
</tr>
<tr>
<td>Paul Fieldymann</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Sept. 1</td>
</tr>
</tbody>
</table>

### CCO Tests for New Candidates

- 2002 CCO Written Test | Oct. 22
- 2002 CCO Practical Test dates:
  - New CCO candidates and candidates who have passed the written portion of the CCO exams should contact Kim Carrillo at (916) 354-2029 ext. 232 to schedule an appointment or obtain CCO information on the Practical Test Dates.

### Oxy-Acetylene cutting techniques

When I started this trade in 1979, I was instructed to set the oxygen regulator to 40 psi, the acetylene regulator to 15 psi and then leave it alone. Some of us learned to cut steel with a torch set at one setting and one tip for all occasions. I actually got pretty good with it like that. Most of us can compensate for improper torch settings, but how can we get that really beautiful cut consistently?

Years later I took my first formal welding course. The instructor talked about tip sizes, properly adjusting pressures and the importance of a clean tip. Of course, a steady hand is crucial. I'll borrow a line from former crane operator and departed member John New, "I used to be nervous and jerky. I'm not nervous anymore."

If you take a few minutes to properly set up your oxy-acetylene cutting torch, you will get a better cut with less effort. Proper tip size and regulator pressures are vital. For example, let's take the Victor journeyman cutting set with xx-1-101 tips. To get the best cut on one-half-inch steel, you should use an "0" tip with the oxygen set between 30 to 35 psi and the acetylene set between three to five psi (see chart below).

<table>
<thead>
<tr>
<th>Metal Thickness</th>
<th>Tip Size</th>
<th>Oxygen Pressure</th>
<th>Acetylene Pressure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/4&quot;</td>
<td>0</td>
<td>20 to 25 psi</td>
<td>3 to 5 psi</td>
</tr>
<tr>
<td>3/8&quot;</td>
<td>0</td>
<td>25 to 30 psi</td>
<td>3 to 5 psi</td>
</tr>
<tr>
<td>1/2&quot;</td>
<td>0</td>
<td>30 to 35 psi</td>
<td>3 to 5 psi</td>
</tr>
<tr>
<td>3/16&quot;</td>
<td>1</td>
<td>30 to 35 psi</td>
<td>3 to 5 psi</td>
</tr>
<tr>
<td>1&quot;</td>
<td>2</td>
<td>35 to 40 psi</td>
<td>3 to 6 psi</td>
</tr>
</tbody>
</table>

An advantage of setting proper oxygen pressure is that once you start your cut you can go full oxygen and you no longer have to feather the oxygen-cutting lever. This simplifies the cutting process.

Now as far as a clean tip goes, let's refer to figure 1. The preheat flames should be uniform and come to a nice, sharp point. The key is the cutting oxygen that travels down the center of the flame. It appears as a dark line in the center of your feather flame when the cutting lever is depressed. The longer the dark line the better. Keeping the center hole in the tip and free of debris gives you the best cut.

Remember to keep the tip of your preheat flames just off of your workpiece. Spend a little more time in setup and preparation, and you'll spend a lot less time grinding. The better the prep, the less time welding. Some people naturally cut better than others, but using these practices makes every cut better. Try this and see if your cutting doesn’t improve.

In Engineers News next month: Let's talk about tools.
Leadership, Prosperity, Solidarity

Doser emphasizes union's strength, power at Semi-Annual meeting

By Kelly Preiser, associate editor
Photos by Kelly Preiser and Garland Rosario

The Sept. 15 Semi-Annual meeting of the membership attracted more than 2,500 members with their families and friends. Members traveled to the Alameda County Fairgrounds from all over Local 3's jurisdiction to participate in the day's events, and members from out of state who were unable to attend were, for the first time, able to watch the meeting via video conferencing.

Members arrived in good spirits around 11 a.m. to enjoy a free sack lunch and a morning full of activity before the meeting began. The morning included free massages, cholesterol, blood pressure and glucose screenings, goodies and information from the police and fire departments and various other services like free color screenings and skin damage assessments. Informational booths were set up by departments of Local 3 and by outside businesses. Children enjoyed a bounce house, a fishing booth where they could fish for prizes, and clowns who painted faces and hula-hooped. It was a pleasant day with temperatures in the mid 70's and not a cloud in sight.

Around 1 p.m. Assistant Business Manager and Local 3 President John Bonilla called the meeting to order. When the meeting officially began, the crowd watched in silence as The San Francisco Deputy Sheriffs Association Honor Guard entered the room, marching in full uniform, carrying the American and state flags. Everyone rose for the Pledge of Allegiance and then tuned in as Director of Political Training Cindy Tuttle shared her vocal talent with a heartfelt performance of the national anthem.

Following the anthem, Business Manager Don Doser introduced the honored and highly-anticipated guest speaker, California Gov. Gray Davis who was graciously welcomed with an enthusiastic ovation of clapping, whistles and cheers.

Davis highlights four years of prosperity and needed change

Upon taking the podium, Davis gave sincere thanks to Doser and the other Local 3 officers. "Don Doser, thank you so much for your leadership," he said. "This is the largest construction local in America, and I'm very proud to be with you."

Davis' speech highlighted several positive changes he brought about during his term as California's governor. He thanked Local 3 members for their hard work in contributing to California's economy.

"When I took the oath of office in '99, we were the seventh largest economy on the planet earth," Davis said. "But because you worked hard in '99, we passed the nation of Italy; because of your hard work we passed the nation of France in my second year. We are now the fifth largest economy in the world, and we are on track to pass the United Kingdom in 2004, meaning only Germany, Japan and some little known place called the United States of America will have bigger economies than the California economy. So thank you for your hard work!"

Other changes the governor mentioned were bettering California's schools, improving California's health care system, upgrading the Healthy Families program that provides health insurance for children of working families, and adding 3,000 more police officers to the streets of California.

Davis added that according to the FBI, crime in California is lower than the national average, lower than neighboring states including Arizona, Nevada and Oregon, lower than Texas, and that eight of the 10 safest cities in America are...
Leadership, Prosperity

Former Business Manager Tom Stapleton, Doser and Gov. Gray Davis talk outside after Davis' speech.

Doser presents Davis with a Local 3 hat and vest for his efforts to keep America safe.

Above left: Director of Political Training Cindy Tuttle sings a heartfelt rendition of the national anthem.

Davis presents Davis with a Local 3 hat and vest for his efforts to keep America safe.

Above right: Bonilla begins the meeting of the membership.

2,500 members attended the Sept. 15 Semi-Annual. At right: Bonilla begins the meeting of the membership.

Davis highlights four years of prosperity and needed change

Continued from page 13

in California. He expressed genuine appreciation for the hard work of law enforcement officials.

"Like many of you I served in the Vietnam War some 30 years ago, and I know what it means to put yourself at risk to help or protect another human being," Davis explained. "When you're in the service, you do it for a limited period of time. But law enforcement does it every day, day in and day out and they have my unyielding respect."

Davis spoke about recently instituting the Amber Alert system which puts notices out to the public through television and radio announcements when a child is abducted. He and the police force worked together to implement the system and added a new element for displaying the alert, highway signs and portable message signs. The system enhances the chances of finding the abducted child alive by speeding the search process and by making the public aware of and involved in the search and rescue.

"Fifteen times we've activated the Amber Alert, all 15 times those abducted children have come back safely," the governor noted. "Thanks to the system and to you, the public, for your help."

A friend in charge

Davis received a rush of roaring applause, cheers and whistles from the audience as he spoke of the positive changes he has made for working people in California.

