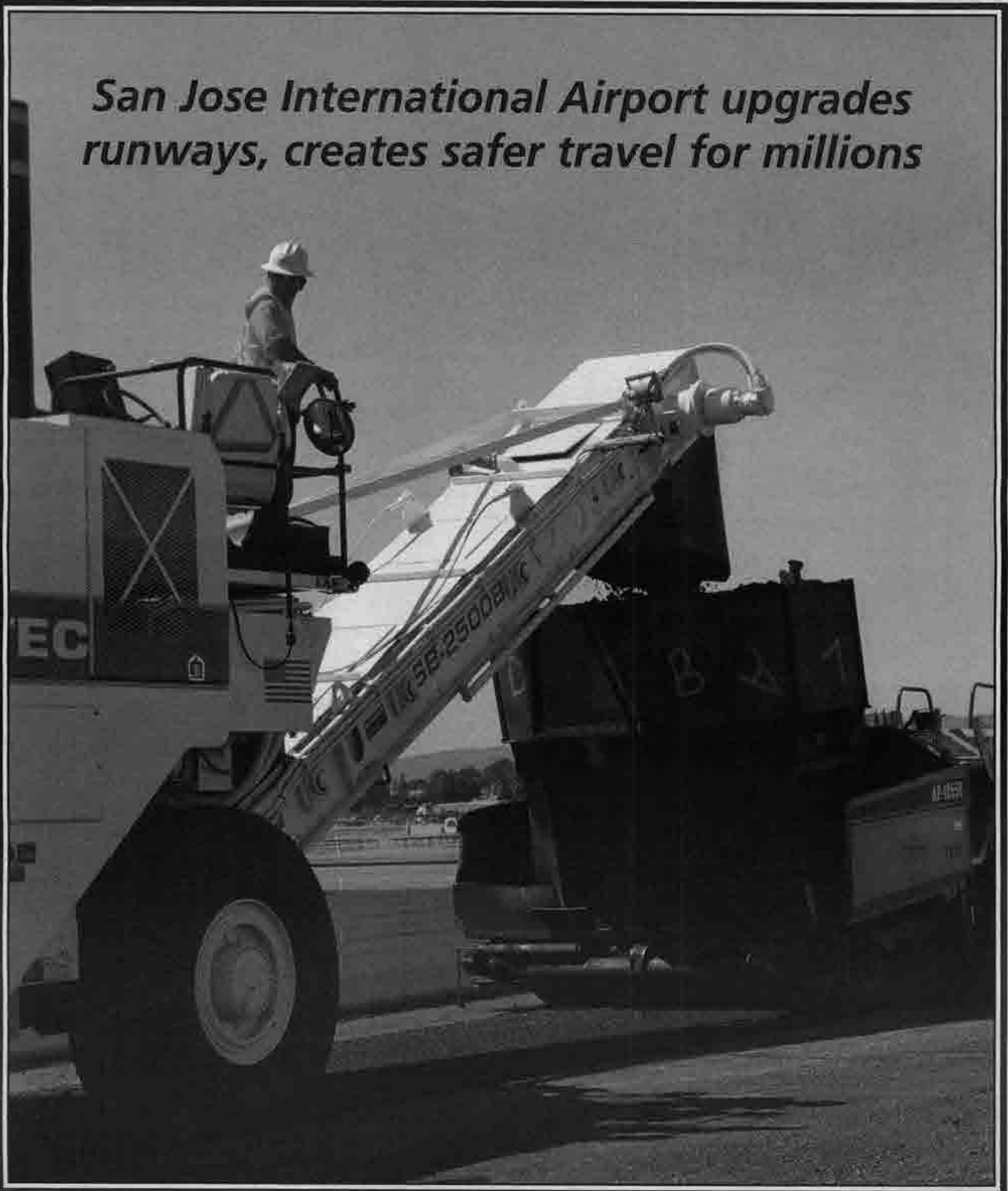


ENGINEERSnews

VOL. 60, #11 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • NOVEMBER 2002

Flying forward

San Jose International Airport upgrades runways, creates safer travel for millions



IMPORTANT ELECTION COMMITTEE NOTICE

See pages 16 and 17 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

Local 3 is listening: Member benefits just keep getting better

As yet another year draws to a close, I'd like to update you on much of the progress we've made in the area of member benefits. Like the past several, this year has been a good one for benefits both new and improved. Local 3 has made a conscious effort to listen to its membership; you've told us what you want and need to live better, and we've worked hard to make many of your requests a reality for you and your family. Here are some of the improvements we've made for you:

- Since 1996, Local 3 has increased the retiree pension five times. The cost of living is always on the rise, and we think we've done a decent job of making sure retirement will indeed be a reality and not just a dream for those of you who have worked hard for many decades.
- We've expanded health and welfare benefits for members, retirees, spouses and surviving spouses. Family is top priority, and now it's even easier to make sure they receive the best care. We've reduced your out-of-pocket expenses as well and made quality care more affordable.
- Local 3 has equalized health benefits for members throughout its jurisdiction so everyone is entitled to top-quality care.
- We've improved vision care coverage for those of you with imperfect eyesight.
- New, progressive wellness programs such as the smoking cessation and diet-and-lifestyle modification programs have been added. For those members who have tried to quit smoking without success, Local 3 encourages you to take advantage of this helpful benefit. And for those of you with health-related medical problems due to weight, the

diet-and-lifestyle modification program could help you add quality years to your life after retirement.

- Women's health benefits have also seen marked improvement in recent years. One in nine women will develop breast cancer, so Local 3 has expanded its care to include mastectomy-related services, surgery and prostheses.
- Local 3 has also increased life insurance and accidental death or dismemberment coverage, providing more peace of mind for you and your family should the unthinkable occur.
- Improvements to the Addiction and Recovery program have also been made. Members with a substance abuse problem will now find it even easier to get the help and treatment they need to live a healthier, more productive life.
- We've added chiropractic benefits for Kaiser patients. Working dawn to dusk in the field can lead to excruciating back pain and adding this benefit has provided much-needed relief for many members who would otherwise suffer.
- We've recently improved hearing aid and orthodontic coverage. Unfortunately for many, hearing loss is a debilitating reality but now it's easier and more affordable to get the care you need. And after many requests, we've added orthodontic coverage for dependent children.

These are just a few of the ways we're working hard to make your life easier. I hope you'll take advantage of some of these improvements, rest a little easier and stay involved in your union. We need your input and your support to keep it up, so keep in touch.



Drive Over and Unloader Operator William George keeps a close eye on all aspects of the San Jose Airport renovation project to keep the operators' work synchronized. . . . p. 9

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



Printed on Recycled paper



In the News

Stapleton tournament biggest success yet for scholarship program

Local 3 has long supported training and education and believes in giving children a brighter future. With the job market becoming increasingly more competitive in today's society, it is often difficult to get ahead without proper training or education.

This is why Local 3 decided to make a difference and created a scholarship program in 1965 for the children of Local 3 members. Through this program, the union has provided \$3,000 each annually to the first-place male and female winners, and \$2,000 each to the male and female runner-ups. Winners receive an additional \$500 for each of their remaining three academic years provided they remain full-time students.

To increase the number of scholarships awarded, Local 3 established the T.J. Stapleton Invitational Golf Tournament in 1996 in honor of former IUOE Vice President and Local 3 Business Manager Tom Stapleton. Because of the success of this event, Local 3 has been able to award 20 additional \$500 random draw scholarships at its July Executive Board meeting to be used toward any advanced training beyond high school.

This year's tournament was the largest and most successful since the event began. More than 160 Local 3 members and sponsors gathered Monday, Sept. 30 at the Chardonnay Golf Club in the beautiful wine country of Napa, Calif. Participants were greeted at registration with bags that included golf balls, club head covers and ball caps. Two Court Dancers for the Sacramento Kings welcomed participants and posed with them for free photos. Every participant was given the opportunity to buy raffle tickets for prizes like large screen televisions, camcorders, mp3 players and more. Raffle prizes were awarded later in the evening at the dinner and awards presentation. Many took part in the silent and live auctions hosted by former Oakland Raiders Defensive Tackle Art Thoms at dinner that featured autographed sports memorabilia. Overall, the event was a complete success enjoyed by all. Thanks to generous donations Local 3 raised more than ever for the scholarship program.

Thank you to this year's golf tournament sponsors. Your donations made this event possible and the great success that it was. For a list of the 2002 sponsors, see page 8.



Public Relations Director Garland Rosaura poses with the Sacramento Kings Court Dancers.

If you would like to contribute to the scholarship fund, please fill out the coupon on page 8. Your donations are greatly appreciated by Local 3 and by the children of our members who they support.

Talking Points

By John Bonilla

Assistant Business Manager and President



Let's play ball!

You have heard me say it before, and I must say it again: Everyone wants to be an Operating Engineer. However, this time actions speak louder than words and Local 3 is on the offense in protecting our work, our jobs and our future. Let me explain.

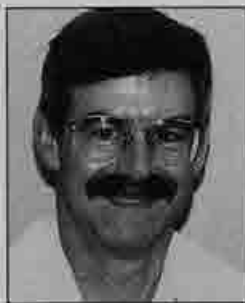
Several months ago Business Manager Don Doser and I met with the heads of the Northern California carpenter and laborer unions. Our hope was to once and for all put our jurisdictional disputes behind us, form an alliance and work together to take back our respective industries. Unfortunately, these efforts failed.

