

ENGINEERSnews

VOL. 60, #10 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • OCTOBER 2002

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 life 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.



Business Manager Don Doser gives Lt. Gov. Cruz Bustamante a tour of Local 3's print shop.

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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 to 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 Californias 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.

ELECTION ENDORSEMENTS

California Statewide Offices

Governor	Gray Davis
Lt. Governor	Cruz Bustamante
Secretary of State	Kevin Shelley
State Controller	Steve Westly
State Treasurer	Phil Angelides
State Attorney General	Bill Lockyer
State Insurance Commissioner	John Garamendi
State Superintendent of Public Instruction	Jack O'Connell
Board of Equalization	
District 1	Carole Migden
District 2	Tom Y. Santos
District 3	Mary Christian-Heising
District 4	John Chiang

State Senate

District 2	Wesley Chesbro
District 4	Marianne Bopp Smith
District 6	Deborah Ortiz
District 8	Jacqueline Speier
District 10	Liz Figueroa
District 12	Rusty Areias
District 14	William Fjellbo
District 16	Dean Florez
District 20	Richard Alarcon
District 22	Gilbert A. Cedillo
District 24	Gloria Romero
District 26	Kevin Murray
District 28	Debra Bowen
District 30	Martha M. Escutia
District 32	Nell Soto
District 34	Joseph Lawrence Dunn
District 36	Adrienne Westall
District 38	Phillip G. Hanneman
District 40	Denise Moreno Ducheny

California Assembly

District 1	Patty Berg
District 6	Joe Nation
District 7	Patricia Wiggins
District 8	Lois Wolk
District 9	Darrell Steinberg
District 10	Katherine E. Maestas
District 11	Joe Canciamilla
District 12	Leland Yee
District 13	Mark Leno
District 14	Loni Hancock
District 15	Donna Gerber
District 16	Wilma Chan
District 17	Barbara Matthews
District 18	Ellen Corbett
District 19	Gene Mullin
District 20	John Dutra
District 21	Joe Simitian
District 22	Sally J. Lieber
District 23	Manny Diaz

District 24	Rebecca Cohn
District 26	Tom Hallinan
District 27	John Laird
District 28	Simon Salinas
District 30	Nicole M. Parra
District 31	Sarah Reyes
District 35	Hannah-Beth Jackson
District 39	Cindy Montanez
District 40	Lloyd E. Levine
District 41	Fran Pavley
District 42	Paul Koretz
District 43	Dario Frommer
District 44	Carol Liu
District 45	Jackie Goldberg
District 46	Fabian Nunez
District 47	Herb J. Wesson, Jr.
District 48	Mark Ridley-Thomas
District 49	Judy Chu
District 50	Marco Firebaugh
District 51	Jerome E. Horton
District 52	Mervyn M. Dymally
District 53	George Nakano
District 54	Alan Lowenthal
District 55	Jenny Oropeza
District 56	Rudy Bermudez
District 57	Ed Chavez
District 58	Ronald S. Calderon
District 61	Gloria Negrete McLeod
District 62	John Longville
District 64	Robert Melsh
District 69	Lou Correa
District 76	Christine Kehoe
District 78	Vince Hall
District 79	Juan Vargas
District 80	Joey Acuna, Jr.

California Congressional Endorsements

District 1	Mike Thompson
District 5	Robert T. Matsui
District 6	Lynn Woolsey
District 7	George Miller
District 8	Nancy Pelosi
District 9	Barbara Lee
District 10	Ellen O. Tauesher
District 11	Elaine Dugger Shaw
District 12	Tom Lantos
District 13	Pete Stark
District 14	Anna G. Eschoo
District 15	Mike Honda
District 16	Zoe Lofgren
District 17	Sam Farr
District 18	Dennis Cordoza
District 19	John Veen
District 20	Calvin M. Dooley
District 22	Lois Capps

Local 3 Districts

District 1 — San Francisco

San Francisco Supervisor	
District 2	Gavin Newsom
District 4	Tom Martin
District 6	Chris Daly
Assessor	Doris Ward
Mayor of Colma	Helen Fiscoicaro

Mayor of Daly City Michael P. Guingona
 Mayor of Pacifica Barbara Carr
 Mayor Pro Tem of Pacifica Maxine Gonsalves
 City Council Member

Colma	Philip Lum
Menlo Park	Nicholas P. Jellins
Pacifica	James Vreeland
City Council, Daly City	Carol L. Klatt
Supervisor of San Rafael	Paul Cohen
Proposition A	Support
San Mateo Union High	
School District Bond Measure	Support
Pacifica Village Center Measure	Support

District 4 — Fairfield

Solano Co. Supervisor	John Vasquez
Measure E, Solano Traffic Relief Plan	Yes

District 10 — Rohnert Park

Sonoma Co. Board of Supervisors,	
District 1	Valerie Brown
Mendocino Co. Board of Supervisors,	
District 3	John Pinches
Santa Rosa City Council	Carol Dean
	Steve Rabinowitsh
	Marsha Vos Dupre
	Bob Blanchard
Windsor Town Council	Jeffrey Leasure
	Steve Allen
Rohnert Park City Council	Greg Nordin
	Amy Spradlin
Mayor	Armando Flores
Petaluma City Council	Matt Maguire
Rohnert Park/Cotati School Board	
	George Steffensen
Rincon Valley Unified School District Bond	Yes
City of Santa Rosa, Affordable Rental Housing	Yes
City of Sebastopol, Ballot Measure,	
Increase in Sales Tax	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	Shelia Young
EBMUD	
Ward 2	John Coleman
Ward 7	Frank Mellon

Contra Costa Co. District Attorney ... Bob Kochly
 Castro Valley City Council ... Alexandra Matteucci

District 30 — Stockton

Tuolumne Co. Board of Supervisors ... Paolo Maffei

District 40 — Eureka

Mayor ... Peter LaVallee
 Humboldt Co. Supervisor
 District 5 ... Jill Geist

District 50 — Fresno

Fresno Co. Clerk	Victor Salazar
Fresno Co. Superior Court Judge	
Court 1	James Opplinger
Court 13	Jon N. Kapetan
Court 16	John F. Vogt
Fresno Co. Board of Supervisors	
District 1	Dan Ronquillo
Fresno City Council	
District 3	Cynthia Sterling
District 7	Richard Caglia
Fresno Co. District Attorney	Jeff Hamilton
Fresno Co. Measure C	Yes