"My friends, for 16 years, working people did not have a friend in the governor's office, but you have one now," he exclaimed. "I am proud to tell you that these four years your government, the state of California, was once again working for working people."

Davis said that during his term, he has signed up to 200 bills for organized labor such as restoring the eight-hour day, restoring and strengthening prevailing wages, expanding family leave, increasing benefits for those who get disability insurance, increasing Cal-OSHA fines and toughening workplace safety standards, increasing worker compensation benefits and increasing unemployment insurance benefits.

An unworthy opponent

The governor expressed his sincere gratitude to the Operating Engineers for all their hard work at their jobs and in getting important legislation passed.

"I am so proud of what you do," he said. "I know full well that California is so much better off because of all you do day in and day out and I'm enormously grateful."

Davis warned the crowd that his opponent in the upcoming gubernatorial election, Bill Simon, wants to take away everything they have worked for. The governor asked the crowd, 'do you want him to do that?' The crowd enthusiastically shouted in unison, 'NO!'

"Well let's send a message to him, roll back anything, we're going to move forward," Davis exclaimed.

Freedom's finest hour

The governor ended his speech Sept. 11 Flight 93 which was heroism of the people of America's finest hour.

"Flight 93 headed to San Francisco, made sure countless lives were lost," he said. "Let us all remember this day and make sure we live our lives as full as we can, and do what's right for this working people."

Four more years!

Davis ended by thanking working people for this position without them, he said. "As Davis prepared to leave the stage, I heard a Local 3 vest and hat for par America safe with the newly-instituted..."
Mr. Simon: You're not going to roll you back to New Jersey!

Doser highlights prosperity in spite of tragedy in his state of the union address

A roaring crowd welcomed Doser to the stage with whistles and cheers after a proper introduction by Bonilla.

"He's got this union on the move and we owe him a great deal of support here," Bonilla said.

Doser welcomed the members in the crowd as well as those watching by video conferencing, then introduced special members in the audience such as former Business Manager Tom Stapleton and former Business Manager Dale Marr. Next, Doser reported the state of the union.

"I believe that overall, our work picture is still good," he related.

Hawaii, he said, was headed downhill but has stabilized and is doing very well. Doser said that California is running about the same as last year but would have been ahead if it hadn't been for the four to five months of rain at the beginning of the year. He said Utah's work is booming right now with a couple billion dollars worth of work because of the pipeline projects, and Nevada's work is steady. He added that the recent downfall of the nation's economy has not had a major impact on Local 3's work.

"In all of our states so far we haven't really felt the crunch of the economy," Doser said. "We felt it a little bit, but not anything like other businesses, so we've done very well."

About organizing

Doser stressed the importance of organizing to Local 3 and said the union has gained about 5,000 to 6,000 members this year.

"In 2002 already, we have signed 117 contracts, and I'm talking about brand new contracts, not contracts that we were negotiating or that we had before," he explained.

Doser said that while organizing, the union lost some units that were not pleased with Local 3's organizing tactics. But he assured that losing them will not hurt the union, and that as far as he was concerned, if they didn't like the way Local 3 got things done, they could go.

He said the win rate in elections so far this year has been 92 percent and about 85 percent in contracts, and that Local 3 is doing well above the average across the United States.

"We have done a heck of a job throughout the nation," he said. "Local 3 has been at the forefront of all the organizing. I'm proud of my organizers; I'm very proud of our organizing efforts."

The importance of getting involved politically

Local 3 has about 1,000 to 1,100 activists right now throughout its jurisdiction, Doser said, adding that he'd like to see that number doubled then tripled with the Operating Engineers Community Action Team (OE CAT) and Support Staff Community Action Team.

Continued on page 16
The importance of getting involved politically

Continued from page 15

"We can do anything politically when we get the membership involved in the politics of this local union, and this state and city councils, but you've got to get people registered to vote and become activists," he insisted. "You have to get the membership involved in our union. You are not hired officers by us. You do a job for us, but we can only do a job for you if you let us and you give us the authority and actually help us out. We cannot do it without your help."

Doser stressed the importance of electing Davis for another four years. He also said California should pay attention to its position in the senate and assembly because President George W. Bush is trying to take rights away from working people.

"I can tell you," Doser remarked, "it's a good thing President Bush is doing what he's doing (dealing with the Sept. 11 tragedies) or he'd be killing us right now. He's took our right to be on a level playing field with big business when it comes to politics and we could never let that happen. So we need to take Congress over so we can stabilize, so we can have a level playing field so we can beat 'em at their game."

Operating Engineers gets offensive

The last matter Doser vocalized at the Semi-Annual was jurisdiction, explaining that he and Bonilla attempted to form an alliance with the carpenters and laborers but were not able to come to an agreement. Doser said he and Bonilla asked the trades to sign an agreement to recognize all work in OE3's master agreement as the work of Operating Engineers and then Operating Engineers would do the same for them.

"Then they start stuttering and backpedaling," he said. "I said, well you know the Operating Engineers have a disadvantage. Our Operating Engineers don't want to be laborers, our Operating Engineers don't want to be carpenters, but the carpenters and laborers want to be Operating Engineers."

Since no agreement was met, Doser said he told the carpenters and laborers that for every job they take from Operating Engineers, Operating Engineers will take 30 of theirs, eventually causing them to disappear.

"It's gonna stop, or all of you (carpenters and laborers) will disappear because the Operating Engineers is gonna be here when all the rest of you are gone and you can take that to the bank," Doser said. "We're gonna get offensive folks, we're going on the offense!"

Cheers to a good rest of the year

At the end of Doser's state of the union address, he wished everyone well, thanked them for attending and directed them to be cautious in the uncertain economy.

"I know that everything has been going well, but you never know when that economy will turn on us, so put your money in the bank, what you can, and save it for a rainy day," he advised.

After Doser's speech, the OE CAT volunteers of the year were called to the stage and recognized for their achievements. This was followed by the announcement of the raffle winners.

Members left the Alameda County Fairgrounds in high spirits. The Semi-Annual was a success, leaving members motivated to organize, get politically involved and work hard.
Those wild and crazy CATs

With the November elections right around the corner, CAT captains and activists are getting a jump start on this year's political cycle. Every district throughout Local 3's jurisdiction has launched aggressive political plans including phone banks, precinct walks, sign installations and waving, and of course, GOTV (Get Out The Vote).

With nearly 40,000 phone calls to make, miles to walk, and thousands of Local 3 members to get to the polls, the CATs are running wild and could use your help. If you have one hour or 10 hours, give your district a call and we will plug you in to the CAT. All CAT activists earn great rewards too.

Speaking of rewards, CAT activists will receive recognition as part of Business Manager Don Doser's Volunteer Recognition Program at their respective district meetings over the next few months. If you're a CAT activist, come on down and collect your rewards. If you haven't yet made that commitment to join the CAT, come check out the CAT members' goodies, give them a pat on the back and join the CAT.

Kibbles 'n' bits

Remember Steve Lopez, the CAT captain from Stockton District 30 who had recruited more than 30 activists for the CAT? Well now his most recent count has risen to a whopping 44 — keep up the great work!

Recently CAT Captain Eric Sargent reaffirmed the value of a "union family." Sargent came to work for Local 3 as the new business representative in Redding. Concerned for his CAT activists, Sargent took matters into his own hands by recruiting his sister, Deanna Kelley, to take over where he left off. Kelley attended her first CAT meeting a short time ago and already has recruited a new activist.