Why? Because the laborer isn't playing fair. During our discussions the laborer told us one thing while his staff attempted to actively negotiate five of our job classifications out of our agreement and into the laborers' agreement. Worse yet, the laborer tried to lower the prevailing wage on these same classifications. Thank goodness Doser and the staff at Local 3 keep good dispatch records and were able to substantiate to the State Department of Industrial Relations that these five classifications are in fact the work of the Operating Engineers, or the laborer may have been successful.

While it is critical that labor as a whole sticks together, it cannot be at the expense of Local 3 members. So Local 3 is fighting back. We have signed several companies wall-to-wall over the past few weeks, most notably a company out of San Jose, Giacalone Electric.

Giacalone, a \$40 million per year joint trench operation with a huge piece of the market share, was non-union. The IBEW 1245 and the laborer approached Giacalone to represent the workers wall-to-wall. Both promised to provide the Operating Engineers a \$20 per hour total package — a disgusting rate designed to undermine our existence. Giacalone however did not want to sign with these other organizations, it chose the Operating Engineers Local 3. And while it didn't please us to have to sign wall-to-wall, the actions of the laborers left us no choice. Trust me, we don't want to have to do this but we must protect what is ours. The one positive outcome of this is that we now have 380 new Operating Engineers and a market that once was 99 percent non-union and now is union.

Meetings have been scheduled with the Laborers' International leadership, and Local 3 will continue to try and resolve differences but we will not stand by and let them steal what each and every one of you has worked so hard to achieve. The ball's in our court, we are on the offense, we have a great team and we will prevail.



FRINGE BENEFITS

By Charlie Warren, Director

Now available: online access to retirement benefit information

The Board of Trustees of the Operating Engineers Trust Fund is pleased to announce that you now have access to information about retirement benefits provided by the Pensioned Trust Fund for Operating Engineers via the Internet seven days a week, 24 hours a day. The trustees have contracted with TrustBenefits Online to provide this service. Operating Engineers who currently work and have not yet retired, or have worked in the past and may be eligible for benefits from the Pensioned Trust Fund for Operating Engineers will have access to this service. In the future we will add information about the Operating Engineers Annuity Plans and Health and Welfare Funds, as well as information about other benefits provided by the Operating Engineers Trust Funds.



If you have any questions regarding access, site navigation or security, please call TrustBenefits Online Customer Service toll free at (866) 367-8265. If you have any questions regarding benefits, please contact

the Trust Fund Office at (800) 251-5014 or Fringe Benefits toll free at (800) 532-2105.

A word about filing claims

When going to the doctor or hospital, the provider always asks for insurance information. If the service is related to an accident, the provider asks for accident information as well. With the age of computer billing, this information most often is not sent to the claims department. If other insurance information or accident information is needed, the claims department will send you a request for this information. Please complete the questionnaire and return it to the claims department. Your reply will be handled as a priority.

Retiree meetings concluded

Thanks to all the retirees and spouses who attended this year's three rounds of Retiree Association meetings. We hope you enjoyed the reports from our officers, district representatives, Credit Union representatives and Trust Fund representatives who reported at our meetings. Thanks again for your participation. We wish you a good fall season and will see you next year.

QUICK PHONE REFERENCE

Where to call for benefit information

FOR	CALL
Fringe Benefit Service Center	(800) 532-2105 or (510) 748-7450
For Health & Welfare Eligibility Pension & Annuity Information Vacation Pay	Trust Fund Office (800) 251-5014 or (510) 433-4422 or (510) 271-0222
For Medical Claims, H&W Benefit Information & Contract Provider Updates	Trust Fund Office (800) 251-5013 or (925) 676-3890
Dental Claims	(800) 251-5014 or (510) 433-4422
Contract Providers and Utilization Review Organization Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition)	For pre-authorization or pre-service review, provider should call Prudent Buyer Utilization Review: (800) 274-7767
Prescription Drug Program: American Diversified Pharmacies (ADP) Non-network pharmacy claims	ADP (800) 568-2177 or (916) 263-0233 Obtain a claim form from the Fund Office or call ADP Customer Service.
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP) (800) 562 3277
Vision Service Plan	(800) 877-7195
Hearing Care Plan	(800) 322-4327
Continuum (formerly Health Examinetics) Mobile Health Testing Unit	(800) 542 6233

Mission Statement

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

Local 3 is also committed to:

- Electing politicians who support legislation and policies favorable to union members.
- Creating a level playing field for employers in the public bidding process.
- Building the highest quality infrastructure for the public good.
- Providing Local 3 members with a full-service and convenient financial institution, the Operating Engineers Local Union No. 3 Federal Credit Union, to help facilitate members' pursuit of a higher standard of living.

- Providing Local 3 members with a sound pension and retiree medical plan so union members can retire with dignity and financial security.
- Providing quality apprenticeship and journey-upgrade training so Operating Engineers can be the best in their respective industries.
- Improving the public education system through the support of bonds and other financing of school infrastructure.





CREDIT UNION

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

Your OEFCU account number changes soon

Along with the many changes of a new year comes one big change at the Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU). Because your security is OEFCU's No. 1 priority, member account numbers will change by the year's end. The credit union will convert your existing member number to a new, randomly generated account number. This change is taking place to protect your personal information. Randomly generated member numbers help deter fraud and theft.

The credit union is doing everything it can to make this transition easy for its members. No additional changes will be made to your account. This change will not affect anything but your member number, and you won't have to worry about memorizing your new number as OEFCU staff can easily look it up for you. Home Banking customers will need their new account numbers to log into their account online, but services like vacation pay and direct deposit will not be affected. Look for your new account number in the mail soon.

Great news for members who need auto, home or life insurance

You now have access to auto, home and life insurance services designed to match the needs of Local 3 members. A desire to solve the problems members face when confronted with today's complex insurance choices led Local 3 Business Manager Don Doser to request that OEFCU establish a service organization. This service organization is called Operating Engineers Financial Services, LLC. Call (800) 700-7474 to get the ball rolling for you,

whether you need auto, home, life insurance or any combination.

The Financial Services staff does careful research on your behalf among the best-established and reputable insurance carriers. Because several providers are represented, you get flexibility in meeting your needs. The Financial Services professionals, with an average 21 years of insurance industry experience, then discuss options with you in a no-pressure, no-obligation atmosphere. Thanks to the staff's high level of experience, you can avoid problems that result when insurance is set up without the right questions asked — problems that can cost you thousands of dollars if coverage is not there for you when you need it most.

You save time and effort because you learn what insurance choices are right for you without having to do the legwork. It's also efficient because making your insurance decisions can be done along with taking advantage of your credit union's affordable auto and home loans.

Staff at any OEFCU branch can send you additional information about Operating Engineers Financial Services, LLC. Or you may call the toll-free number (800) 700-7474 from 8 a.m. to 5 p.m. Monday through Friday with no obligation. For more information, log on to www.oefcu.org/services_insurance.html.

For more information about your credit union's full range of affordable financial services, visit www.oefcu.org, call (800) 877-4444 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) 529-1100

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

Auburn

1915 Grass Valley Hwy.
Suite 400
Auburn, 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



RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operator

By Curtis Brooks, Director



Modernization for mechanic's shop nears completion

For the Rancho Murieta Training Center (RMTTC) to be classified as the best training facility for heavy equipment operators and mechanics in the nation, it must remain up-to-date in all aspects of training. RMTTC is nearing completion of major renovations and should be up and running by Nov. 1 on GPS (global positioning system) training.

Our heavy duty repair (HDR) shop is under renovation, and we completely replaced the welding shop and added new welding machines and a plasma cutter. On the technical end, we are looking at laptop applications for HDR apprentices. HDR training requires apprentices to purchase many tools. However, HDR apprentices should look into purchasing a laptop compatible with the many different programs utilized in the field as well as in shops by our many employers.

I thank all of the trainees for their patience and understanding during these modifications.

Announcing new RMTTC team members

Every good football team is successful because of its leadership. At RMTTC, we too rely heavily on leadership to train our apprentices and journey-level operators successfully. We recently added Jeff Jones to our team line-up. Jones is the new apprenticeship coordinator in Yuba City, Redding and designated areas of Sacramento. His familiarity with those districts and expertise on equipment make him an added asset to our program. In Eureka, District Rep. Brian Bishop will coordinate apprenticeship matters for the Joint Apprenticeship Committee (JAC).

Also, we have just hired Sherry Wildt who will work with testing and inspection apprentices in coordination with Dean Dye and Steve Stromgren in preparation of the construction inspector classification in the Apprenticeship Standards. Welcome aboard, Sherry!

Finally, thank you to Marshall Massie for accepting the position in safety training. The added personnel helps assure that all needs of the safety program are met and that members are sufficiently served.

The entire RMTTC staff wishes you and your families a happy Thanksgiving holiday season.



Mechanics Corner

By David DelWido



Let's talk about tools

What can you say about us mechanics and our tools? Tools are our livelihood; we need them and want them — the more the better. Most mechanics invest a significant amount of their income in tools. Buying wise is the best way, but sometimes we buy because of urgency or necessity, and sometimes they just look good.

Hand tools are one of our biggest expenses. Can you believe the price of a Snap-on or Mac wrench set these days? They are quality tools no doubt, but wow! That's why we try to buy smart. As with many of our systems that are getting more complex, buying tools also is becoming more complex. For instance, Snap-on sells an offset wrench set that has a 60-degree angle on one end and a 30-degree angle at the other end. I haven't found any other offset wrench

that offers those two angles. Most offer a 60-degree and a 15-degree — 15-degree offset is already the standard for most combination wrenches, so why duplicate what you already have? In my opinion, Mac offers the best extra long pattern combination wrench and Craftsman offers the best deal on stubby wrenches in its professional line.