District 60 — Yuba City

Yuba Co. Water Agency ... Dan Carpenter

District 70 — Redding

Redding City Council	Mark Cibula
Tehama Co. Sheriff	Clay Parker
Siskiyou Co. Sheriff	Charlie Byrd

District 80 — Sacramento

Natomas Unified School Board	Lisa M. Kaplan
El Dorado Co. Assessor	Tim Holcomb
Sacramento City School Board	Dawn McCoy
Sacramento City Council	
	Christopher Cabaldon
	Carolyn Castillo

District 90 — San Jose

City of Salinas Council Member 2	
	Robert Ocampo
Monterey Co. Sheriff	Mike Kanalakis
Santa Clara Co. Council Member 2	
	Dominic Caserta
San Jose City Council Member 7	Terry Gregory
Santa Cruz Co. Board of Supervisors	
District 1	Mardi Wormhoudt
Santa Clara Co. Superior Judge	Ron Del Pozzo
California State Senate	Fred Keelye
Repeal of Utility Tax in Santa Cruz	No
Continuation of utility users tax	
in Scotts Valley	Yes

For Updated information see our website
<http://www.oe3.org>



ELECTION ENDORSEMENTS



Nevada Statewide Offices

Governor Kenny Guinn
 Lt. Governor Erin Kenny
 Secretary of State Dean Heller
 State Controller John Lee

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 Buckley
 District 9 Chris Giunchigliani
 District 10 David Goldwater
 District 11 Doug Bache
 District 12 Genie Ohrenschall
 District 13 Mike Slater
 District 14 Ellen Koivisto
 District 15 Kathy McClain
 District 16 John Ocegüera
 District 17 Bob Price
 District 18 Mark Manendo
 District 19 Jerry Claborn
 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 34 William Horne
 District 35 Marcia de Braga
 District 36 Ron Mankins
 District 38 George Dini
 District 40 Stacey Wilkie
 District Court Judge
 Department 4 Michael Langton
 Family Court Judge
 Department 12 Frances Doherty
 Mayor of Reno Bob Cashell
 Representative in Congress
 District 1 Shelley Berkley
 District 3 Dario Herrera
 Supreme Court Justice B Bill Maupin
 State Senate
 Washoe 2 Joe Carter
 District 5 John Hawk
 District 7 Terry Care
 District 8 Kristen Hansen
 District 9 Terry Lamuraglia
 District 10 Bob Coffin
 District 12 Adriana Martinez
 Attorney General John Hunt
 Washoe Co. Commissioner
 District 2 David Humke
 District 3 Peter Sferrazza

District 5 Joanne Bond
 District C Galen (Mitch) Mitchell
 Washoe Co. Clerk Amy Harvey
 Reno City Council
 Ward 2 Sharon Zadra
 Ward 4 Sherrie Doyle
 Washoe Co. Sheriff William (Bill) Bowen
 Washoe Co. Assessor Robert McGowan
 Lyon Co. Commissioner
 District 2 Charles Lawson

District 12 — Utah

House Representatives
 District 21 James Gowens
 District 22 Carl Duckworth
 District 29 Brent Goodfellow
 District 39 Cindy Beshear
 District 48 Trish Beck
 District 53 David Ure
 Congressional
 District 1 David Thomas
 District 2 Jim Matheson
 District 3 Nancy Woodside
 House Seat Jackie Biskupski
 Senate Seat Patrice Arent
 Salt Lake Co. Clerk Sherrie Swensen
 Salt Lake Co. Attorney David Yokum
 Salt Lake Co. Commission Manuel Romero

District 15 — Wyoming

Governor Dave Freudenthal

District 17 — Hawaii

County of Hawaii
 District 2 Bobby Jean Leithead-Todd
 District 3 James Arakaki
 District 4 Aaron Chung
 Senate
 District 1 Lorraine Inouye
 District 2 Russell Kokubun
 House
 District 1 Dwight Takamine
 District 2 Jerry Chang
 District 3 Eric Hamakawa
 District 4 Helene Hale
 District 7 Cindy Evans
 Hawaii Congressional Endorsements
 Congress Neal Al
 Patsy Mink

Oahu

County of Honolulu
 District I John Kaopua
 District II Ernie Martin
 District V Ann Kobayashi
 District VI Isaac Hokama
 District VII Romy Cachola
 District VIII Gary Okino
 District IX Cliff Loboy
 Senate
 Urban District 10 Brian Taniguchi
 Urban District 11 Carol Fukunaga
 Urban District 12 Jon Yoshimura
 Urban District 13 Suzanne Chun Oakland
 Urban District 14 Donna Mercado Kim
 Urban District 15 Norman Sakamoto

Urban District 16 David Ige
 Urban District 17 Ron Menor
 Rural District 18 Cal Kawamoto
 Rural District 19 Brian Kanno
 Rural District 20 Willie Espero
 Rural District 21 Robert Bunda
 Rural District 22 Bob Nakata
 Rural District 24 Albert Perkins IV
 Rural District 25 Jackie Young

House

Urban District 20 Calvin Say
 Urban District 21 Scott Nishimoto
 Urban District 24 Jason Iwai
 Urban District 25 Brian Schatz
 Urban District 26 Sylvia Luke
 Urban District 28 Kenneth Hiraki
 Urban District 29 Jun Abinsay
 Urban District 32 Ben Cabrerros
 Urban District 33 Blake Oshiro
 Urban District 34 Mark Takai
 Urban District 35 Julie Duldulao
 Rural District 36 Roy Takumi
 Rural District 38 Marilyn Lee
 Rural District 39 Marcus Oshiro
 Rural District 40 Maeda Timson
 Rural District 41 Annette Yamagucui
 Rural District 43 Romeo Mindo
 Rural District 44 Michael Kahikina
 Rural District 45 Maile Shimadukuro
 Rural District 46 Michael Magaoay
 Rural District 48 Ken Ito
 Rural District 51 Tommy Waters

Maui

Mayor James Kimo Apana
 County of Maui
 East Maui Robert Carroll
 West Maui Kimo Salcnor
 Wailuku-Waihee-Waikapu Dane Kane
 Kahului Mele Carroll
 South Maui Lehua Clubb
 Makawao-Haiku-Paia Michael Molina
 Upcountry Charmaine Tavares
 Lanai G. Ricki Hakama
 Molokai Beverly Pauloe-Moore
 Senate
 District 4 Jan Yagi Buen
 District 6 Roz Baker
 House
 District 8 Joe Souki
 District 9 Bob Nakasone
 District 12 Kika Bukoski (R)
 District 13 Sol Kaho'ohalahala

Kauai

Mayor Bryan Baptiste
 County of Kauai
 James Tokioka
 Daryl Kaneshiro
 Jay Furfaro
 Senate
 District 7 Gary Hooser
 House
 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.