The newly-formed Reno CAT recently held its first political activity. Local 3's very own Debbie Smith, who is running for re-election to the assembly, had this to say of those fearless Reno CATs: "CAT is working in Nevada. We had several members walk for me on Sunday. Members who had never done anything political for us before." The moral of this story: Never underestimate the power of a CAT!

Finally, thank you to all of the OE CAT members and friends who give so much of their time and effort to make this union strong. The OE CAT is the talk of the town, but more importantly, a powerhouse to protect our dignity and justice on the job.

OECAT Scrapbook
A speeding bullet into the future
Gov. Davis signs high-speed rail bill; millions in proposed work for OE3

Story and photos by
Kelly Preiser, associate editor

It is now in the hands of California voters to decide if a 700-mile high-speed rail system will run through the state, serving Sacramento, the San Francisco Bay Area, the Central Valley, Los Angeles, the Inland Empire, Orange County and San Diego, thus relieving air and road traffic congestion and creating $25 million worth of jobs for Operating Engineers.

"The high-speed rail system will be built in California, by Californians, for all Californians; every major population center in the state will benefit," California Gov. Gray Davis said Thursday, Sept. 19 after signing Senate Bill 1856 which places a bond measure on the November 2004 ballot that would authorize the state to sell $9.95 billion in general obligation bonds to build the high-speed rail tracks.

Of the $9.95 billion, $9 billion would create the state's share of the construction costs for the San Francisco to Los Angeles segment of the high-speed train system. The remaining $950 million would be dedicated to feeder rail programs to the high-speed rail system. The bond also includes funding for improvements to existing intercity rail, commuter rail and transit systems throughout the state.

As California's population continues to boom, high-speed travel is a logical move for relieving the increasingly crowded highways and airports. The system is projected to carry 32 million intercity passengers and another 10 million commuters by 2020. The proposed high-speed rail system moves at an amazing 220 miles per hour and travels the length of California, allowing travelers to make a trip from San Francisco to Los Angeles in two hours and 30 minutes at cheaper rates than flying.

Two thirds of Californians already endorse building the system which would be the first in the nation. It would return twice as many benefits to the state's citizens as it costs, generating $900 million in revenues and returning a surplus to the state of more than $300 million. High-speed train travel is the safest form of transportation today, safer than cars, airplanes and traditional trains. The trains will be faster and less stressful than driving, and cheaper than flying. The high-speed trains are powered by electricity which will help fight air pollution and keep California competitive in the global economy.

The system benefits Operating Engineers by providing at least 10 years worth of work. Davis said that once the bond is approved, trains could be running by 2014.

Business Manager Don Doser was at the bill signing to show his sup-
It's all about teamwork. From left: Sen. Jim Costa, Bakersfield Mayor Harvey Hall, Gov. Gray Davis, Chief of Staff Lynn Schenk, Director of the California Department of Transportation Jeff Morales and Chair of the high-speed Rail Authority Board Rod Diridon put their hands together for a big hoohah.

Business Manager Don Doser stands with Davis, former Local 3 Business Manager and High-speed Rail Authority Board Member Tom Stapleton and Sen. Costa.

Support along with former Business Manager Tom Stapleton, who also serves as a member of the High-speed Rail Authority Board.

"This is really good news for us. It provides years and millions of dollars of work for our members," Doser said.

Davis signed the bill at the California State Railroad Museum. Sen. Jim Costa, who authored SB 1856 in 1996, said the locale was more than appropriate.

"Standing in this museum, I'm reminded of California's past, of previous generations who had a vision," Costa said. "Now we have a vision for moving into the future. With the passing of this bill, California will lead the nation and will be on the cutting edge."

Davis told attendees at the bill signing that they were witnessing a little bit of history.

"Only one time can you be the first," Davis said. "With this bill we are allowing future generations to travel more safely and quickly."

Director of the California Department of Transportation Jeff Morales said Davis is quickly moving California into the future.

"No governor in the country is advancing transportation the way Gov. Davis is," Morales said.

Rod Diridon, chair of the High-speed Rail Authority and executive director of Mineta Transportation Institute said the rail system will bind California economically and socially by giving people faster and cheaper ways to travel. Diridon also commended Davis for his decision to advance California's transportation system.

"When people think of high-speed rail in California, they'll think of this Governor," Diridon said.

Davis had a very positive, confident outlook for the benefits of the construction and use of the high-speed rail system, saying it will launch the state of California into the next generation of transportation.

"The project we launch today is the largest public works project in California and possibly America, and the benefits will extend to every region of the state," Davis said. "Best of all, high-speed rail will keep Californians moving faster, cheaper and cleaner than ever before."

Costa, who has been devoted to the bill from the beginning, said it establishes the ground for legacy as a part of the future for the 21st century. He applauded Davis for signing the bill.

"I commend Gov. Davis on his boldness to approve this measure that will serve California for the next century," Costa said. "This is a historic day for California and the nation. California is going to lead the nation in transportation and we need to make every effort to provide the education necessary to make sure voters approve this measure in 2004."

The bill receives bipartisan support as it benefits all Californians. The mayor of Bakersfield, Harvey Hall, is a generous supporter of the legislation.

"People will use the high-speed rail for business and pleasure to make their lives better," Hall said. "It will also create new jobs in California. The new system will take 32 million people out of cars and into high-speed rail trains. What Davis is doing is commendable. He is further making California the best state in the nation."

Schenk, Hall and Costa applaud with approval as the governor displays the newly-signed bill.
Great turnout at the Rohnert Park district picnic

District 10 is pleased to report the success of another annual picnic and barbecue. More than 200 Operating Engineers and their families enjoyed a pleasant day of sun, fun, music, food, drinks, raffle, old pals and new friends.

Retiree Gary Pina and his wife Jeannette were the lucky winners of one of our traditional raffle prizes, the child's John Deere riding tractor. They won just in time for the arrival of their expected grandchild. Other winners were pleased with such prizes as a color television, DVD player, 12-speed bike, boom box and other treasures.

Politicians, congressional to local, also attended the party. They all stressed the importance of electing those who have the working people of America's best interests in mind.

Operators Wayne Kitchens and Mike Donaughy received their 30-year Service Award pins. Kitchens actually has 32-years of experience with Local 3.

The Rohnert Park Hall will go that familiar extra mile once again this political season. The tremendous success of Business Manager Don Doser's OE CAT program fortifies our confidence in our ability to elect those friends who work with us, and to oust and repel those who do not or will not help us in the political arena. The ongoing strength of our OE CAT depends on YOU, your family and friends. If you or someone you know can commit even just a few hours to our CAT (remember, you get rewards), call Marshall at the Rohnert Park Hall (707) 585-2487 to ensure the well-being and greater good of our union.

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Nevada JAC hosts ACE career days

On July 25 and Aug. 1, the Operating Engineers Local 3 Nevada JAC provided informational sessions and hands-on training at its new training site for 30 high school students from Academy for Career Education (ACE), a construction trades high school. The ACE is a charter high school that focuses all subject areas on the construction industry and careers in that industry. Students build a house from start to finish while learning all aspects of the industry and the application of English, math, science and social studies. ACE is organized at the local level and by local construction professionals.

The kids arrived bright and early and were greeted by JAC Administrator Greg Smith and Laborers Training School Coordinator Tony Mayorga. Smith and Mayorga talked briefly, describing the construction trade. There were lots of smiling faces as Smith gave the kids hands-on equipment training on the front-end loader, and as the kids participated in an obstacle course for the truck crane set up and run by JAC Mechanic and Instructor Rodger Gordo. Delbert Horsley, a journey-level volunteer, donated his time training the kids on the backhoes. The desert heat was barely felt because of the excitement of the group. The kids took a short break for barbecued hamburgers and a raffle with prizes provided by construction trade supporters. They were back to the equipment training as quickly as possible.