Keeping with the times

The tools we use today are different than the tools of 20 years ago. Today laptop computers are part of the tools used in the field to diagnose and repair electronically-controlled components like engines, transmissions and hydraulic systems. An electronic ear allows us to hear inside components to analyze problems before disassembly. CAT offers a "clicker

box" that helps get the transmission codes out of many CAT machines for just more than \$200 including cables and adapters.

The days of installing new fuel nozzles in a poorly performing engine are just about over. Now you need special tools and a little math to set the height which determines timing. If you're thinking of pulling a wire off an HEUI electronic fuel injector to short it out, you'll probably damage the injector. You need a laptop computer and CAT's ET (electronic technician) to do that.

Progress has its good and bad sides. It's tough keeping up with technology, but technology can make our job easier if we take advantage of it. All in all, we're back to the same old statement and must use "the right tool for the job."

Next month let's take a closer look at CAT's 4C8195 "clicker box."

Apprenticeship graduates

Operator	Branch of training	District	Date of completion
Jason Somara	Construction Equipment Operator	Sacramento	Sept. 3
Matthew T. Costello	Construction Equipment Operator	San Jose	Sept. 16
Beverly Wahlig	Construction Equipment Operator	Oakland	Sept. 30
Wade W. Spalti	Heavy Duty Repair	Redding	Sept. 23
Kyle D. Jones	Construction Equipment Operator	Redding	Sept. 23
Bradley Bender	Heavy Duty Repair	Rohnert Park	Sept. 16
Jason Thorn, Sr.	Construction Equipment Operator	San Jose	Sept. 16
Michael S. Payne	Construction Equipment Operator	San Jose	Sept. 16
Jose L. Campos	Construction Equipment Operator	San Jose	Sept. 16

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 2003 Jan. 19, March 23, June 29, Sep. 21 and Dec. 14
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	



See Meetings and Announcements on page 15 for the 2002 HAZMAT training schedule.

Scholarship Contest Rules for 2003

Applications available at district offices and credit union branches

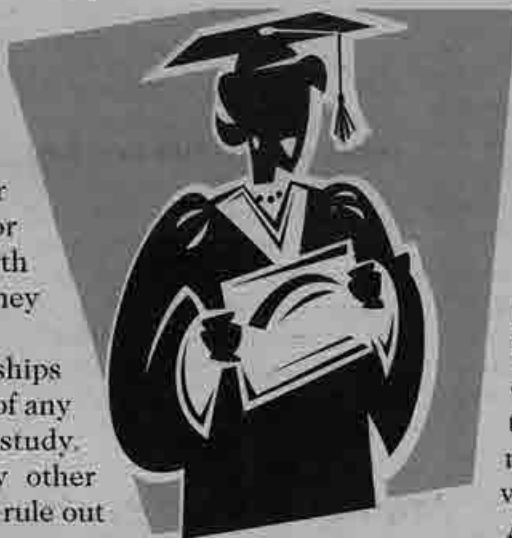
The Local 3 officers and Executive Board understand that the workplace is rapidly changing, and many of the jobs in the future will require new skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed in tomorrow's jobs by providing them with the chance to further their education and training. For this reason, Local 3 awards annual scholarships to sons and daughters of Local 3 members.

ACADEMIC SCHOLARSHIP

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

Winners also receive an additional \$500 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

The Academic Scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards that do not rule out scholarship aid from other sources.



year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarship must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 2003 and March 31, 2003.

AWARDING ACADEMIC SCHOLARSHIPS

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

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

All of the following items must be received by March 31, 2003:

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

RANDOM-DRAW SCHOLARSHIPS

In addition to the four Academic Scholarships, Local 3 will also award 20 \$500 "Random-Draw Scholarships." The names of all applicants will be entered into a drawing to be held at the July Executive Board meeting. Applicants need not be present to win. The scholarships are available only to the sons and daughters of Local 3 members.

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

- Sons and daughters of Local 3 members may apply for the scholarship. One parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application.
- Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships if the parent was a member of Local 3 for at least one year immediately preceding the date of death.
- Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the Local 3 Academic Scholarships and do not win will automatically qualify for this drawing.
- Applications will be accepted until March 31, 2003. Previous winners are not eligible to apply.
- Winners will be determined by a random drawing to be held at the July Executive Board meeting. Applicants do not need to be present to win.
- The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

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

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

WHO MAY APPLY

- Sons and daughters of members of Local 3 may apply for an Academic Scholarship. One parent of the applicant must be a member of Local 3 for at least one year immediately preceding the date of the application.
- Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 in good standing for at least one year immediately preceding the date of death.
- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2002) or 2) the spring semester (beginning in 2003), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic

Continued on page 8

Why CATs?



During the past 50 years, labor unions across America have observed a steady decline and gradual erosion of their influence and purpose in the workforce. There are many different opinions about the cause of the decline, but most experts agree on the solution — member involvement.

Local 3 Business Manager Don Doser said he agrees, and that the main way a union stays strong is through its membership.

"I believe fundamentally that Local 3's greatest strength and the source of our power is members who are united

and in motion for justice — members who are mobilized," Doser said.

While most unions agree that member involvement is the answer, many have failed to act. Apathy, lack of resources and fear of empowerment are contributing factors to the current malaise. However, Local 3's leadership has not stepped aside to let this happen. Doser and the officer's of Local 3 have taken the necessary steps and invested the resources to ensure the future of Local 3 through the creation of the OE CAT.

The CAT is Local 3's member mobilization and education structure designed to combat the struggles of Local 3 members and their families.

Whether organizing to recapture market share, participating in politics to elect worker-friendly people to office, picketing or striking to improve working conditions, or educating others on issues that impact our jobs, CAT activists play a vital role in ensuring that Local 3 remains strong.

We all owe a big thank you to those members who have come forward to protect our future through activism. If you are not involved, we hope you will join us. For more information on your district's CAT, please contact your district office or Cindy Tuttle, Political Training Director, at (916) 286-2790.

Scholarship: a new way to donate

Continued from page 7

Local 3 members can now contribute to the Operating Engineers Scholarship Foundation in several ways. Members can donate directly, participate in events that raise money for the foundations such as the Tom Stapleton Golf Tournament, and now members can leave contributions in their will or living trust. Below are some examples of how to remember Local 3 in your will.

I, _____, give, devise and bequeath to the Operating Engineers Local Union No. 3 Scholarship Foundation (Tax I.D. No. 94-3365632) the sum of (\$) _____ dollars.

If you have any questions about the scholarship fund please contact the fund administrator Recording - Corresponding Secretary, Rob Wise at (510) 748-7400.

2003 T.J. Stapleton Golf Tournament sponsors

Thank you to this year's golf tournament sponsors. Your donations made this event possible and made it the great success that it was.

Major Sponsors

A. Teichert & Son, Inc.
Amalgamated Bank
American Diversified Pharmacies, Inc.
Associated General Contractors of California
CELSOC
DeSilva Gates Construction
First Hawaiian Bank
Hathaway Dinwiddie
Hawaii OE Stabilization Fund
Hemming Morse, Inc.
Independent Construction Company
Lynch, Jones & Ryan
Maloof Sports & Entertainment

Mountain Cascade, Inc.
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O.C. Jones & Sons, Inc.
O'Grady Paving, Inc.
Operating Engineers Local 12
Operating Engineers Local 3
Operating Engineers Local 3
Federal Credit Union
Ree's Enterprise
Stationary Engineers Local 39
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Contributing Sponsors

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CA-NV Conference of Operating Engineers
Construction & General Laborers Local 185
Crane Owners Association
Employers' Advocate, Inc.
Frehner Construction Company, Inc.
Ghilotti Construction Company

Health Net of California, Inc.
Law Offices of Stanton, Kay & Watson
Mission Valley Rock Company
NECA-IBEW Working Together
Nu West Insurance Services
Q & D Construction, Inc.
R & L Brosamer, Inc.
Sanitary Fill Company
Van Bourg, Weinberg, Roger & Rosenfeld
Vision Service Plan

Other Donations Received From

Dustin Youngdahl
Ghilotti Bros. Contractors
Granite Construction Company
Kaiser Permanente
Marelich Mechanical Company, Inc.
Nevada Construction Industry

Nor Cal Shrine Club
North Bay Construction, Inc.
RMC Pacific Materials (V.C. Woznica)
Santa Clara & San Benito Counties BCTC
Wheeler Machinery Company

☐ **Yes!** I would like to support the 2003 Operating Engineers Local 3 Scholarship Fund. Enclosed is my contribution in the amount of:

☐ \$20 ☐ \$50 ☐ \$100 ☐ Other \$ _____

Name: _____

Address: _____

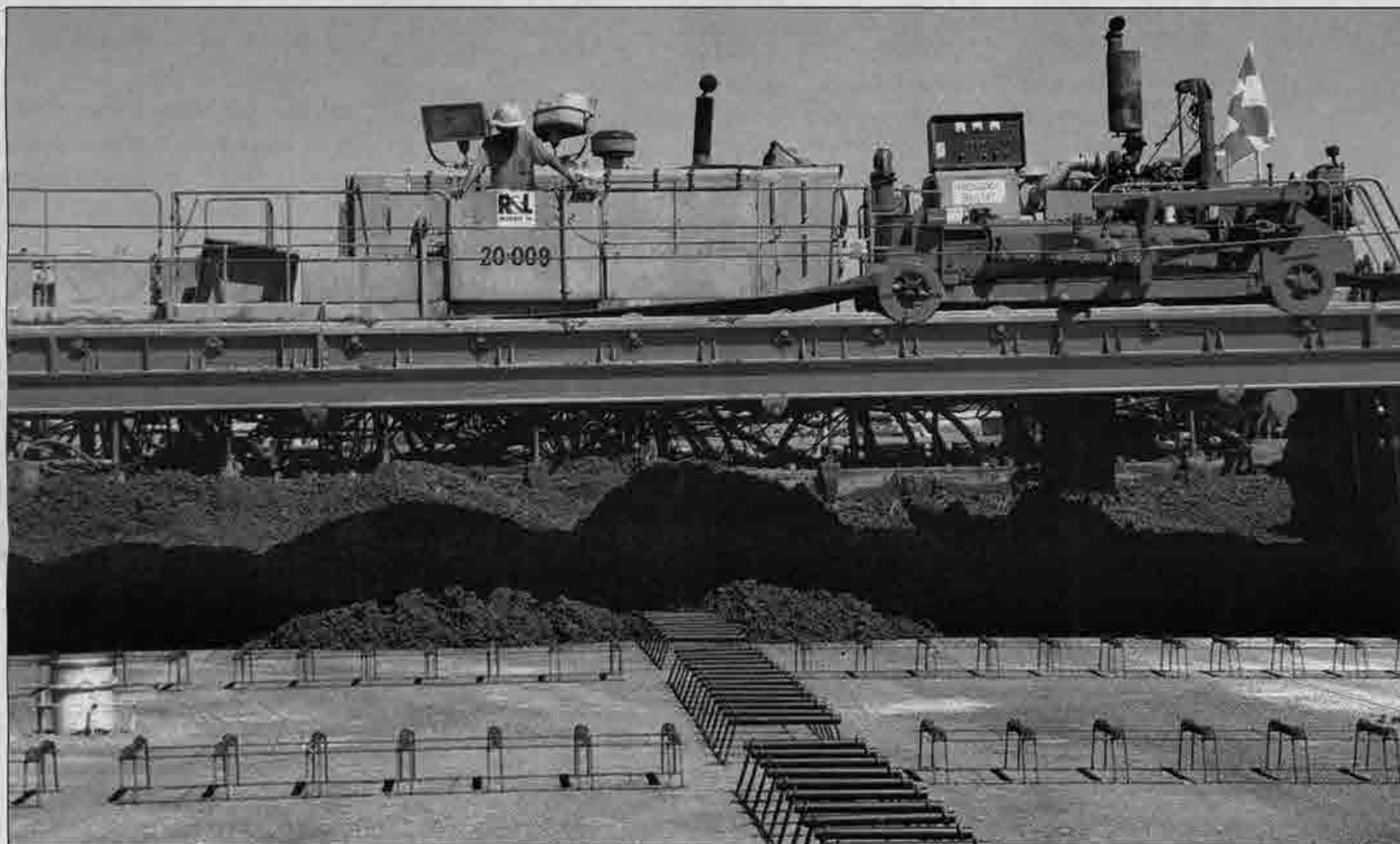
City, State, Zip: _____

Phone: _____

Clip out & mail to: Robert L. Wise, Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Rd., Alameda, CA 94502

Flying forward

San Jose International Airport upgrades runways, creates safer travel for millions



A drive-over unloader paving machine developed by union contractor R&L Brosamer spreads concrete evenly over a 37.5-foot wide surface. Operator Brian Fenridge monitors the process.

Story and photos by Kelly Preiser, associate editor

Transporting more than 3 million passengers a year, the Norman Y. Mineta San Jose International Airport (SJC) must be in prime condition for traffic to flow safely and efficiently. This is why SJC has undertaken several projects like the renovation of its commercial runways to accommodate the high volumes of traffic and keep the airport up-to-date.

SJC currently utilizes three runways, allowing 14 major airlines to operate at the airport. Runways 30 Right (30 R) and 30 Left (30 L) are principal runways for commercial aircraft, and 29-11 is a runway for general aviation, business and corporate aircraft. As planes continually evolve into larger and faster machines, they need more room to take off and land. With an average of 388 commercial and 335 general aviation departures and landings daily, the original runways were becoming outdated and were in dire need of a facelift.

As part of the Airport Improvement Program (AIP) to increase safety and improve the longevity of the airport's first commercial runway, 30 L, SJC constructed 30 R in 2001. Before 30 R was completed in August 2001, 30 L was SJC's only commercial runway.

In continuation of the AIP, SJC awarded the \$43 million reconstruction of 30 L to union contractor R&L Brosamer, a leading heavy, highway, canal and airport constructor in California. Construction began April 2 and will be completed this fall.

The details

The reconstruction of 30 L gives the airport two state-of-the-art commercial runways. Runway 30 L will be the primary runway for arrivals, and 30 R the primary runway for departures. Departures and arrivals will occur at staggered intervals, reducing peak period delays, ground taxi time and aircraft idling.

Before construction, 30 L was 10,200 feet by 150 feet (8,900 feet of asphalt and 650 feet of concrete at either end) with an asphalt base. At completion, 30 L will be 11,000 feet long, 150 feet wide and 47 inches

continued on page 10

San Jose International Airport upg



After the concrete is laid, it is smoothed over and sprayed with a curing compound. Gradesetters and gradecheckers ensure that everything is done correctly.

continued from page 9

deep with 25-foot shoulders and a concrete base. The 47 inches of depth will be comprised of 9 inches of prepared subgrade on the bottom layer with 20 inches of asphalt concrete in the next layer above. The top layer will have 18 inches of Portland cement concrete.

The project requires several steps that are closely monitored and coordinated. First, rebar reinforcement was laid to keep the concrete together. Then to pave the runway, trucks drive up a ramp, dumping concrete onto conveyors which then distribute the concrete evenly over the 37.5-foot wide runway. A smoother runs over the surface of the concrete which is then covered with a curing compound. Gradesetters and gradecheckers monitor the paving, making sure everything is done correctly. There is constantly something going on, and always several things at once.

A poor runway in need of some hard-working operators

The project Superintendent Jim Miller commented on the poor condition of the airport's runways and the obvious necessity of the project.

"We're reconstructing 9,000 feet and 12 taxi ways," Miller said. "The old runway was all asphalt. It was severely failing, cracking and falling apart. The amount of traffic in San Jose and the Silicon Valley has outgrown the airport, so this is a much-needed project."

The project keeps about 35 to 40 Operating Engineers busy daily as part of a 150- to 200-member crew. Miller said the project averages about 30 Operating Engineers a day.

Miller praised the work ethic of the operators, saying they always work hard and bring a multitude of skills to the job.

"We've got a lot of good hands and good apprentices," Miller said. "There are a lot of very skilled people on the crews for this project."

Working with state-of-the-art equipment

Retired San Jose Assistant District Rep. Lew Bratton said the 30 L reconstruction was a good working opportunity for Operating Engineers because it allows them to work with state-of-the-art equipment on a quality job.

One new piece of equipment used on this project is the 2500-ton, 55-foot-long Roadtec Shuttle Buggy material transfer vehicle that picks up old asphalt and carries it to the paving machine where it is recycled and remixed into new paving product while leaving the ground smooth for repaving.

R&L Brosamer brought some new equipment to the project as well. The company developed a paving machine called a drive-over unloader specifically for this project, which requires a machine that paves 37.5 feet wide.