Photo courtesy of www.wrh.coia.gov

The Hetch Hetchy water system serves millions of Northern California residents.

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



CREDIT UNION

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

Save time and worry: have your dues automatically deducted

Does the due date for paying your union dues sneak up on you? Have them 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 (800) 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.

**UNION POWER
SUPPORT UNION
BUY UNION
BANK UNION**

Say 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.org/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.

OEFCU branch offices to serve you

Main phone line (800) 877-4444 or (925) 829-4400
Internet branch www.oefcu.org
Auto Buying Consultant Hotline (800) 326-9552
Real Estate Hotline (800) 303-8887

California

Alameda ATM location
1620 South Loop Rd.
Alameda, CA 94502
(510) 748-7440

Amesbury
1915 Grass Valley Hwy.
Suite 400
Amesbury, CA 95603
(530) 889-2969

Dublin ATM Location
7300 Amador Plaza Rd.
Dublin, CA 94568
(925) 560-9660

Eureka
2367 Harrison Ave.
Eureka, CA 95501
(707) 441-9590

Fairfield
2540 N. Watney Way
Fairfield, CA 94533
(707) 425-4489

Fresno
4860 N. Cedar Ave.
Fresno, CA 93726
(559) 241-0508

Modesto
538 McHenry Ave.
Modesto, CA 95354
(209) 525-8460

Redding
20308 Engineers Lane
Redding, CA 96002
(530) 222-5184

Sacramento
9812 Old Winery Place, Suite 5
Sacramento, CA 95827
(916) 369-6752

Sacramento (Arco Arena)
4044 N. Freeway Blvd., Suite 150
Sacramento, CA 95834
(916) 565-6190

San Bruno
711 Kains Ave.
San Bruno, CA 94066
(650) 875-1182

Sonoma County
6225 State Farm Dr., Suite 102
Rohnert Park, CA 94928
(707) 585-1552

San Jose ATM Location
798 N. First St.
San Jose, CA 95112
(408) 995-5095

Stockton
1916 N. Broadway
Stockton, CA 95205
(209) 943-2455

W. Stockton
1818 Grand Canal Blvd.
Suite 1
Stockton, CA 95207
(209) 472-0708

Yuba City
468 Century Park Dr.
Suite B
Yuba City, CA 95991
(530) 742-5285

Hawaii

Honolulu
1111 Dillingham Blvd.
Suite E1B
Honolulu, HI 96817
(808) 841-6396

Nevada

Reno
1290 Corporate Blvd.
Reno, NV 89502
(775) 856-2727

ATM at Greenbrae Shopping Center in Sparks, Nevada

Elko
1720 Mountain City Hwy.
Elko, NV 89801
(775) 753-8585

Oregon

Gladstone
805 E. Berkeley St.
Gladstone, OR 97027
(503) 655-5462

Utah

West Valley City
2196 West 3500 South
Suite C-8
West Valley City, UT 84119
(801) 954-8001

AUTHORIZATION FOR AUTOMATIC PAYMENT OF UNION DUES FROM MY OEFCU SAVINGS ACCOUNT

☐ Check here if you are authorizing an initiation or reinstatement fee.

Pay My Dues (select one): ☐ Quarterly ☐ Annually ☐ CANCEL My Auto Dues

I authorize the Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU) to deduct from my savings account and pay to my Union my union dues or my initiation or reinstatement fee in the amount I have selected above. I understand that such deduction is subject to the Local Union's rules and regulations. I acknowledge that the initiation of Automated Clearing House (ACH) transactions to my account must comply with the provisions of U.S. law.

I also understand that automatic payment of Union dues cannot be made unless I have available money in my savings account for the due payment, the minimum savings balance and any amount pledged in security on an OEFCU loan.

(PRINT YOUR UNION NAME AND LOCAL)

Signature X Date Signed

**Operating Engineers #3
Federal Credit Union**
P.O. 2082, Dublin, CA 94568
(800) 877-4444 • www.oefcu.org



FRINGE BENEFITS

By Charlie Warren, Director

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 dental 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 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. To change your dentist, please call the Safeguard office at (800) 880-1800.

Premiums

Monthly premiums for the Retiree Dental Plan will automatically be deducted from your pension check. Surviving spouses will be billed monthly.

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.

Open enrollment for retiree dental plans

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

☐ I wish to enroll or change my present enrollment.

FURTHER INFORMATION AND ENROLLMENT FORMS WILL BE MAILED TO YOU.
A COMPLETED ENROLLMENT FORM MUST BE RETURNED TO THE TRUST FUND OFFICE.

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

Name: _____ Social Security Number: _____

Address: _____ Telephone: _____

City, State, Zip: _____

Date: _____ Signature: _____



ORGANIZING

By Bob Miller, Local 3 Vice President

Organizing: a constant struggle

Nixon-Egli employees request to organize with Local 3

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

demand in past years. They also put in an eye wash 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 used the house calls as an anti-union issue, enlisting an

18-year-old parts clerk to cause dissension among the other employees. Nixon-Egli neglected to tell the clerk how the union got his address. The employer did not tell the employees it was required by the NLRB to give up that information. The clerk advised us by phone that he was going to sue for going to his house, saying that we

obtained his address without his consent. During this phone conversation, another employee said we could end this by withdrawing the election. We told the employees that it was up to the majority of them to make that decision because Local 3 is a democratic union, and the election was won seven to five with one challenged ballot.

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.



RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operator

By Curtis Brooks, Director

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 main-

tain 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

Eight-hour refreshers

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

40-hour class

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

Apprenticeship graduates

Operator	Branch of training	District	Date of completion
Jared Angel	Construction Equipment Operator	San Jose	Aug. 5
Maurice Davis	Construction Equipment Operator	Sacramento	Aug. 23
Paul Fiddymont	Construction Equipment Operator	Sacramento	Sept. 1

Will your CCO Certification expire by these dates?	Then you need to apply for re-certification by these dates:	To be eligible to take the re-certification exam on:	CCO Tests for New Candidates
March 2003	Oct. 10, 2002	Nov. 10, 2002	2002 CCO Written Test Dec. 15
March and April 2003	Jan. 10, 2003	Feb. 9, 2003	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.
April and May 2003	Jan. 31, 2003	March 2, 2003	
July and November 2003	April 4, 2003	May 4, 2003	



Mechanics Corner

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).