The creation of this new charter high school specializing in construction trades is very exciting and important for the future of Operating Engineers.

ACE career day hands-on training

![A student takes his turn at the controls of a rubber-tired loader.](image)

![A high school student receives some hands-on instruction for an all-terrain crane.](image)

![ACE career days participants get the opportunity to operate the equipment.](image)

![ACE career day participants are ready for a full day of learning.](image)
Local 3 nearing agreement with copper company

Kennecott Utah Copper negotiations started in earnest in August. Preparations for this have been going for the past year. It has held monthly meetings with all unions affiliated with it to prepare proposals for the new contract.

In the first meeting, Carl Morris, head negotiator for the unified bargaining committee, presented our proposal to the company. The company then gave a Power Point presentation on world economic conditions paying particular attention to copper pieces. The company then submitted its proposal. It was very clear from the start that Kennecott’s goal is to have a much smaller contract in place at the end of these bargaining sessions. To achieve this, it wants to sacrifice items sacred to unions like seniority, vacation and jurisdiction.

Meetings continued through August and September almost daily. The negotiating committee, comprised of Steve Kalipetsis and Richard Brewster, is doing a great job representing you and trying to turn the contract into a workable agreement.

Fife Rock has now ratified a three-year agreement covering health and welfare increases and 25 cents to wages for the first year. The second and third years will have a 75-cent wage and fringe increase. The second ratification had a 100-percent yes vote after the first one was turned down. We thank the stewards, Roger Barella and Hall Higgins, for all their input as a part of this negotiating team and its success.

Legacy Parkway has had an extension to this project at Shepard Lane and U.S. 89. Completion will be Oct. 15, 2004. The project should keep the current crew busy through the winter if the weather permits.

Granite Construction picked up a few small jobs in the Ogden area and still works the project at I-15.

Welded Construction at Coalville has kicked off with more than 50 dispatches. Steward Scott Norris has his hands full on this project with 50/50 travelers and Local 3 members with the help of the hiring hall.

Report from Utah Retirees Chapter

By Virgil Blair, chairman

The Utah Operating Engineers Golf Tournament took place at the Magna Copper Hills Golf Course on Aug. 21. Danny Camron won the closest-to-the-hole award and his wife Lynn won the longest drive for the women. Norm Carlson won the longest drive for the men. The first place team was Danny and Lynn Camron and Ron and Afton Powell.

Everyone shared golf stories over lunch at the clubhouse. There was a lot of “if” talk — if Virgil would have stayed out of the water, if Murray could hit the fairway — you get the picture. We all had a lot of fun and would like more of you to join us next year. Call me if you are interested.

We had a good turnout at our retirees meeting on Thursday, Aug. 22. There was a lot of great food and good friends. Awards were presented to Murray Stevens, Al Facer and myself for our participation in the OR CAT program. We enjoyed the reports from our officers and trust fund people who attended this meeting.

On Saturday, Aug. 24 we held the annual picnic at Murray Park. This year we served breakfast for everyone. There was plenty to eat and some great door prizes were awarded. The 50-year members who attended and received their watches were Dewey Lund, Clyde Olson, Nyle Reese and Pat Suazo. It was great to have these members in attendance. The business representatives personally delivered the other 50-year watches to the members who could not attend. Congratulations to all of you.

We had a few political candidates who are running for office join us at the picnic: Jim Matheson, Sherrie Swensen, Dave Yokum and Nancy Woodside. It was nice of them to take time on a Saturday to come visit us. We would like to wish them all luck and give them all the help we can.

Assistant Organizing Director Ras Stark helps prepare the feast at Utah’s district picnic.
OFFICIAL ELECTION COMMITTEE NOTICE:
36th International Convention — Delegates and Alternate Delegates

Robert L. Wise, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3(b), Elections, and Article XIII, Section 1(b), International Convention Delegates, of the Local Union Bylaws, elections will be held at regular district meetings in each district during the months of September, October and November 2002 for members of the Election Committee, which will conduct an election in February 2003 of International Convention Delegates and Alternate Delegates.

The election of Delegates and Alternate Delegates shall be held during the month of February 2003 by mail referendum vote of the membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

The election shall be conducted by a committee known as the Election Committee, composed of one member from each district in which nominations will be made. The member shall be nominated and elected by secret ballot at the regular quarterly or specially called district meetings by vote of those members present whose last known address, as shown in the records of the Local Union 10 days prior to the first such district meeting in September preceding the election, was within the area covered by the district. Each nominee shall be a registered voter in the district in which he or she is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one year next preceding his or her nomination and election, and shall not be a candidate or nominator of a candidate for Delegate or Alternate Delegate to the 36th International Convention.

The nominees for committee member in each district receiving the highest number of votes shall be elected, and, in the event he or she is unable or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he or she, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

MEETINGS TO ELECT THE ELECTION COMMITTEE

September 2002
3rd District 17, Maui Beach Hotel
170 Kaahumanu Ave., Kahului
4th District 17, Honolulu
Washington Intermediate School Cafeteria, 1633 S. King St.
5th District 10, Rohrert Park
Engineers Building, 6225 State Farm Dr.
5th District 17, Hilo
ILWU Hall, 100 W. Lanikaula St.
17th District 20, Alameda
Engineers Building, 1620 South Loop Rd.
19th District 90, San Jose
Masonic Hall, 2500 Masonic Dr.

October 2002
3rd District 30, Stockton
Waterloo Gum & Boote Club, 4343 N. Ashley Ln.
8th District 40, Eureka
Best Western Bayshore Inn, 3500 Broadway
9th District 70, Redding
Engineers Building, 20308 Engineers Ln.
10th District 60, Yuba City
Sutter-Yuba Board of Realtors, 1558 Starr Dr.
17th District 50, Sacramento
Engineers Building, 4044 N. Freeway Blvd.
23rd District 15, Casper
Engineers Building, 4925 Wardwell Industrial Dr.
24th District 12, Ogden
Marriott Hotel, 247 24th St.
24th District 04, Fairfield
Engineers Building, 2540 N. Watney Way

November 2002
7th District 50, Fresno
Cedar Lanes, 3131 N. Cedar
7th District 01, Novato
Inn of Marin, 250 Entrada
14th District 11, Reno
Engineers Building, 1290 Corporate Blvd.

continued on page 24

HONORARY MEMBERS

The following retirees have 35 or more years of membership in Local 3 as of August 2002 and are eligible for Honorary Membership effective Oct. 1.

Edward Aldrich . . . . 1229731 Joseph Lui Sr. . . . . 1391959
Donald Alexander . . . 0736438 Duane McDonald . . . . 1243131
Steve Cummings . . . . 1291251 Wayne McGuire . . . . 1196413
Ichiro Fujimori . . . . 1332504 George D. Morgan . . . . 1251064
Robert Harvey . . . . 0931139 Mike Ferry . . . . 1143079
Duane Hensley . . . . 00918856 James plankett . . . . 1243081
Lyle J. Housley . . . . 1270849 Robert J. Rivers . . . . 1155475
James Kanemaruu . . . . 1255669 James Rodrigues . . . . 1257213
Lyle R. Larsen . . . . 1082411 Brad Leboine . . . . 1281329
Edward Lendl . . . . 1219639 Seichi Shishido . . . . 1284798
OFFICIAL ELECTION NOTICE:
Nomination rules for the election of delegates and alternate delegates to the 36th IUOE Convention

Recording-Corresponding Secretary Robert L. Wise, in compliance with the Local Union Bylaws, Article XII, Section 2(b), publishes the following notice:

• NOTICE OF RIGHT TO NOMINATE:

Article XII, Elections, Section 2(i)

Eligibility of Members to Nominate: Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for non-payment of dues preceding the first nominating meeting shall have the right to nominate.