Playing it safe

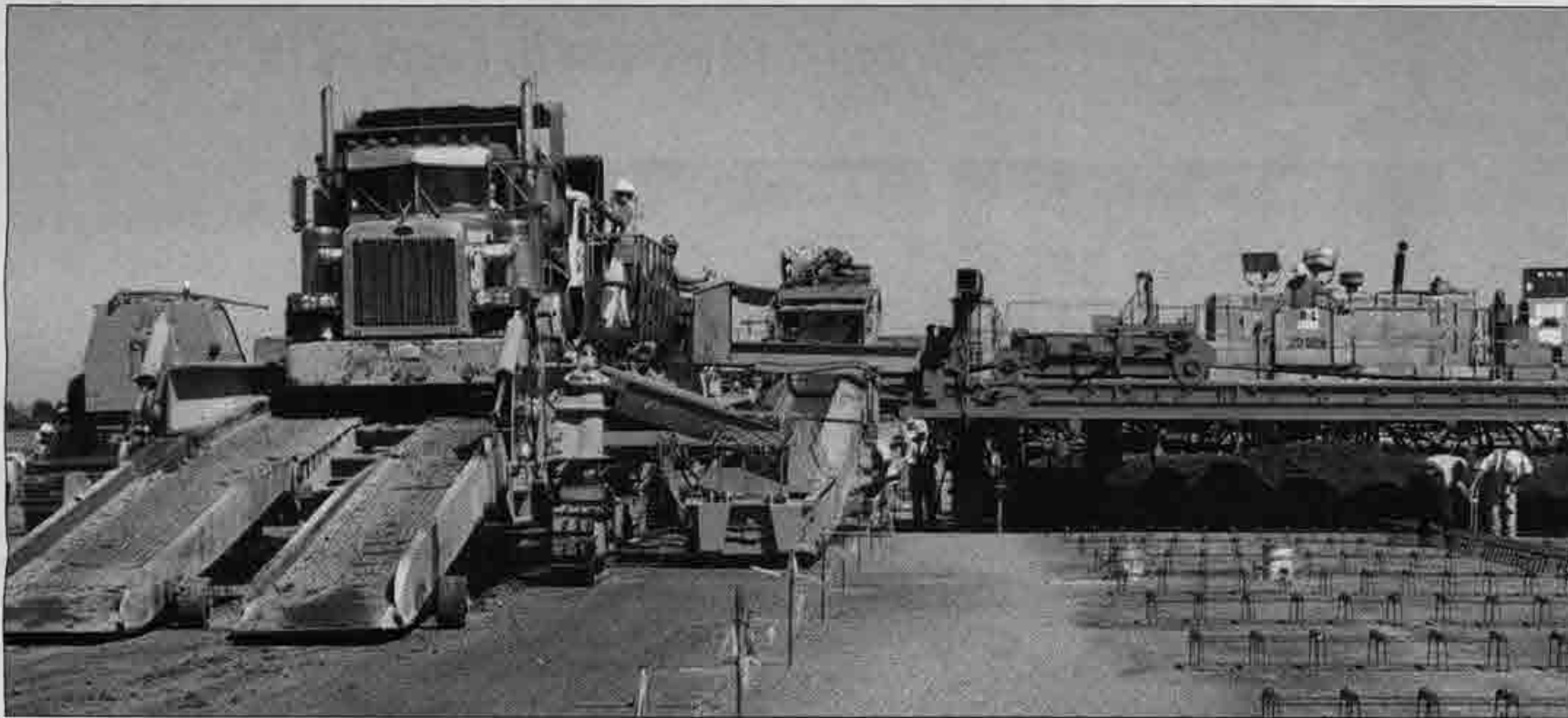
Miller said the workers have to work well together to get the project done right — and safely. The workers' jobs are not all tied together and have to be synchronized. This can be a difficult task



aded



Operators Tony Cardoza, Tracy Silva and Thomas Carrillo stand with former Assistant District Rep. Lew Bratton in front of the 2500-ton Roadtec Shuttle Buggy.



A truck backs up onto a ramp and dumps the concrete onto a conveyor belt. The conveyor belt brings it to the paver where it will then be evenly distributed over the surface. The truck backs down the ramp at the other side of the paving machine so that trucks can bring concrete to the machine continuously.

with the surrounding noise of the airport, so the operators really have to be alert to what is happening around them.

"With all the trucking, heavy equipment, massive amount of trucks and jet noise, you don't always hear trucks, so you have to keep eye contact with the operators," Miller said. "It's a challenge. It's like a large puzzle putting it all together, running all the machines and keeping everything in order."

There are several other safety and security issues that come with the reconstruction of 30 L. After the Sept. 11 attacks, airport security tightened significantly. All airport employees have to wear badges, and visitors to the construction site have to be escorted in. The escorts are often called for by radio.

The working conditions of the project are challenging. In the heart of San Jose, the crew faces high winds and extreme temperatures. But the biggest challenge, Miller said, is time. The crew works long days, into the night and on weekends to get the project done on schedule. Miller said the crew aims to pour about 3,000 yards of concrete a day. In a matter of 56 days, the crew will have had to lay a total of 120,000 yards of concrete.

Reaping rewards, gaining knowledge

The operators working on this job said that although work can be arduous, it also bears some valuable rewards.

Local 3 member and Paver Operator Tracy Silva said the operators constantly deal with the trucks, making sure they are in the right position. He said this requires constant coordination with the other operators which can bring about camaraderie and help with planning for the day's work.

Operator Tony Cardoza agreed with Silva and expressed this positive outlook: "It's always great to see the finished product and know that you were a part of it. I also enjoy working with the computers on the equipment and getting some important on-the-job training. Everything you learn on one job helps you on another."

Upon completion of the SJC runway renovations, numerous Operating Engineers like Silva and Cardoza can be proud of being a part of this much-needed project and for bringing the airport into the future, allowing more efficient and safe travel for millions, all while learning and gaining valuable experience for future opportunities.





ORGANIZING

By Bob Miller, Local 3 Vice President

Hats off to the *biggest* organizing victory in Local 3's history



Giacalone members during an informational meeting.

Business Manager and International Union of Operating Engineers Vice President Don Doser recently announced the largest construction top-down organizing victory ever for Local 3.

On Aug. 9, Vince Giacalone Electrical Services, a joint-trench construction company of about 400 hourly employees, signed an agreement after a three-year campaign. Giacalone also specializes in design, traffic loops and light standards. Local 3 immediately captured 85 percent of the market share for this type of work in Northern Calif. with \$45 million to \$50 million per year.

It started in June 1999 when San Jose District Rep. Fred Herschbach began working with Vince Giacalone and established a relationship and trust. Over the next several years, Doser, along with Assistant Business Manager and President John Bonilla, the organizing department and San Jose staff, solidified this relationship.

At this point basically 100 percent of this work was non-union and Local 3 had 0 percent market share.

As the company and relationship grew, Giacalone began to realize the benefits unionism could bring to his company and workers. He also knew that Local 3 was honest, professional, covered a large territory, and above all, could provide him with skilled and reliable workers — he needed us!

Finally, after many sleepless nights, Giacalone signed. Most importantly, a huge group of construction workers realized the benefits, wages, dignity and respect that a union contract provides.

Congratulations to nearly 400 new members and Giacalone!

Special thanks to Assistant District Rep. D.J. Robertson and retiree and friend of labor Don Incardona.



New brothers and sisters complete new member applications.



Assistant District Rep. DJ Robertson and Apprentice Coordinator Butch Cabrera help members fill out their new member applications.



Organizer Art Loya gives new members information regarding union benefits.

FROM NEVADA JAC

Journey-level upgrade classes**Gradesetting**

Wednesday Dec. 4 6 p.m. - 9 p.m.
 Saturday Dec. 7 8 a.m. - 5 p.m.
 Wednesday Dec. 11 6 p.m. - 9 p.m.
 Saturday Dec. 14 8 a.m. - 5 p.m.
 Wednesday March 5, 2003 6 p.m. - 9 p.m.
 Saturday March 8, 2003 8 a.m. - 5 p.m.
 Wednesday March 12, 2003 6 p.m. - 9 p.m.
 Saturday March 15, 2003 8 a.m. - 5 p.m.

Natural Gas Safety

Friday Dec. 13 7:30 a.m. - 11:30 a.m.
 12:30 p.m. - 4:30 p.m.
 Saturday Dec. 14 7:30 a.m. - 11:30 a.m.

First Aid

Wednesday Jan. 8, 2003 8 a.m. - 5 p.m.
 Saturday April 5, 2003 8 a.m. - 5 p.m.

Forklift Certification

Wednesday Jan. 15, 2003 8 a.m. - 5 p.m.
 Saturday March 22, 2003 8 a.m. - 5 p.m.

40-Hour Hazmat

Week of Feb. 3 to Feb. 7, 2003 8 a.m. - 5 p.m.

Eight-Hour Hazmat Refresher

Saturday Feb. 8, 2003 8 a.m. - 5 p.m.

Eight-Hour MSHA

Saturday Feb. 22, 2003 8 a.m. - 5 p.m.

Commercial Drivers License Training

Ongoing - Call for information

Call the Apprenticeship Office at (775) 575-2729 or sign up at the dispatch desk.



Congratulations to Nevada Apprentice Leah Henry on the birth of her little girl, Kayonna Marie on Sept. 24. This little bundle of joy weighed 7 pounds, 4 ounces and was 20 inches long at birth.

FROM WYOMING

First picnic and Semi-Annual via video conference

Democratic Candidate for U.S. House Ron Akin warms up for the first pitch at the Casper Rockies baseball game with a Local 3 member's son, Glenn Medrano.

District 15 hosted its first picnic was a success for district picnic on Aug. 31. Wyoming and South Dakota. There was a good turnout of union brothers and sisters who enjoyed hamburgers, hot dogs and fun at the Casper Rockies baseball game. Democratic Candidate for Governor Dave Freudenthal and Democratic Candidate for U.S. House Ron Akin attended and enjoyed the minor league game. Akin threw out the first pitch and showed his first-class pitching arm. Although the Casper Rockies lost to the Ogden Raptors, the

On Sept. 15, Local 3 held its first Semi-Annual meeting via video conference in Wyoming. Many members were encouraged by the new video system that tied us into the Semi-Annual in California. About 60 union members, retirees, their spouses and families attended. All enjoyed a wonderful lunch cooked by Bud's BBQ. There was plenty of food and treats for everyone, and attendees were placed in a drawing for door prizes.

The following people were the lucky door prize winners. Congratulations to all of our winners!

Scott Dunlap Local 3 shirt
 Sam Daniels Fishing pole
 Bill Platek \$250 gift certificate to Circuit City
 Ray Sebek \$25 gift certificate to Park Way Plaza
 Anthony Hanson Fishing pole
 Rudy Munoz Fly rod
 Dwight Wicker \$250 gift certificate to Circuit City



Top: Local 3 member Bill Marshall takes a refreshing break.
 Bottom: Democratic Candidate for Governor Dave Freudenthal grabs a bite to eat with his daughter Hilary at the district picnic.



From right: Union member Anthony Hanson and Organizer Kevin Miller get spinning in the Dizzy Bat Race at the District 15 picnic; Hanson won.