Metal Thickness	Tip Size	Oxygen Pressure	Acetylene Pressure
1/4"	00	20 to 25 psi	3 to 5 psi
3/8"	0	25 to 30 psi	3 to 5 psi
1/2"	0	30 to 35 psi	3 to 5 psi
3/4"	1	30 to 35 psi	3 to 5 psi
1"	2	35 to 40 psi	3 to 6 psi

Ref: Victor Welding, Cutting & Heating Guide.

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



Figure 1

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



Above: Business Manager Don Doser, Rec. Corres. Secretary Rob Wise, Assistant Business Manager and President John Bonilla, Vice President Bob Miller, Treasurer Frank Herrera and Financial Secretary Harold K. Lewis hold their hands over their hearts as they pledge allegiance.

At left: A member of The San Francisco Deputy Sheriffs Association Honor Guard salutes the flag during the Pledge of Allegiance.

By Kelly Preiser, associate editor

Photos by Kelly Preiser and Garland Rosauro

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 70s 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 standing 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

Continued on page 14

Leadership, Prosperi



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

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 undying 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 he has 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 roll back anything, we're going to," Davis exclaimed.

Freedom's finest hour

The governor ended his speech with a reference to the Sept. 11 Flight 93 which was headed toward a school of the heroic acts of the people of the United States. "I was in the face and still found the courage to live our lives as full as we can, and do what's right for this working people."

"Flight 93 headed to San Francisco," he said. "Let us live our lives as full as we can, and do what's right for this working people."

Four more years!

Davis ended by thanking the Operating Engineers for their support in this position without them, he said.

As Davis prepared to leave the stage, he was greeted by the crowd waving their fists and chanting "Four more years!"

Just before leaving the stage, Davis was presented with a Local 3 vest and hat for parading America safe with the newly-installed

ty, Solidarity



them. Above: Members listen intently as Doser reports the state of the union. More than membership with a roll call.



Davis wears his Local 3 hat with pride.



Mr. Simon: You're not going to roll you back to New Jersey!"

ch with a remembrance of the ded to San Francisco. He spoke n that plane who "stared death urage to overtake the terrorists re saved."

San Francisco was one of freedom's se that as inspiration if we can, 1, raise our children as best we country and do what's right for

king people. "I would not be in aid.

podium, a fired-up crowd stood, vently, "four more years!"

oser presented the governor with icipating in the efforts to keep nted Emergency Response Team.

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.

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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. I'm a hired gun, these officers are hired guns by you. You elect us to do a job for you, but we can only do a job for you if you let us and you give us the authority and actual 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'd take 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.



The officers stand as Doser gives his state of the union address.



A member benefits from the Health Fair as he gets his free glucose and cholesterol screenings.



Above: A police officer hands out safety information and free goodies to a Local 3 member and his son. At left: Lindsey Perez, daughter of District 80 Office Manager Cathy Perez and husband Al Perez, teaches a clown how to hula hoop.



Doser and Miller congratulate the lucky raffle prize winners.

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 rewards 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



Above: OE CAT members take a break from the retreat to visit Rancho Murieta.

At Right: Steve Lopez, the CAT captain from Stockton has recruited 44 activists.



Above: OE CAT meetings in Hawaii were well attended. Cindy Tuttle and Theresa Reclusado address the Honolulu meeting.

At Right: Several motivated OE CAT members attend a meeting in Maui.



Reno OE CAT members.

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



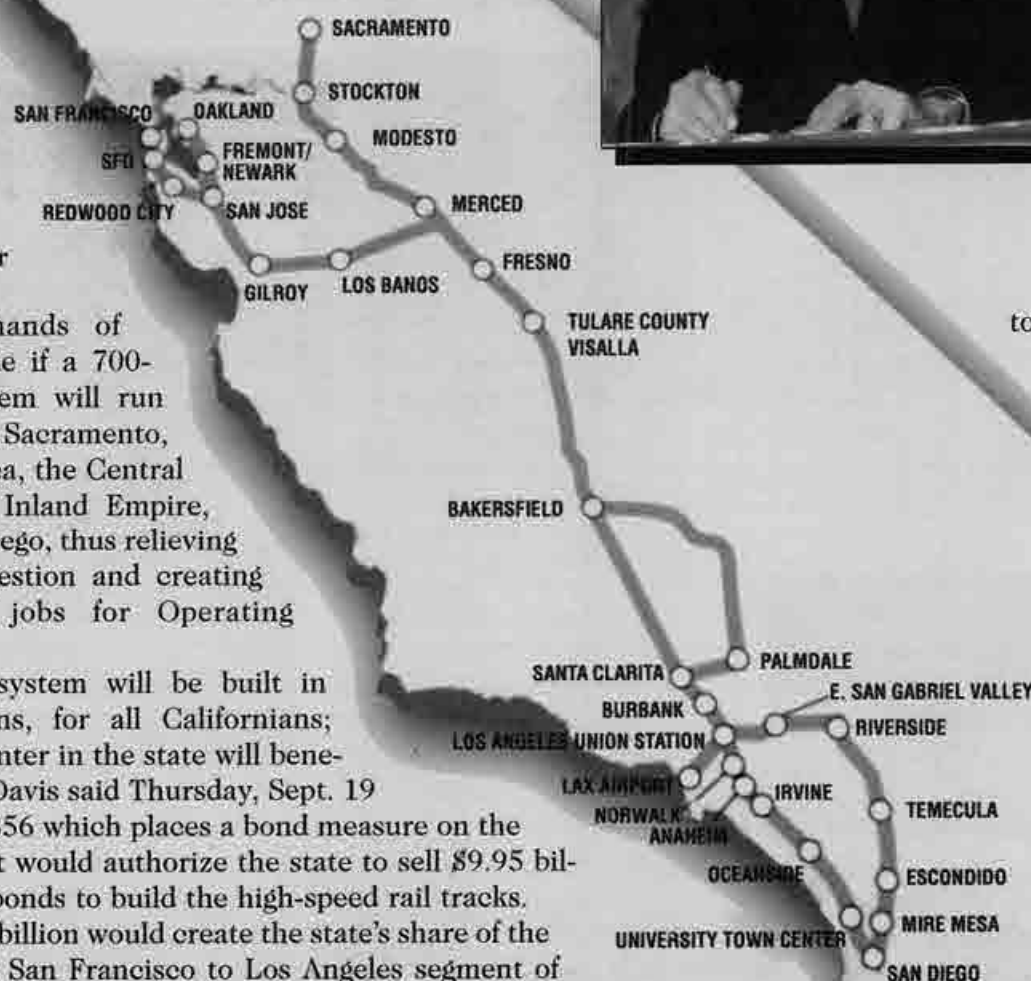
to Los Angeles in two hours and 30 minutes at cheaper rates than flying.