• NOMINATION FORMS:

Article XII, Elections, Section 2(e)

Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

SINGLE NOMINATOR

I hereby nominate ___________________________ Register No. ____________

Social Security No. _____ - _____ - _____ for ____________________________

(Insert Delegate or Alternate Delegate)

Signature ____________________________ Social Security No. ____________________________

Register No. ____________________________ PRINT Name ____________________________

MULTIPLE NOMINATORS

We hereby nominate ____________________________ Register No. ____________

Social Security No. _____ - _____ - _____ for ____________________________

(Insert Delegate or Alternate Delegate)

Signature ____________________________ Social Security No. ____________________________

Register No. ____________________________ PRINT Name ____________________________

• NUMBER OF NOMINATORS REQUIRED

Article XII, Elections, Section 1(a) and Article XIII, International Convention Delegates, Section 1(a)

The minimum number of eligible nominators required for a Delegate or Alternate Delegate based on the Local Union Membership (excluding Registered Apprentices) on August 30, 2002 of 36,776 is thirty-seven (37).

INTERNATIONAL CONVENTION DELEGATES

Article XIII, International Convention Delegates, Section 1

Delegates and Alternate Delegates to the International Convention other than the President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer and Business Manager (who shall be Delegates by virtue of their election to Office) shall be nominated and elected in the same manner as provided in Article XII of these Bylaws, except that:

(a) Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.

(b) Except as provided in (e) of this Section, the Election Committee shall be nominated and elected at the regular quarterly or special District and Sub-district Meetings in the months of September, October and November of the year next preceding the election.

(c) Each Nominee shall have the right to list one of the following after his or her name on the ballot: his or her Office, or his or her Position, or his or her collective bargaining agreement classification.

(d) Except as provided in (e) of this Section, nominations shall be held in the month of December, and the election will be held in the month of February.

(e) When the International Convention is to occur during the year next following an election of Officers under Article XII of these Bylaws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.

(f) Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

• RULES GOVERNING THE ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE 36TH IUOE CONVENTION AS APPROVED BY THE LOCAL UNION EXECUTIVE BOARD ON AUGUST 18, 2002.

In addition to the Business Manager, President, Vice President, Recording-Corresponding Secretary, Financial Secretary and Treasurer who are Delegates by virtue of Article XIII, Section 1, there shall be 36 Delegates and 3 Alternate Delegates elected.

The names of the Candidates shall be arranged in descending order based on the total number of votes received by each of them. The Candidate receiving the highest number of votes shall be at the top of the list, the Candidate receiving the least number of votes at the bottom of the list, and they shall be numbered in descending order, one (1) through the total number nominated and eligible for Delegate and Alternate Delegate.
Nomination rules
continued from page 24

In the event that two (2) or more Candidates receive the same number of votes, their names shall be arranged in descending order based on the length of membership in Operating Engineers Local Union No. 3. The tied Candidate who has been a member of Operating Engineers Local Union No. 3 for the longest period of time shall be listed above the tied Candidate who has been a member for a shorter period of time, and they shall then be numbered as in this Section provided, and the Candidate with the next highest number of votes shall receive the number next following the number assigned the tied Candidate who has been a member for the longest period of time.

The Candidates, numbered one (1) through 36 shall be declared elected as Delegates. The Candidates for Alternate Delegates, numbered one (1) through three (3) shall be declared elected as Alternate Delegates.

Each Alternate shall serve as necessary. The Alternate with the highest number first, and the Alternate with the lowest number last.

In the event the average number of members on which the Local Union has paid per capita tax for the year ending September 30, 2002 has increased sufficiently to entitle the Local Union to an additional Delegate, the Alternate with the highest number of votes shall be designated as Delegate, and likewise if the average membership has decreased to the point the Union is entitled to a lesser number of Delegates, the Delegate with the lowest number of votes would become first (1st) Alternate and the Delegate who had been third (3rd) Alternate would no longer be a Delegate.

ELECTION OF DELEGATES & ALTERNATE DELEGATES TO THE 36TH IUOE CONVENTION
2002 NOMINATION MEETING SCHEDULE

DECEMBER 2, 2002

District 04
Special called meeting
Engineers Building
25410 N. Katney Way
Fairfield, CA

DECEMBER 3, 2002

District 05
Special called meeting
Cedar Lanes
23131 N. Cedar
Pleasanton, CA

District 30
Special called meeting
Mazza Club
2304 Roman Way
Martinez, CA

District 09
Special called meeting
Best Western Bayshore Inn
3500 Broadway
Eureka, CA

District 11
Special called meeting
Engineers Building
1290 Corporate Blvd.
Reno, NV

DECEMBER 4, 2002

District 06
Special called meeting
Engineers Building
4044 N. Freeway Blvd.
Sacramento, CA

District 08
Special called meeting
Engineers Building
20308 Engineers Ln.
Redding, CA

District 10
Special called meeting
Engineers Building
1290 Corporate Blvd.
Redding, CA

DECEMBER 5, 2002

District 30
Special called meeting
Waterbow Gun & Bocci Club
4343 N. Ashley Ln.
Stockton, CA

District 20
Regular district meeting
Plumbers 159
1304 Roman Way
Martinez, CA

District 15
Special called meeting
Engineers Building
4925 Wardwell Industrial Dr.
Casper, WY

DECEMBER 9, 2002

District 17
Regular district meeting
Hilo ILWU Hall
100 W. Lamana St.
Hilo, HI

District 60
Special called meeting
Sutter-Yuba Board of Realtors
1558 Starr Dr.
Yuba City, CA

DECEMBER 12, 2002

District 17
Regular district meeting
Hilo ILWU Hall
100 W. Lamana St.
Hilo, HI

DECEMBER 10, 2002

District 17
Regular district meeting
Washington Intermediate School cafeterias
1633 So. King St.
Honolulu, HI

DECEMBER 13, 2002

District 17
Regular district meeting
King Kamehameha Kona Beach Hotel
75-5660 Palani Rd.
Kailua-Kona, HI

All meetings will convene at 7 p.m.
### DISTRICT MEETINGS

#### OCTOBER 2002

| 3rd  | District 30: Stockton, CA  
Stockton Watergun & Bocci Club  
4343 N. Ashley Ln. |
|------|-------------------------------------------------------------------|
| 8th | District 40: Eureka, CA  
Best Western Bayshore Inn  
3500 Broadway |
| 9th | District 70: Redding, CA  
Engineers Building  
20308 Engineers Ln. |
| 10th| District 60: Yuba City, CA  
Sutter-Yuba Board of Realtors  
1558 Starr Dr. |
| 17th| District 80: Sacramento, CA  
Engineers Building  
1044 N. Freeway Blvd. |
| 23rd| District 15: Casper, WY  
Engineers Building  
4925 Wardwell Industrial Dr. |
| 24th| District 12: Ogden, UT  
Marriott Hotel  
247-24th St. |
| 24th| District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way |

#### NOVEMBER 2002

| 7th | District 50: Fresno, CA  
Cedar Lanes  
3131 N. Cedar |
| 7th | District 01: Novato, CA  
Inn of Marin  
250 Entrada |
| 14th| District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.  
Reno, NV 89502 |

#### DECEMBER 2002

| 5th | District 20: Martinez, CA  
Plumbers 159  
1304 Roman Way  
Martinez, CA |
| 9th | District 17: Hilo, HI  
Washington Intermediate School cafeteria  
1633 So. King Street  
Hilo, HI |
| 11th| District 17: Maui, HI  
Maui Beach Hotel  
170 Kaumahana Ave.  
Kahului, HI |
| 11th| District 10: Lakeport, CA  
Yacht Club  
55-5th St.  
Lakeport, CA |
| 12th| District 17: San Francisco, CA  
Veterans of Foreign Wars Hall  
1960 Freedom Blvd.  
San Francisco, CA |
| 13th| District 17: Kona, HI  
King Kamehameha High School cafeteria  
Kona, HI |

All meetings convene at 7 p.m.