FROM REDDING

Redding remains prosperous in the fall season

September and October were busy months for the Redding District office. Tullis & Heller works on finishing the Shasta County overlays, and Ron Hale Construction works long hours paving and grinding throughout the district. JF Shea was just awarded about \$20 million worth of paving jobs that will last into 2003.

We would like to thank Cindy Tuttle and all of our CAT team captains and members for their hard work for the November elections.

District 70 would also like to bid a fond farewell to District Rep. Monty Montgomery and congratulate him on his retirement. Thank you, Monty, for all of the years of service you gave to District 70. We welcome Jim Horan as the new district representative for District 70, Eric Sargent as the new business representative and Mike Conway from Eureka as the new organizer.

FROM UTAH

Kennecott nears negotiation deadline

Beginning mid-August, local unions from Kennecott Utah Copper, including Local 3, were involved in negotiating a new contract with the company. The current agreement expired Oct. 1. Local 3 bargaining committee members Assistant District Rep. Dale Cox, Chief Steward Steve Kalipetsis and Job Steward Richard Brewster, along with representatives from the IBEW, machinists and several steelworker locals, met 12 to 16 hours a day, seven days a week trying to reach an agreement. While things didn't look promising at times, members remained hopeful that an agreement would be reached by the expiration date. After 41 days of bargaining, Kennecott declared impasse despite disagreement from major union leaders. But this struggle is not really over. Charges have been filed with the National Labor Relations Board (NLRB) in hopes that the NLRB will bring the Kennecott matters back to the bargaining table.



From left: Kennecott grievants Gaylen Cleverly, Steve Buckner, Jeff Naylor and Joe Ondreako hold checks they received for lost wages totaling more than \$15,000.

Other news from Kennecott

Kennecott and Local 3 recently settled a grievance and pending arbitration over the contracting out of a new O & K hydraulic shovel at its Bingham Canyon Mine to non-union operators.

Semi-Annual meeting in Salt Lake City

Salt Lake City hosted a luncheon for about 70 members and their families on Sept. 15. Although the Semi-Annual live video conference transmission was unsuccessful, Assistant District Rep. Dale Cox and Business Rep. Anthony Rivera entertained the group who remained in good spirits in spite of the problems encountered.



Above: Seventy members gathered in Salt Lake City to watch the Sept. 15 Semi-Annual via video conferencing. At right: District Rep. Dale Cox presents retiree Jerry Fox with his door prize, a Circuit City gift certificate.

Especially pleased with the raffle drawing at the meeting were Kennecott Steward Steve Kalipetsis and Retiree Jerry L. Fox who each won a \$500 gift certificate. Other prizes also were awarded.

From Northern Utah

The pipeline still tops all activity in northern Utah with Welded Construction going full bore. There are about 100 Operating Engineers on spread two at this time.

The Legacy Highway court decision came down from the federal court finding that some federal requirements were not met. This will result in further construction delays. Some new work began at the north end, allowing the constructors to keep most current employees working.

Geneva Rock and Granite Construction are still slower than usual in the north. Fife Rock has a new project in the Layton area.

From metropolitan Salt Lake City

The Associated Pipeline spread here in the valley continues to advance forward with Local 3 hands dispatched on a regular basis. Work continues to move forward despite some early rainfall that slowed progress. Local 3 member and steward for the Lehi spread Hank Baures keeps a watchful eye to ensure that the project is done safely and that all travelers and Local 3 members are dispatched equally.

Other Utah news

Geneva Rock currently works on various sites in the valley and we hope that work continues to go forward. Salt Lake Rail also progresses and moves toward its on-site completion near the University of Utah Hospital. Granite Construction currently paves various roads in the valley. The W.W. Clyde Rosecrest project nears completion in Herriman, Utah. Wheeler Machinery members are busy keeping the equipment for the pipeline in good repair with a number of field service mechanics on site at the pipeline spreads.

From the apprenticeship

September was a good month for apprenticeship in Utah. Work had been slowing down a little, but overall employment has been good for the apprentices in Utah. There are currently only two on the out-of-work list. With any luck, most will work right up until Christmas.

We completed a community service project for Camp Kostopulos, an institution for mentally and physically handicapped children, with the assistance of Wheeler Machinery, the Caterpillar dealer in Utah who supplied the equipment for this project.

For all members with sons, daughters or relatives who are interested, the apprenticeship program accepts applications the second Wednesday of each month from 7 a.m. to 7 p.m.

Check next month for notices of upcoming classes for the new year. Gradesetting will be offered along with HAZMAT 40-hour and eight-hour refreshers, CCO certifications, MSHA and OSHA.

News from the South

W. W. Clyde has a good start on the renovation of the Piute Reservoir. It will repair the dam and the outlet structure. Completion is scheduled for mid-December. Other W. W. Clyde crews will work in Provo Canyon through the winter on the removal and installation on new 120-foot aqueduct.

DISTRICT MEETINGS

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 St.
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.

HAZMAT training schedule for 2002

Eight-hour refreshers

District	Location	Training date
10	Rohnert Park Office	Dec. 14
20	Alameda Office	Nov. 1, 2 & 16
30	Stockton Office	Nov. 9
70	Redding Office	Dec. 21
90	San Jose Office	Dec. 7

40-hour class

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

HONORARY MEMBERS

The following retirees have 35 or more years of membership in the Local Union as of September 2002, and have been determined to be eligible for Honorary Membership effective Oct. 1, 2002.

Donald Anderson . . . 1219506	S. L. Donner . . . 1171936	Henry Serion, Sr. . . 1257035
Joseph Ansbro . . . 1265309	William Foust . . . 1238829	Henry Thompson . . 1424922
John Bajo . . . 1301505	Eugene Hrobsky . . 1035329	Gary Waag . . . 1219871
William Brown . . . 1191065	Yukheon Kam . . . 1284771	Teddy Wherry . . . 1192222
Lowell Center . . . 1296308	Abraham Kolii . . . 1301510	L. Dee Wright . . . 0915718
Bob Coley . . . 1191286	Abraham Makekau . 1235285	
Robert Croisant, Sr. 1174990	Albert Pi, Jr. . . . 1291276	

Departed Members

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

Amos Andrews . . . Fallon, NV . . . 08-30-02	Jean McFarland . . . Smartville, CA . . . 08-29-02
Wayne Barnes . . . Okanogan, WA . . . 09-15-02	Chester McGuffey . . . Lincoln, CA . . . 08-12-02
Roger Bentzinger . . . Valley Springs, CA . . . 08-04-02	Joe Miles . . . Visalia, CA . . . 09-17-02
Robert Brown . . . Modesto, CA . . . 09-03-02	Ryoichi Miyata . . . Honolulu, HI . . . 09-15-02
Darwin Chandler . . . Mineral, CA . . . 09-06-02	Harry Oshiro . . . Honolulu, HI . . . 08-07-02
H. Crosby . . . Sacramento, CA . . . 08-25-02	Robert Pyle . . . Grass Valley, CA . . . 09-18-02
Kenneth Cunningham . . . Shasta Lake, CA . . . 08-21-02	Benson Qualls . . . Shawnee, OK . . . 09-09-02
Darrell Didericksen . . . Grantsville, UT . . . 07-16-02	Franklin Ramey . . . Oroville, CA . . . 08-04-02
Jim Divane . . . Modesto, CA . . . 08-28-02	Jerry Reynolds . . . E. New Market, MD . . . 07-16-02
Conner Elston . . . Roseburg, OR . . . 09-05-02	Reynoldson, Gail . . . McKinleyville, CA . . . 08-12-02
Herman Hall . . . Fresno, CA . . . 09-12-02	Martin Riser . . . Garland, UT . . . 09-10-02
Wesley Harris . . . Auburn, CA . . . 08-16-02	William Sakamoto . . . Honolulu, HI . . . 09-02-02
Clarence Henson . . . Sanger, CA . . . 08-06-02	Michael Schlimmer . . . Fremont, CA . . . 08-06-02
Ken Holthus . . . Bertrand, NE . . . 08-02-02	Harry Sembach . . . Portola, CA . . . 09-20-02
Herbert Isernhagen . . . Spokane, WA . . . 08-21-02	George Sheridan . . . Lockeford, CA . . . 09-01-02
Dyas Jones . . . San Leandro, CA . . . 09-14-02	Martin Still . . . Turlock, CA . . . 06-19-02
Samuel Kamae . . . Waipahu, HI . . . 09-02-02	Harold Tower . . . Sonora, CA . . . 09-01-02
William Kaukini . . . Waimanalo, HI . . . 09-03-02	Veldie Turner . . . Visalia, CA . . . 09-12-02
Leonard Lebon . . . Fremont, CA . . . 08-13-02	Ralph Wilson . . . Grizzly Flats, CA . . . 08-26-02
Lawrence Luevano . . . Union City, CA . . . 08-03-02	Scott Wilson . . . Chester, CA . . . 07-01-02
Glen Luttrell . . . San Pablo, CA . . . 08-12-02	Lloyd Wooley . . . Salinas, CA . . . 09-12-02

Deceased Dependents

Allen, Phyllis, wife of Allen, Oliver . . . 09-01-02	Pittard, Leona, wife of Pittard, George . . . 09-04-02
Andrade, Veronica, wife of Andrade, Augustine (Dec) . . . 09-13-02	Powell, Emily, wife of Powell, Elmer . . . 09-12-02
Brown, Helen, wife of Brown, Roy A. . . . 08-16-02	Rice, Valeta Mae, wife of Rice, Paul (Dec) . . . 08-04-02
Caldwell, Laverde, wife of Caldwell, Pat (Dec) . . . 07-11-02	Roberts, Mary, wife of Roberts, William . . . 08-22-02
Checketts, Alfton, wife of Checketts, Lynn . . . 07-04-02	Stonebarger, Ramona, wife of Stonebarger, George (Dec) . . . 09-16-02
Childres, Nora, wife of Childres, Harlon . . . 09-13-02	Tallman, Emily, wife of Tallman, Beverly (Dec) . . . 08-12-02
Ensey, Georgina, wife of Ensey, Louis A. (Dec) . . . 09-01-02	Walker, Shawn, son of Walker, Edward . . . 08-09-02
Gough, Wanda, wife of Gough, Ken . . . 08-30-02	Walker, Helen, wife of Walker, Stanley (Dec) . . . 07-24-02
Jennings, Linda, wife of Jennings, Joe . . . 09-04-02	Williams, Jane, wife of Williams, Wayne . . . 08-25-02
Lewis, Rozena, wife of Lewis, William . . . 06-19-02	Zehnle, Margaret, wife of Zehnle, Lawrence . . . 08-28-02
Makua, Naomi, wife of Makua, Gilbert . . . 07-22-02	Zicovich, Pamela, wife of Zicovich, Carey . . . 08-01-02

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 nomina-

tions 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.