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-

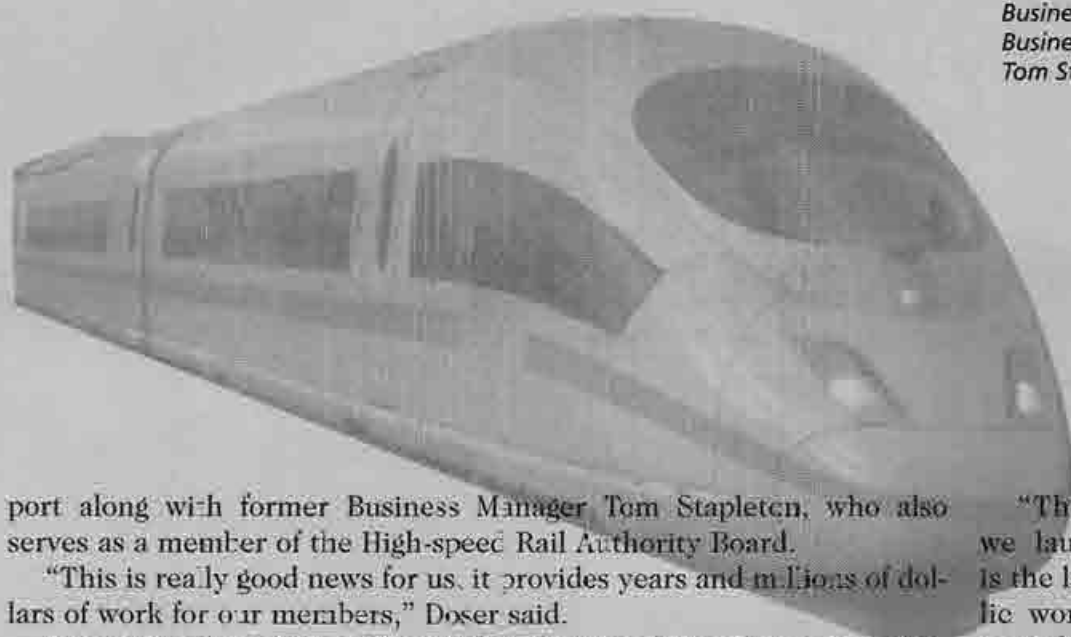




It's all about teamwork. From left: Sen. Jim Costa, Bakersfield Mayor Harvey Hall, Gov. Gray Davis, Chief of Staff Lynn Schenk, Director of the California Department of Transportation Jeff Morales and Chair of the High-speed Rail Authority Board Rod Diridon put their hands together for a big hoorah.



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



port 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.

FROM RHONERT PARK

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 Jeanette 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 Donahy 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.



From left: District Rep. Joe Tarin presents 30-year member Mike Donahy and 32-year member Wayne Kitchens with their 30-year service awards. Treasurer Frank Herrera helps present the awards and congratulates the recipients.



Above: Children who attended the picnic enjoyed the festivities with an always-exciting bounce house. At left: Sacramento District Rep. Russ Burns and Treasurer Frank Herrera made a grand entrance on their Harleys.



Rohnert Park Secretary Cathie Johnson-Smith serves heapings of the delicious feast to hungry attendees.



Rec. Corres. Secretary Rob Wise, center, visits with District Rep. Joe Tarin and a Local 3 member.

FROM NEVADA JAC

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



ACE career day participants are read for a full day of learning.

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 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 equip-



JAC Administrator Greg Smith

ment 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.



Laborers Training School Coordinator Tony Mayorga

ACE career day hands-on training

A high school student receives some hands-on instruction for an all-terrain crane.



ACE career days participants get the opportunity to operate the equipment.



A student takes his turn at the controls of a rubber-tired loader.

FROM UTAH

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 Higgs, 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



Participants take time to pose for a picture at the Utah Operating Engineers Golf Tournament.

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, and it was won by the flip of a coin.

Everyone shared golf stories over lunch at the clubhouse. There was a lot of "if" talk — if Virgil would have stayed out of the sand traps; if Verlyn 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.



Vice President Bob Miller congratulates a member on his 50 years of service with Local 3.

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 OE 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 nominee 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, Rohnert 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 Gun & Bocci 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 80, 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.

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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	1332564	George D. Morgan	1251064
Robert Harvey	0931139	Mike Perry	1143079
Duane Hensley	0918856	James Plunkett	1243051
Lyle J. Housley	1270849	Robert J. Rivers	1155475
James Kanemaru	1256969	James Rodrigues	1257213
Lyle R. Larsen	1082411	Authur Shinn	1144735
Brad Lemoine	1281329	Seichi Shishido	1284798
Edward Lendl	1219639		



Business Manager Don Doser and Assistant Business Manager and President John Bonilla stand proudly together and share a laugh before the Semi-Annual meeting.

Local 3 President John Bonilla has been named the Assistant Business Manager effective Sept. 16. Business Manager Don Doser made the announcement at the Executive Board meeting the morning of Sunday, Sept. 15. When Doser is out of the office, all matters requiring the business manager's attention should be directed to Bonilla.

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. _____

• 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:

- Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.
- 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.
- 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.
- Except as provided in (e) of this Section, nominations will be held in the month of December, and the election will be held in the month of February.
- 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.
- 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.