### Departed Members

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

- Eugene Babcock  
  Reno, NV  
  08-12-02
- Jesse Bowden  
  Fort Worth, TX  
  07-24-02
- Robert Brown  
  McMinnville, OR  
  07-13-02
- Cecil Brown  
  Wilson, CA  
  07-19-02
- Val Easton  
  Pittsburgh, PA  
  08-11-02
- Matthew Everbach  
  Fresno, CA  
  07-15-02
- Roger Evings  
  Orovile, CA  
  08-06-02
- M. Ferreira  
  Sparks, NV  
  07-30-02
- Andrew Ferriera  
  San Anselmo, CA  
  07-28-02
- John Fraser  
  Fernley, NV  
  07-22-02
- Gilbert Hager  
  Sunnyvale, CA  
  07-22-02
- Gene Harrop  
  Ogden, UT  
  07-22-02
- Sherman Heard  
  Eureka, CA  
  07-15-02
- Carl Johnson  
  Gold Run, CA  
  07-24-02
- Duko Lizotte  
  Waterford, CA  
  07-28-02
- Everett Mahny  
  Warsaw, MO  
  07-21-02
- David Martin  
  Opal, SD  
  08-06-02
- William Matoe  
  Citrus Heights, CA  
  07-06-02
- Julie McDaniels  
  Stockton, CA  
  03-22-02
- Alex McLeod  
  Provo, UT  
  07-14-02
- M. McPherson  
  Sparks, NV  
  07-29-02
- Tony Molina  
  Watsonville, CA  
  06-28-02
- Frank Mukau, Sr.  
  Waimanalo, HI  
  08-10-02
- William Norris  
  Coos, OR  
  08-07-02
- William Oliver  
  Redding, CA  
  07-15-02
- Norma Olsen  
  Castro Valley, CA  
  07-24-02
- Lowell Onsrud  
  Santa Rosa, CA  
  07-13-02
- Romney Ray  
  Hayward, CA  
  03-23-02
- Arthur Sandoval  
  Fremont, CA  
  06-13-02
- Jesse Schrack  
  Delta, CO  
  08-02-02
- Daniel Segovia  
  Honolulu, HI  
  08-02-02
- B. Sims  
  Ashland, OR  
  08-02-02
- Frank Stull  
  Tuscaloosa, AL  
  05-30-02
- Kenneth Teruya  
  Honolulu, HI  
  07-22-02
- Bert Thomas  
  Ben Lomond, CA  
  07-28-02
- Peter Tolentino, Jr.  
  Waianae, HI  
  07-15-02
- Floyd Wagner  
  Red Bluff, CA  
  07-25-02
- Charles Williams  
  Tuolumne, CA  
  07-25-02
- Henry Wynam  
  Selma, OR  
  07-14-02
- Leonard Young  
  Pinole, CA  
  07-19-02

### Deceased Dependents

- Gloria, Elba, wife of Gloria, Lorenzo  
  03-16-01
- Alo, Ann Louise, wife of Alo, Revelation  
  07-28-02
- Beck, Blanche, wife of Beck, Preston (Dec)  
  08-15-02
- Caudill, Judy, wife of Caudill, Tom  
  07-19-02
- Chacon, Nellie, wife of Chacon, Miguel  
  07-23-02
- Davis, Johnnie, wife of Davis, S.M.  
  07-18-02
- Hansen, Doris, wife of Hansen, Arvin E. (Dec)  
  07-11-02
- Hines, Helen, wife of Hines, Robert  
  08-22-02
- Hoerman, Alice, wife of Hoerman, Fred (Dec)  
  07-19-02
- Johnson, Lela, wife of Johnson, William  
  08-07-02
- Jubera, Veda, wife of Jubera, Tony  
  05-19-02
- Keithly, Natalie, wife of Keithly, Joseph (Dec)  
  08-05-02
- Kranh, Ludene, wife of Kranh, Marvin  
  07-24-02
- Leroy, Janice, wife of Leroy, Ernest  
  07-18-02
- Lindberg, Beverly, wife of Lindberg, Don (Dec)  
  08-11-02
- Lizama, Megan, daughter of Lizama, Kirk  
  07-13-02
- Millhouse, Mabel, wife of Millhouse, John (Dec)  
  07-25-02
- Plummer, Doris, wife of Plummer, William  
  07-25-02
FOR SALE: 1999 Honda Aero 1100 cc, 6900 miles, excellent condition, black & teak, drives/rides excellently. Good tires, stack exhaust, nearly new ONAN generator, all power, good tires and engine, low mileage, $1895. Call Joe at (530) 243-4302. Reg#0665537.


FOR SALE: 1993 30 ft Prowler 5th wheel, completely self-contained, good tires, 318 engine, 3 tanks and no leaks, good condition, doesn't need sync, sacrifice $1195. Also, Lincoln Continental Mark IV, all power, good tires and engine, low mileage, $1695. Call Joe at (530) 243-4302. Reg#0665537.

FOR SALE: Generator, 13 HP, $7000 watt, never been used, still in box, $3000. Also, Campbell Hoodle compressor, 5 HP, $250 OBO. Call (408) 286-9178. Reg#0750523.

FOR SALE: 1999 Jayco Eagle, Class C, 28-1/2 foot, Ford V-10, new tires, engine just balanced, all power, very low mileage, 97K, diesel, vac brakes. Also, a 20 ft. 36' camper, Hooke trailer. Come see for yourself! Call Carl at (707) 864-6950. Reg#2264390.

FOR SALE: 1990 Airex RV, 29-1/2 ft. Superchief, 34 ft. A-class, Ford 460 engine, C-6 transaxle, 19.5 inch wheels, new tires, belts and battery. Dual flowmaster exhaust, nearly new CUMMINS generator, full storage basement, dual rooftop a/c, fully loaded, very clean, stylish, located in Bay Area, delivery upon confirmed sell, $25000. Call Robert at (415) 250-4288. Reg#266771.


FOR SALE: Ford 250 XLT, 6.9 liter, 3 tanks and no leaks, low blue book cable blade and 12 yard scraper, rebuilt, fresh engine, now too fast AZ. 3 bedrooms & 2 baths with more lot. House has attached double garage, horse barn with a lot of extras! Call Tony at (707) 786-2736. Reg#1142868.

FOR SALE: 30,000 OBO. (707) 275-2150. Reg#0750523.

FOR SALE: 1998 Sanpiper Wheel, 5 wheel, 3 beds, 3 bath on a 40 ft. frame and need to sell. $15,000 ($10,000 under value). Call (707) 677-1710. Reg#0255055.