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:

continued on page 17

Nomination rules

continued from page 16

- (a) Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.
- (b) Except as provided in (e) of this Section, the Election Committee shall be nominated and elected at the regular quarterly or special District and Sub-district Meetings in the months of September, October and November of the year next preceding the election.
- (c) Each Nominee shall have the right to list one of the following after his or her name on the ballot: his or her Office, or his or her Position, or his or her collective bargaining agreement classification.
- (d) Except as provided in (e) of this Section, nominations will be held in the month of December, and the election will be held in the month of February.
- (e) When the International Convention is to occur during the year next following an election of Officers under Article XII of these Bylaws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.
- (f) Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

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

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

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

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

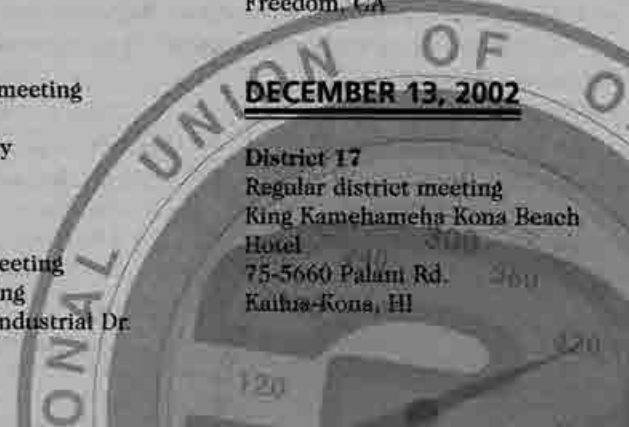
DECEMBER 12, 2002

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.
Kaihu-Kona, HI



All meetings will convene at 7 p.m.

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 30 words.

FOR SALE: 1995 36 ft. Nu-Wa Hitchhikers 5th Wheel, two slides with oak cabinets, beige carpeting, burgundy trim, CH/A, washer/dryer combo, 10 gallon gas/electric water heater, stand up bedroom with extra closet and storage spaces, large basement for storage, too many things to list. \$24,200. (210) 860-5611 and ask for Ed. Reg#2329074

FOR SALE: 2000 Ford Ranger Ext. Cab with camper shell, 3.0 V6 engine, 5-speed trans, power windows and locks, cruise, tilt steering, CD, excellent condition. 19,000 miles. \$14,000. Call (209) 267-9331. Reg#0947078

FOR SALE: 36 inch backhoe bucket, fits 710 John Deere, \$400 or trade for 12 or 18" CAT bucket. (530) 275-6409. Reg#2046963

FOR SALE: 11.75 acres, small orchard, 6 bdrm, 2-story house, 2 small garages, 1 large shop in Bluffdale, Utah. \$1,010,500. Will not split up acreage, irrigation water sold separate. Call Orin (801) 254-3076 or email at s.h.a.r.s.e.a.l@a.o.l.c.o.m. Reg#0950667

FOR SALE: 2001 Honda CR250, immaculate with all the extras and spares. Must see. \$4000 OBO. Call (775) 720-7641 any-

time or for information and pictures, email loidentity@aol.com. Reg#1689693

FOR SALE: 1995 Mercury Cougar, V8, good mechanical condition, new tires, no dents, inside good condition, 109K miles, \$5000 OBO. Call (707) 275-2150. Reg#1523123

FOR SALE: Home - 3 bedroom 2 full baths, family room, master bedroom with walk-in closet, garden tub with separate shower, guest bath has 60 inch walk-in shower, refrigerator, dishwasher, disposal, has 2-car carport, 8x20 workshop/storage area. House is 1600 sq. ft., \$68,000, in Carson City, Nevada. Call (775) 884-1257. Reg#1235523

FOR SALE: 544C John Deere articulating 2 yd. Diesel loader, 4700 hours, glass, lights and wiring are in very good condition, service records and manual available. \$24,500 OBO. Call (707) 664-1784. Reg#1047032

FOR SALE: 2,400 sq. ft. home, 4 bedrooms, 2.5 baths, newly remodeled, family room and living room, garage and shed with motion lights, new doors and screen doors, swamp cooler, new kitchen with Corian countertops, great location, close to elementary and high school, two new furnaces, gas log fireplace, new sprinkling system. \$155,000. Call Arden at (801) 225-2517. Reg#0649266

FOR SALE: 235 cid engine, power glide automatic transmission, enclosed driveshaft, and rearend from 1951 Chevy sedan. Was running when purchased two years ago. \$500. Call Ken at (831) 684-0487. Reg#1993074

FOR SALE: D4/7U hydraulic dozer-double bee gee pump, wide track, \$6500. 4 inch Barnes pump mounted on trailer, no engine, can be run w/PTO, \$375. 1953 5-window 1-1/2 ton Chevy truck, 4 speed with 2/speed axle, \$575. Make offer or will trade for items of equal value. Call (530) 527-8435. Reg#1082385.

FOR SALE: 1984 Pace Arrow, 31 foot, new engine 454, rebuilt transmission, new A/C x 2, good condition, \$12,000 OBO or trade. Call (916) 777-7055

FOR SALE: 1952 Trawler, 49 foot, classic coast guard certified, wood hull, single 671 deck, \$8000 OBO or trade. Call (916) 777-7055.

FOR SALE: 1974 white 10-yard dump, 8V92 435 HP-13 spd+2 speed rears, 85% rubber PS, heat, air, Jake, air ride seat, 2 CB's, AM/FM tape, good looking, good running truck, ready to work, \$12,500 OBO. Call Christ at (541) 925-4137. In Blachly, Oregon. Reg#1494208

FOR SALE: 3 burial plots, 7-8-9, lot 663 (in Garden of Memory), perpetual care, \$600 for all three, located in Watsonville, California. In Pajaro Valley Memorial Park. (209) 296-4426. Reg#0538795

FOR SALE: 1940's Maple table with four chairs, \$500. 1994 Suzuki Katana 600cc, 36k miles, excellent condition and well-maintained, extras included, \$2500 OBO. Carpenters/woodworkers dream SHOPSMTIH, 7 years old, only 6 months worth of time was used, capable of being a lathe, band saw/sander, drill press, table saw, shop vacuum, many extras, \$1900 OBO. Call Robert at (209) 914-4178 or (209) 510-0582.

FOR SALE: 1989 Terry Resort, 24 ft. pull trailer plus 2-1/2 ft. storage platform built onto the rear, set up to pull doubles, with new tires, batteries and water pump. High grade awning with stainless steel cover, power-booster TV antenna, microwave, weight distributing hitch with anti-sway bar, many more extras, super clean, \$5000. Call (209) 334-3605. Reg#2074617

FOR SALE: Jeep rack custom, heavy duty, all brackets, \$210. 1983 Husgavarna CR500 hang on baby, 55 hours, \$600. 1989 Sunrunner mini-day cruiser, plus trailer, \$8000. Bobcat and backhoe, just backhoe attachment, no Bobcat included, \$1500. Call Travis at (925) 674-8781 or (925) 383-4596.

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. \$20,750 or KBB value. (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, BSML, 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" 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. (415) 250-4288. Reg#2266771

FOR SALE: 4 general LT245/75R16 M&S tires and wheels, 8 hole, 1 ton, \$400. 2, 1 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.

FROM ROHNERT PARK

Rohnert Park's OE CAT members go the extra mile



Rec. Corres. Secretary Rob Wise, Assistant Business Manager and President John Bonilla and Rohnert Park District Rep. Joe Tarin get together with District 10 OE CAT members.

District 10 is pleased to report a good work year and is grateful for the superb member involvement of its OE CAT members.

Our quarterly district meeting was well attended. Retiree Leon Calkins was nominated and selected for the election committee.

With the political season kicking off, there is a lot of work to be done. The OE CAT members are really coming forward and going that extra mile to do their part to help maintain and promote the interests of working men and women. Thanks to all of you and welcome to the new volunteers. We have all been busy contacting other union members and voters so Gov. Gray Davis and other labor-friendly candidates are elected so they can help us help ourselves.