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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 of Operating Engineers Local Union No. 3 for the shortest 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
2540 N. Watney Way
Fairfield, CA

DECEMBER 3, 2002

District 50
Special called meeting
Cedar Lanes
3131 N. Cedar
Fresno, CA

District 40
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 80
Special called meeting
Engineers Building
4044 N. Freeway Blvd.
Sacramento, CA

District 70
Special called meeting
Engineers Building
20308 Engineers Ln.
Redding, CA

District 12
Special called meeting
Engineers Building
1958 W. N. Temple
Salt Lake City, UT

DECEMBER 5, 2002

District 30
Special called meeting
Waterloo 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
Kauai High School cafeteria
Lihue, HI

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

DECEMBER 10, 2002

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

District 01
Special called meeting
Machinists Hall
1511 Rollins Rd.
Burlingame, CA

DECEMBER 11, 2002

District 17
Regular district meeting
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului, HI

District 10
Regular district meeting
Yacht Club
55 - 5th St.
Lakeport, CA

DECEMBER 12, 2002

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

District 90
Regular district meeting
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Freedom, CA

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 Waterloo Gun & 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
4044 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: Kauai, HI
Kauai High School cafeteria
Lihue, HI
- 10th District 17: Honolulu, HI
Washington Intermediate
School cafeteria
1633 So. King Street
Honolulu, HI
- 11th District 17: Maui, HI
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului, HI
- 11th District 10: Lakeport, CA
Yacht Club
55 - 5th St.
Lakeport, CA
- 12th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
Hilo, HI
- 12th District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Freedom, CA
- 13th District 17: Kona, HI
King Kamehameha
Kona Beach Hotel
75-5660 Palani Rd.
Kailua-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	Wilton, CA	07-19-02
Val Eason	Pittsburg, CA	08-11-02
Matthew Etcheverry	Fresno, CA	07-15-02
Roger Ewing	Oroville, CA	08-06-02
M. Ferreira	Sparks, NV	07-30-02
Andrew Ferrier	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 Heath	Eureka, CA	07-15-02
Carl Johnson	Gold Run, CA	07-24-02
Duke Lizotte	Waterford, CA	07-28-02
Everett Mabry	Warsaw, MO	07-21-02
David Martin	Opal, SD	08-06-02
William Mateo	Citrus Heights, CA	07-06-02
Julie McDaniel	Stockton, CA	03-22-02
Alex McLeod	Provo, UT	07-14-02
M. McPherson	Sparks, NV	07-29-02
Tom Molina	Watsonville, CA	08-02-02
Frank Niihau, Sr.	Waimanalo, HI	08-10-02
William Norris	Concord, CA	08-07-02
William Oliver	Redding, CA	07-15-02
Norman Olsen	Castro Valley, CA	07-24-02
Lowell Onsrud	Santa Rosa, CA	07-13-02
Ronney Ray	Hayward, CA	03-23-02
Arthur Sandoval	Fremont, CA	08-13-02
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	07-25-02
Floyd Wagner	Red Bluff, CA	07-25-02
Charles Williams	Tuolumne, CA	07-25-02
Henry Wyman	Selma, OR	07-14-02
Leonard Young	Pinole, CA	07-19-02

Deceased Dependents

Gloria, Elba, wife of Gloria, Lorenzo	03-16-01	Johnson, Lela, wife of Johnson, William	08-07-02
Alo, Ann Louise, wife of Alo, Revelation	07-28-02	Jubera, Veda, wife of Jubera, Tony	05-19-02
Beck, Blanche, wife of Beck, Preston (Dec)	08-15-02	Keithly, Natalie, wife of Keithly, Joseph (Dec)	08-05-02
Caudill, Judy, wife of Caudill, Tom	07-19-02	Krahn, Ladene, wife of Krahn, Marvin	07-24-02
Chacon, Nellie, wife of Chacon, Miguel	07-23-02	Leroy, Janice, wife of Leroy, Ernest	07-18-02
Davis, Johnnie, wife of Davis, S.M.	07-18-02	Lindberg, Beverly, wife of Lindberg, Don (Dec)	08-11-02
Hansen, Doris, wife of Hansen, Arvin E. (Dec)	07-11-02	Lizama, Megan, daughter of Lizama, Kirk	07-13-02
Hines, Helen, wife of Hines, Robert	08-22-02	Millhouse, Mabel, wife of Millhouse, John (Dec)	07-25-02
Hoerman, Alice, wife of Hoerman, Fred (Dec)	07-19-02		

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

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

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

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

Or e-mail to: www.oe3.org

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

FOR SALE: 2001 Toyota Tundra 2WD, 4 door access cab pickup with 6.5 ft. bed, 4.7L, 32 valve, V8, auto trans., fully loaded, power rack and pinion steering, power windows, locks, mirrors, ABS brakes, dual airbags, 28K low miles, no accidents, beautiful white paint with brown cloth interior. Showroom condition and drives/rides excellently. \$24,475 OBO. (510) 886-4274.

FOR RENT: Quiet, friendly on the Truckee River, located 10 minutes east of Reno off Interstate 80. Easy freeway access. Out of town, but close to hospital and shopping. Across the street trout fishing, Anglers Heaven. 3 bedroom, 2 bath, 2 car garage, 1500 sq. ft., all appliances included, a/c, fireplace, deck, fenced yard, kennel, pet on approval, 24-hour security, pool, spa, community center. Grammar school close by. \$1175/month includes garbage, cable TV, water and lawn service. First, last plus \$500 security and cleaning deposit. Available November 1st (possibly sooner). Call Charlie or Tamera at (775) 342-0604. Reg#2375021

FOR SALE: Ho Scale brass steam locomotives and cars. All Southern Pacific RR prototype. Brass passenger and head end

cars. Some spectrum plastic diesels, buildings unbuilt, detail parts, freight car kits. Buy it all or a piece at a time. Call Charlie at (775) 342-0604. Reg#2375021

FOR SALE: 92 Bounder, 34 ft. J model, BSMI, power jacks, Sony BKUP camera, dual ac's, dual furnaces, 2 TV's, VCR to both TV's, 7000 gen, awnings all around, new tires and brakes, 2 way frig and WH, CB, AM/FM radio and tape, 80,000 miles, 454 good condition, low blue book \$28,000. Must sell. Best offer. (707) 448-4252. Reg#0904929

FOR SALE: Ingersoll Rand roller, model DD-35, good condition, needs engine, \$600 OBO. Call (209) 931-2058. Reg#1022395

FOR SALE: 1949 Plymouth Special Deluxe, 4-door sedan, completely stock. New tires, brakes, wheel bearings, battery and more. 12,000 miles on rebuilt flathead six, clutch and throw-out bearing. Needs upholstery and paint. \$3500 OBO. (541) 396-5803. Reg#1632450

FOR SALE: CAT 30 #4603, Farmall "A", Kohler engines 12 & 14 hp, electric start, Goodwin Almond Knocker with pruning bucket, antique Good sweeper, Delta radial arm saw, 10 inch, 10,000 lb. Utility trailer, 600 ft. sprinkler pipe and trailer, chain saws, Jeep CJ-7, 1976. Call (530) 343-1340. Reg#1070943