FOR SALE: 95 acres, Gentleman's Ranch, horse boarding, hunting, fishing, 5 acre lake and 4 ponds on property. Adjoins forest service land on two sides. Located at the foot of the Sierra Nevada Mountains; 20 miles from Reno/Tahoe International Airport. Approximately 5000 sq. ft. house, 2 barns and stables (120ft.x20ft & 80ft.x40ft.) 10 acres in Altalena, CA. Call (707) 677-1710. Reg#0255055.
Local 3 contractor completes one-of-a-kind stadium

Local 3 contractor A.C. Kobayashi completed construction of Kamehameha School's new athletic stadium. The name of the facility, "Kunuakea," which means broad, open space in Hawaiian, is a very understated description of the actual end product. The view from the bleachers overlooks the sunset off West Oahu, and as night falls, the lights of the region dot the landscape. With the Waianae Mountain Range in the horizon, it's better than anything Hollywood special effects artists could ever dream up.

The scoreboard, massive by high school standards, allows for the most near sighted of football watchers to see the score. The board also allows for some cheery graphics. It has been stated that while some high schools across the nation have great fields, tracks or stands, this facility has it all and may well be the best in the nation.

Ala Wai Canal Dredging

American Marine Corp. started the $5.2 million dredging of the Ala Wai Canal. The project involves removal of 180,000 cubic yards from the canal to an open ocean dumpsite. The project is expected to last a year and use anywhere from four to 10 operators including deck hands, boat operators and possibly a master boat operator.
State budget challenges local governments

By Alan Elnick, business representative

Gray Davis has been an excellent governor for public employees. Over the past four years, PERS and Charter County retirement options have been significantly improved as experienced by the many law enforcement agencies now enjoying 3 percent at 50 pensions. Non-safety employees in many jurisdictions now opt for one of three new options made available to them by Gov. Davis' signing of AB 616 in October 2001. For the past four years, many public sector agencies have been able to catch up salaries to some equivalence with private sector competitors.

While all this was possible with the state budget in surplus, the economic downturn, stock market retrenchment and changes in tax liability and collection have contributed to a reversal of fortune and a state budget in deficit mode. Private industry has been in recession for almost two years, characterised by increased unemployment, poor earnings for corporations and other businesses, and a dearth of new business development. It was almost inevitable that public sector would soon find its own set of challenges.

Some public agencies already are proposing service reductions and layoffs while others tighten up on wage increases and fill funded vacancies in positions. Complicating matters further, health insurance premium increases are returning to levels unseen in nearly 15 years, and public agencies are passing along substantial portions of those increases on to their employees, contributing to their employees' impressions of declining income.

While the current deficits and economic situation will not likely improve over the next two years, the new pension benefits may provide a silver lining to an otherwise dire situation. Many older employees, particularly managers, are likely to take advantage of new retirement benefits affording them higher earnings at a younger age. While this creates new opportunities for younger employees looking at upward mobility, older employees will be able to remove themselves from the work scene with dignity. (Positions can be filled on an as-needed basis at compensation levels lower on the wage scale than those paid to current incumbents.)

The current budget crisis will likely inspire its share of slash-and-burn and no-more-taxes ideologues shouting for the heads of our current administrators. We are fortunate that more compassionate responses have been made available by the people currently in charge.
A part of the team? Or part of the problem?

It is the evening of Aug. 31, and I sit in my home office trying to think of something to write like I do every month. This is the last day to complete an article and get it submitted, and I have done myself no favors by waiting to the last minute, especially on this holiday weekend. While lamenting over what to write, I decided to expand on last month’s article. In this follow-up of my article in the September issue of Public Employee News, “There is no ‘I’ in TEAM,” I want to put another spin on the TEAM concept. As I have implemented the team concept in the Public Employee Division, it is vitally important that you implement the team concept in your association and Local 3 membership.

Are you a fence sitter?

If you’re reading this article, you most likely are a member of Local 3 or your local association. Employees in any bargaining unit generally have a choice: they can be members of the union and the association, or they can be neither or members and sit on the fence. I cannot stress enough how extremely important it is to be part of a team, rather than a fence sitter. Worse yet, some employees choose to be double talkers, attempting to appease the management and the employer and fellow association or union members simultaneously. Some choose not to be members to “save money” or, so they think, some choose not to join because they think the association and union has not done anything for them, and some do not join because they always have been stellar employees and “never” get into trouble. Some believe they do not need the union. There are perceived advantages to these “double talkers” or “fence sitters” which I will refer to as “team breakers.”

Perceived advantages of being a team breaker

- Team breakers think that management will not consider them associated with the union.
- They believe that the union members and co-workers will think they are on the union side.
- They believe that if they do have to be disciplined, it will be lighter on them than it would be if they were a vocal union supporter.
- They will be considered for promotions more often than the staunch union supporter.
- They do not have to take any chances. Instead they allow others to do this for them.
- They save money.
- They can do things on their own.
- They never get into trouble, so there is no need for a representative.

And the list can go on and on. As stated in my last article, there is strength in numbers. It is vitally important that you get involved. Team breakers or fence sitters tend to not get involved and sometimes work against their fellow employees and the union movement by providing information to management. They attend meetings or talk to friends who attend meetings to get the latest scoop and then provide that information to the employer. Team breaking could be something as simple as talking about your Executive Board or others in charge of your unit, division or association behind their backs. Non-team players think they can do a better job, or continually spread doom and gloom to other employees to try and get them on board with them. This is devastating to the team concept and movement as a whole.

Dividing the power

If team breakers continue, they will divide the potential power and effectiveness of the unit, division or association. Team breakers tend to expend exorbitant amounts of energy complaining, trying to take over or play both the union and management sides. If they get on board and used that wasted energy to be part of the team rather than part of the problem, they would see the successes they continually complain about and claim is not happening. Dividing the power or attempting to do so only weakens the overall goal and strengthens the employer or anti-union movement. Team breakers are the first to complain about low wages, low benefits, poor working conditions, safety problems, needed equipment, management style and more. Yet they will not join the union or association (team) that is working to change things for the better.

If it can happen, it will happen!

I cannot tell you how many times team breakers and non-members come to their steward or union for help. It never fails. The individual who has worked for one to 10 years as a stellar employee gets wrongfully suspended or terminated by the management they supported by not being involved with the union. Then there are the non-team members who finally get fed up with management because of an issue that may be personal to them such as a demotion, pay cutback, holiday take-away, schedule change or something else that gets them fired up. They then come to the union for help only to find out that the problem has been discussed by the union over the last several membership meetings and there is already a plan of action. The message behind this article is:

Be part of the team, not part of the problem

There are many advantages to being a member and part of the team beyond getting covered for disciplinary action that may cost a non-member thousands of dollars. The management does not see a weak link in the membership and knows that all team members act as one. The management knows there is strength and success in numbers. Team members stay informed on the issues that affect the membership as a whole and are protected against disciplinary measures. Team members observe that the pay and benefits increases are greater for a team that is together and shows a united front, and team players see greater successes when playing as a team. The advantages of being a team member far exceed those of not being a team player. I encourage any non-member or even a former member to get involved and be part of the team. Seek out your job steward or call your business representative and ask for an application. There are so many advantages to being a member, and Local 3 is happy to send any non-member a package of information. I encourage members who read this and receive this paper to make copies of this article — not on work time — and provide it to any non-members they know. Encourage them to be part of the team. Let’s face it, we all have our differences, but in spite of those differences, after all discussion and debating stops, it is important to show a united front.

Final thought

I leave you with one final statement for thought. This statement is for any of you who have ever played or coached a team sport. Looking back, do you remember the one ball hog, prima donna or non-team player on your team? Why do you remember that individual? Was it because that individual was cut from the team for not being a team player? Or was it because he or she remained on the team and your team could not reach its highest potential that it was capable of because of this individual? Don’t be detrimental to your team, get involved and make it more powerful, productive and achieve all that is possible. As one of my coworkers says all the time, “you’ve got to ride for the brand, not for the cowboy!”

Join the TEAM!
City of Isleton joins Local 3

By Bob Titus, organizer

It has been a long, hard-fought battle for the employees of the city of Isleton. This unionizing effort started almost one year ago in Isleton, a town famous for its Crawdad Festival. Several employees who were distraught over poor wages, unfair treatment and lack of respect in the workplace contacted Local 3 seeking help. After several meetings, a petition was filed with the city to seek recognition for the employees and start the process for fairness and respect in the workplace. The city of Isleton hired the union-busting law firm Littler and Mendelson to try to clear themselves of any perceived wrong doing. One such case occurred recently in Union City, Calif.

Operating Engineers represents the 160 members of the Union City Police Department. Union City is one of only two cities in Alameda County that still allow the sale of safe and sane fireworks. Since November 2001, there has been a city wide political struggle over whether or not the city will continue this practice. The police and fire departments have been verbal opponents of the practice in the interest of public safety. A compromise was reached that continued the sale of safe and sane fireworks but strictly prohibited when and where they could be used.

On July 4, the police and fire departments combined forces to patrol the city to assure compliance with the law. In one neighborhood, a police officer assigned to a fire company was surrounded by an unruly mob when he tried to enforce the city's law for the use of fireworks. Additional units, including the chief of police, had to respond to quell the disturbance and make a tactical withdrawal.

The following Sunday, July 7, police officers on the day shift independently responded to the same neighborhood to enforce vehicle registration and parking laws. The officers were again confronted by a group of loud and unruly neighbors. The officers showed great restraint and were again able to diffusely the situation and withdraw.

One of the neighbors appointed herself a neighborhood spokesperson and complained to the city council that the officers' actions were racist and discriminatory. The council bowed to political pressure and the chief of police was assigned to investigate the officers. The seven officers and a sergeant on the day shift were investigated for alleged acts of racism and discrimination. The spokesperson went to the local newspaper which then printed a front-page article vilifying the officers as racists based on rumor and implication. The paper followed these unjust claims with more articles and editorials over the course of the next few weeks. All were very damaging to the officers' and department's reputations and credibility.

I was informed of the investigation and immediately took action. The department based its investigation on rumors published in the press and charges of racism imposed by the spokesperson. Even though the complaints were founded in rumor and innuendo, we notified the department that it must act according to the law and give the officers due process afforded by state law in the Police Officers' Bill of Rights. The department complied and began its investigation. Business Rep. Doug Gorman and I represented the eight officers in their interviews and actively disputed all allegations made against them.

False allegations bring police officers into the spotlight

By Bob Highbaugh, business representative

At times, government agencies bow to political pressure and investigate their employees in response to complaints made by vocal citizens. Often these employees are subject to frivolous complaints and are forced to work hard to clear themselves of any perceived wrong doing. One such case occurred recently in Union City, Calif.

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The Police Officers' Association (POA) wanted to contact the press and present its side of the story for publication. Knowing that this could lead to a feud between the POA and the newspaper that would be played out in the press, I took up their battle for them. I wrote a rebuttal to the articles in the newspaper and sent it to the editor. Of course the newspaper failed to print the truth and represent the officers as the tolerant professionals they were. However, the newspaper no longer printed articles badmouthing the officers and has let the issue die.

The union's job is to protect the employees from unjust discipline based on political pressure. We will remain vigilant and represent our members if the department attempts to discipline them as a result of these frivolous complaints.

The members of the Union City POA were extremely happy with the response from Operating Engineers and appreciated our assistance. A clear message was sent to the department's administration that we will actively and diligently protect our members in any situation.
Do your research, vote for labor

By Dan Venters, business representative

Nevada public employees, it is time to unite and elect assembly representatives and state senators who are friendly to your labor issues. These elected persons help make the decisions that affect your livelihood.

For instance, during the last Nevada Legislature session of 2001, Operating Engineers Local 3 helped introduce a bill in the assembly that would give all public employees binding fact-finding and arbitration during the negotiation process.

Currently, teachers, fire fighters and law enforcement employees have this provision in the Nevada statutes but the rest of the public employees do not.

We managed to lobby this bill through Assembly, but the bill died in the Senate because some elected officials vote against almost all issues that labor groups sponsor. So before you cast that vote, remember to check the record of the people you wish to support and find out if they will support you.

Success in Rancho Murieta

By Kurt Benfield, director

More than one year ago, an organizing campaign started in Rancho Murieta for miscellaneous, safety and water district employees. The employees sought representation because of unfair treatment, lack of a contract, and because they wanted respect in the workplace. Originally, a voluntary recognition was agreed upon by Rancho Murieta to recognize Operating Engineers Local 3 as the sole bargaining representative for the above units. Prior to signing on the dotted line, Rancho Murieta decided not to recognize Local 3 in an attempt to deny its employees their rights and respect in the workplace. Local 3's renowned labor law firm, Van Bourg, Weinberg, Roger and Rosenfeld, filed several Unfair Labor Practices with the Public Employees Relations Board as well as a Cedillo Act complaint, Government Code section 16645, et seq. (AB 1889) with Attorney General Bill Lockyer's office. Continued stall tactics by Rancho Murieta's legal representation did not quite pan out for Rancho Murieta. On Aug. 29, Local 3, with the backing of more than 95 percent support from the employees, was formally recognized by Rancho Murieta as the sole bargaining representative. It was a hard-fought battle, but well worth it and won because of the solidarity and strength demonstrated by the employees together with Local 3. Contract negotiations are underway.

Congratulations to the new Operating Engineers Local 3 members at Rancho Murieta.

Changing tides in South Dakota

By Norm Montgomery, business representative

When first looking at the state of South Dakota, it may seem as though working men and women forgot what the cost was for the rights and benefits they enjoy today. These benefits were not given to us, they were earned with the hard work and sacrifice of those who came before us. Things like the 40-hour work week, overtime, safe working environments, collective bargaining, health insurance, sick pay, pensions and the Family and Medical Leave Act should not be taken for granted. These were fought for and won over the last 100 years by people united for a common cause.

On second glance, one would see that the tide is starting to shift in South Dakota and the people are fighting back. More and more people are actively seeking out unions and taking the initiative to bring the union into their workplaces. With the reputation of hard work and tenacity that Local 3 has earned in the varied industries, it leads the charge in South Dakota, bringing justice and fair treatment to the workplace for the people who have been ignored for so long by the businesses they work so hard for and by the politicians they voted for. By working together and standing strong, Local 3 and the working men and women of South Dakota will once again make this state a great place to live and work.

At this time the staff of District 15 (Wyoming and South Dakota) welcomes the city of Spearfish and the Humane Society of the Black Hills to the Local 3 family in South Dakota. These two units elected the Operating Engineers Local 3 as their representatives the past two months. We also thank Business Manager Don Doser, Vice President Bob Miller and all of the Local 3 officers for the support and encouragement they have given us over the past 18 months. Without their support, none of our accomplishments would have been possible.