FOR SALE: Meade EDT-90EC Astro telescope with tripod and electronic controller. Recently upgraded and realigned. Accessories: electronic focuser, Canon ring, 64 camera adapter, 8 x 25 range finder, EZ finder reflect, carrybag, \$1300 value, sell at \$1000. Grass Valley, CA. (530) 477-8837. Reg#0865600

FOR SALE: 1977 Dodge work truck with pipe-rack. A little beat up, but runs good. \$1200. Also for sale, 1995 Yamaha Banshee, bottom and top have been rebuilt, fresh engine, now too fast for son, sold with ATV trailer, \$5000. Comes with many extras. (707) 451-4740. Reg#2113147

FOR SALE: Ford 250 XLT, 6.9 30,000 miles, 17 ft. camper, hydra stands, shower toilet, air, heaters, frig, self-contained, \$10,000 worth of add-ons, split rear end, elec., OD, 2500 suspension, sacrifice sale, all records, total price \$10,000 cash firm. (707) 586-8902. Reg#0899286

FOR SALE: D2 Caterpillar tractor, 1950 5U model, one owner with 6851 hours, used to pull grain drill, original serviceman's reference book, parts catalog and operator's manual plus extras. \$4800 OBO. Call Lynn at (208) 734-5540. Reg#1121987

WANTED: looking for slope laser, good condition. Call Tony at (209) 786-2736. Reg#1144803

FOR SALE: Caterpillar, D-7, T-31, cable blade and 12 yard scraper, you move them, reasonable. Call (209) 245-3532. Reg#1812603

FOR SALE: 1981 Honda 100 trail bike, low miles, runs like new, carry your deer out! Go fishing or ride the hills, carrier fits motorhome, hitch between motor home and tow vehicle, easy to load by one person. Both for \$1175 OBO. (408) 254-9036 Reg#1046727

FOR SALE: 1989 Winnebago Superchief, 34 ft., A-class, Ford 460 engine, C-6 tranny, 19.5 inch wheels, new tires, belts and battery. Dual flowmaster exhaust, nearly new ONAN generator, full storage basement, dual rooftop a/c, fully loaded, very clean, stylish, located in Bay Area, delivery upon confirmed sell, \$23,000. Call Robert at (415) 250-4288. Reg#2266771

FOR SALE: 4 general LT245/75R16 M&S tires and wheels, 8 hole, _ ton, \$400. 2, _ ton, 8 hole Ford rims, \$35. 1 hutch, \$40. 1 hide-a-bed and chair, \$45. Call Sam at (408) 266-1058. Reg#835689

FOR SALE: 1988 36 ft. Eurocoach, 460 Ford, power leveling jacks, new awning, queen bed in separate bedroom, sleeps 4 in main kitchen and living room, tub and shower, 2 TV's, ice maker, safe, lots of extras! 36K miles, \$30,000 OBO. (707) 275-2150. Reg#152312

FOR SALE: Home for sale in nice neighborhood in Cottonwood, AZ. 3 bedrooms & 2 baths with good views. 1 acre fenced with splitable lot. House has attached double garage, horse barn with a shop garage combination with RV hookups. Large laundryroom. House is 1500 sq. feet. \$180,000. Call Chester at (775) 847-7120 or email at petrojo@aol.com. Reg#1157834

FOR SALE: Asphalt trench paver, 6 inches to 6 feet wide. Call (559) 732-7828. Reg#1058404

FOR SALE: Want clear sky? 1500 sq. ft. 4 bedroom house, 3 car garage on 1/3 acre in Eastern Idaho. Call Dick Davis at (208) 663-4802. Reg#1003457

FOR SALE: 1999 Honda Aero 1100cc, 6900 miles, excellent condition, black & teal with orange pinstripe, leather saddlebags, Cobra exhaust (installed), stock exhaust (available, not installed), \$7500. Call (707) 494-0786. Reg#2241835

FOR SALE: 1972 Dodge motor home, self-contained, good tires, 318 engine, 3 tanks and no leaks, good condition, doesn't need smog, sacrifice \$1195. Also, Lincoln Continental Mark IV, all power, good tires and engine, low mileage, \$1895. Call Joe at (530) 243-4302. Reg#0865537

FOR SALE: 1986 Toyota 21 ft. Rouge Motor Home, low miles, very clean, \$7000. Also, 1979 half-ton Ford with camper, 460 engine, new rubber and windshield, \$2500 with or without camper. Call Dwight at (307) 237-7938. Reg#1009576

FOR SALE: Garmin GPS Model 65 plus antenna and mount. \$75. Call (707) 725-5334. Reg#0939694

FOR SALE: Generator, 13 HP, 7500 watt, never been used, still in box, \$3000. Also, Campbell Haeeld compressor, 5 HP, \$250 OBO. Call (408) 286-9178. Reg#0750523

FOR SALE: 1998 Jayco Eagle, Class C, 28-1/2 foot, Ford V-10, onan gen.4KW, wide body basement, outside shower, refrigerator, rear twin beds, split bath/shower, dinette, couch, microwave, stove, dual A/C, TV, awning, oak cabinets, electric step, hydraulic levelers, breakmaster for tow-car, turquoise interior, lots of storage, 2 pass-throughs, drives like a dream, 6675 miles, \$45,000. Call until 9 PM at (925) 757-7933. Reg#1142868

FOR SALE: 1975 International 4300, 4000 gallon water truck. 8V71 engine just infirmed, 9-speed transmission, newly rebuilt Hendrixson pad suspension, new brakes all around, PTO driven water pump, self-drafting option, sprays front, rear and gutter. Also plumbed for hoses. Tank and baffle good condition. \$12,500. Call Carl at (707) 864-6950. Reg#2264390

FOR SALE: 1993 30 ft Prowler 5th wheel, completely self-contained, has all amenities & hitch. Queen-sized bed, extended living and dining area, and awning. Very clean and in excellent condition. Needed college fund forces sale. \$10,500 OBO. Call evenings or leave message at (209) 984-4092 - Sonora. Reg#2086980

FOR SALE: GM Fender Flares, new in carton, unpainted, for 89-98 Chevy body style, \$300; 4, 16x7, 6-lug aluminum rims with center caps, off of '98 Chevy Silverado 4x4, great condition, \$300.00. 1971 Honda CL175, 11K original miles, new battery, needs coil to run, otherwise great condition, \$350. Call Dale in evenings at (925) 862-2249. Reg#1820562.

FOR SALE: Reg. Quarter horse mares, sorrel and brown. Also, yearlings same. Reg. Paints, brown and whites. All ages. Mares, gelding and yearling stud colt. Yearling breeding stock mare, liver bay. (801) 254-6682 or (801) 694-2980. Reg#2210002

FOR SALE: 1979 Int'l Bobtail dump. 97K, diesel, vac brakes. 1989 Zieman, 2650 trailer. \$10,000 OBO. (510) 758-3339. Reg#1754899

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.x30ft. & 50ft.x14ft.) 10 acres in Alfalfa. \$980,000. (775) 677-1710. Reg#0925055

FOR SALE: 1998 Sandpiper 5th Wheel, three slide outs with more bells and whistles than you could think of, including generator and queen size air bed. Buying a home and need to sell. \$15,000 (\$10,000 under value). Call (925) 679-2232. Reg#2254040

FOR SALE: 1990 Airex RV, 29-1/2 ft., has all the extras with one solar, awning, jacks and in a very good condition. \$22,500. Call (831) 476-2781. Reg#1425292

FOR SALE: 1953 Buick Super, 2-door, hard top, straight 8 auto trans, both seats recovered, have rest of material, except headliner, car in primer, shaved door handles, hood and trunk. \$4000 firm. Call (925) 432-6576.

FROM HAWAII

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, "Kunuiakea," 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.



Top: Financial Secretary Harold K. Lewis, Business Manager Don Doser and Training Administrator Nelson Umiama proudly display the boulder that will be shaved so a plaque can be placed on it. The boulder will then be placed at the entrance of the Hawaii JAC Training Center.

Bottom: Umiama explains how the construction of the training center is progressing to Lewis and Doser.

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.



Public Employee News

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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, characterized 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 furloughed vacancies in positions. Complicating matters fur-

ther, 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 in retirement 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.

NEWS FROM THE public employees



by

KURT BENFIELD

**Director of public
employee division**

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 are not supporters or members and sit on the fence. I cannot stress enough how extremely important it is to be part of a team instead of 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, so they 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 the 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 got on board and used that wasted energy to be part of the team rather than part of the problem, they would see the success 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 benefit 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 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 co-workers 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 stop the employees from unionizing. Local 3 filed several unfair

labor practices on behalf of the employees against the city. The employees stayed strong in support of the union during the legal sword fighting. In the end, Local 3's top-notch labor law firm, Van Bourg, Weinberg, Rogers and Rosenfeld was victorious, and the city agreed to "voluntarily" recognize the employees and Local 3 as the exclusive representative. We at Local 3 congratulate the employees of the city of Isleton for sticking to their guns during this battle. Initial contract negotiations are in the works and we wish them the best.

NEWS
FROM THE
**public
employees**

False allegations bring police officers into the spotlight

By Bob Highbaugh, business representative

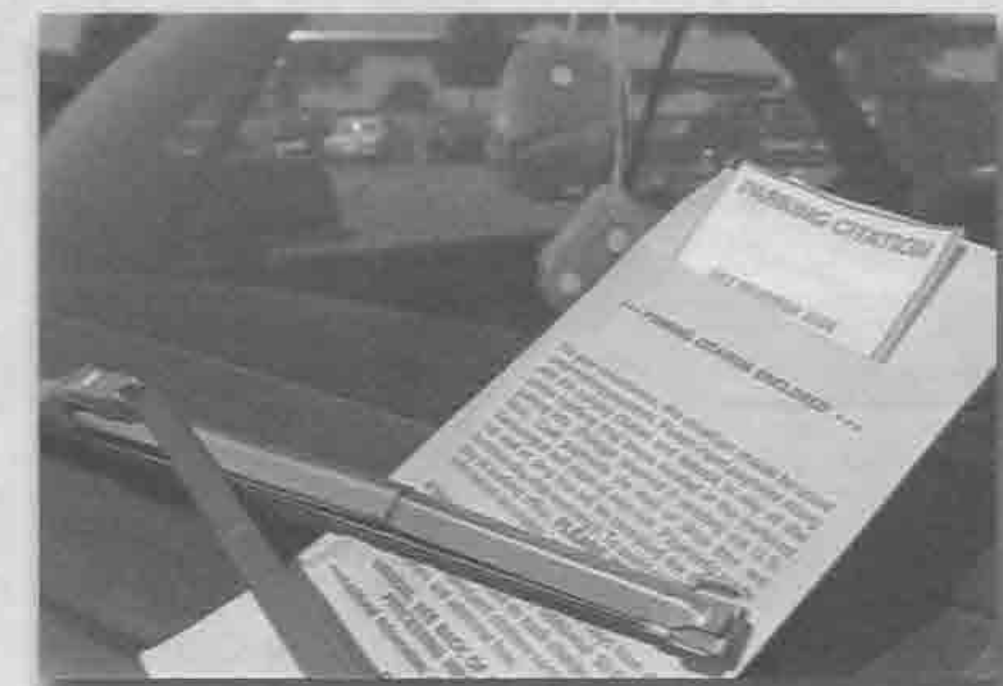
At times, government agencies bow to political pressure and investigate their employees in response to complaints made by vocal citizens. Often these employees are subject to frivolous complaints and are forced to work hard to clear themselves of any perceived wrong doing. One such case occurred recently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

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 allows 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 diffuse 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 initiate an internal investigation against the officers. The seven offi-



cers 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 editorial pieces 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 the 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.

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 prints 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.

NEWS FROM THE public employees

OPERATING ENGINEERS LOCAL 3

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Business Manager

John Bonilla
Asst. Business Manager
& President

Bob Miller
Vice President

Rob Wise
Recording-
Corresponding
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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

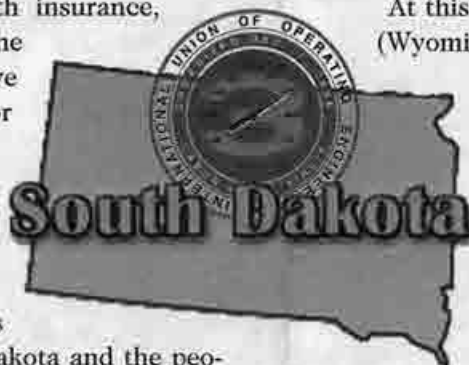
When first looking at the state of South Dakota, it may seem as though working men and women forgot what the cost was for the rights and benefits they enjoy today. These benefits were not given to us, they were earned with the hard work and sacrifice of those who came before us. Things like the 40-hour 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.



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