Work has been steady to abundant this year. Stan Wise of Wise Construction reports that he keeps about 18 operators and utility workers busy preparing the general landfill site in Petaluma for winter erosion control. Some of his hands work seven-twelves while the push is on. Wise sends praise to our new dispatcher, Marshal Bankert, for his efficiency in filling Wise's

urgent job order for five utility workers. Wise said his foreman, Marvin Rasmusson, is very pleased with the quality of people coming out of our hall and with his crew in general. This new group hit the ground running and truly shines.

C. V. Larsen completed jobs this year and currently works driving pile for the Benicia-Martinez Bridge pre-cast yard and Bay Bridge pre-cast yard for Kiewit Pacific. Other pile driving, shoring and excavation projects include Hwy. 41 near Stratford, Calif. for Kiewit Pacific, North McDowell Boulevard in Petaluma, Calif. for North Bay Construction and the Shorebird Pump Station at Lucky Drive for the town of Corte Madera, Calif.

C. V. Larsen began 16 years ago as an owner operator. Chris Larsen stays active politically by supporting highway funding, education, safety and collective bargaining.

Bartley Pump, servicing Marin, Napa, Sonoma, Solano, Lake and other counties, has been supplying industrial, municipal and agricultural pump service since 1956 and reported that it has nine operators working 50 to 60 hours a week. Bartley has been very busy this year with a lot of work in the books for next year.

Ray Peterson of Peterson Drilling & Pump said his 10 to 12 operators have been busy working 50 to 55 hours a week. Peterson is a little short-handed now and considers hiring more qualified people to handle his backlog of work.

Weeks Drilling and Pump has been associated with Operating Engineers Local 3 for about 30 years. Weeks currently employs 40 union operators on its 11 drilling rigs and 12 pump service trucks out of its main headquarters in Sebastopol and branch office in Ukiah. Weeks is a full-service water company that drills water wells and installs pump systems for domestic, agricultural, industrial and governmental clients. It is fully staffed to handle environmental drilling projects and water treatment problems. The past few years have been extremely busy and there is no let up in sight. Weeks has a large backlog of wells to drill and systems to install. Its area of work covers all of the north coast to the Oregon border, south to the Santa Clara Valley and east to Chico and Stockton. However, the greatest percentage of its work is in the five North Bay counties of Marin, Napa, Sonoma, Mendocino and Lake. Most of its crew works an average of 50 to 55 hours per week and

occasionally works on Saturdays. Weeks is always on the lookout for a few good experienced employees, preferably with a Class A or Class B driver's license.

District 10 is pleased to announce the marriage of operator Ben Beaubie III to Kristin Vance on April 20 at the River House in Petaluma, Calif. The couple resides in Rohnert Park.

Operator Bruce Coats married Lisa Benight on July 27 at Warren Woods in Sebastopol, Calif. The couple resides in Rohnert Park.

Manuel and Cecilia Morales had a baby boy on July 4 at Kaiser Hospital. Their baby son's name is Sean Gabriel Morales. Sean has eight brothers and sisters: Gloria, Shannon, Matthew, Paul, Steven, Kathleen, Rachel and Isabelle.

Congratulations is also in order for District 10 Executive Board Member Pat O'Halloran who completed a 50-mile bicycle race in support of multiple sclerosis on Sept. 29. O'Halloran sported a Local 3 T-shirt during the race and advertised the union on his bicycle as well. Hundreds of cyclists from all over California and across the country cycled for this good cause. We are very proud of Pat's accomplishment!



District 10 Executive Board Member Pat O'Halloran wears his Local 3 gear with pride during a 50-mile bicycle race in support of multiple sclerosis.

FROM YUBA CITY

Birth Announcement

Congratulations to the Jerry Seiff family on the birth of their daughter Nicole. She was born Sept. 27 weighing 7 pounds, 13 ounces.



Operating Engineer Mark Powell drives sheet pile at a C.V. Larsen project at the Clearlake Oaks Water Treatment Plant in Clearlake, Calif.

FROM HAWAII

Driver education

To stay in compliance with the Hawaii Revised Statute 286.202.5 and 49CFR section 391.119, 43 Local 3 members from CMZ, Delta Construction, RHS Lee, Royal Contracting and Road Builders attended a Driver Improvement Class on Sept. 20 and Sept. 21 on Oahu.



D.I.P. Coordinator Hamona Dowell gives the drivers a demonstration.



Forty-three Local 3 members attended a Driver Improvement Class on Sept. 20 and Sept. 21.

A peek into the Pacific

Business Manager Don Doser and Financial Secretary Harold K. Lewis recently made a trip to visit with Local 3 members at Pacific Machinery in Hawaii. Pacific Machinery is the oldest Caterpillar dealer in the United States. The company also distributes, repairs and gives product support for heavy machinery.



Doser greets a Local 3 member and Pacific Machinery employee at the Pacific Machinery plant in Hawaii.



Lewis and Doser stand in front of a trencher at Pacific Machinery.

FROM SAN FRANCISCO

Local 3 members volunteer to create Sept. 11 memorial

Party Chief for Construction Surveys Joe Tarin and owner of Construction Survey Steve Lally worked hard to present a proper memorial in San Francisco for the lives lost in the Sept. 11 tragedies.

There were many memorials across the country on Sept. 11 this year. San Francisco had its share with many throughout the city. One of these memorials was at Washington Square in the North Beach section of town. Among those who volunteered to make this event a success were Owner of Construction Surveys Steve Lally and Party Chief for Construction Surveys Joe Tarin. Lally and Tarin spent several hours setting up a grid on which were placed thousands of flags that represented the many lives that were lost in New York last year.

San Francisco would like to congratulate Mel Bailey who recently advanced to journey-level operator status. He currently works for ABSL Construction as a grinder operator. Congratulations also to Justin Orfitelli, a POP apprentice working for Sheedy Drayage at the San Francisco County Jail.



Left: Apprentice Justin Orfitelli takes a break from work with Sheedy Drayage at the San Francisco County Jail. Below: Journey-level operator Mel Bailey demonstrates his skills on the equipment at his job with ABSL Construction.



Public Employee News

VOL. 3, #9 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • NOVEMBER 2002

Tuolumne transferred to Local 3 Health Care Division

By Dean Cofer, assistant director

Effective Sept. 9, Business Manager Don Doser transferred service and representational responsibilities for the OE3 members in the Tuolumne County Health Care Association employed by the Tuolumne County General Hospital to the Health Care Division of Operating Engineers Local 3. The OE3 Public Employee Division staff previously handled our members employed at the hospital.

The Health Care Division is more attuned to the problems and issues that come up in representing health care workers. All Health Care Division staff worked in the health care field before working as business representatives, and they specialize in dealing with hospital administration and health care issues.



Bill Freitas, director of OE3's Health Care Division, along with business representatives Carin Ralls and Candy Weiland, who are both registered nurses, will service and represent Tuolumne County Hospital health care workers. All three of these outstanding union representatives can be

reached at (775) 329-5333 or by fax at (775) 329-5422.

Business Rep. Joe Santella and Assistant Director Dean Cofer of the Public Employee Division will continue to service and represent OE3 members in the Tuolumne County Employees Association, Skilled Trades & Maintenance Association, Road Workers Association and Professional Employees Association. PE Division staff will miss dealing with our friends and members in the Tuolumne County Health Care Employees Association, but we sincerely believe that our members employed by the hospital will be better off by being represented by fellow health care professionals in the Health Care Division.

Plumas employees prevail in unfair labor practice

By Tina Marie Love, business representative

Operating Engineers and the Plumas County Employees prevailed last month in the first-ever unfair labor practices (ULP) filed against Plumas County.

Plumas County CAO Robert Conen and County Counsel Robert Schulman met with Business Rep. Tina Marie Love and Labor Attorney Alan Crowley at an informal settlement conference this past month in Sacramento. The conference was an effort to resolve the unfair labor practices charge the union filed against Plumas County in August 2001. With regional director of the Public Employees Relations Board (PERB) Les Chisholm mediating the informal conference, the union and the county agreed to a resolution of the ULP charges.

The county conceded to violating the laws that govern employment in the public sector when it unilaterally implemented changes to the county's self-funded health care plan deductible and increased the compensatory time accrual from 90 hours to 180 hours for a select group of county employees.

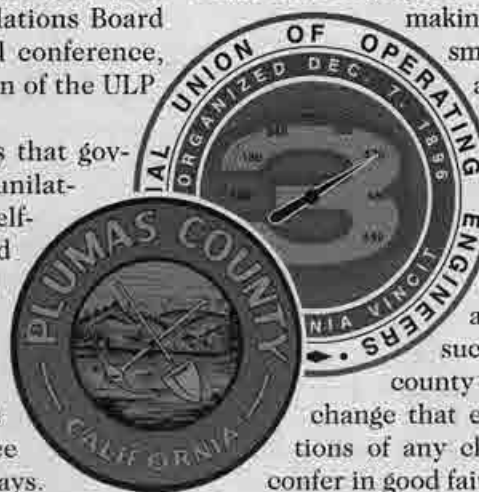
As part of the settlement resolution, the county agreed to post a notice in all locations where the county regularly posts employee notices for a period of 30 consecutive workdays. The notice is to specify the violations the county made and the stipulated settlement. Look for this notice on your bulletin boards. If you don't see one, call the union. Please provide the department and location where the notice has not been posted, or has been prematurely removed or defaced.

ULP charges can be filed against a public employer when the public employer violates the laws that govern public employment and illegally makes changes that effect or impact the working conditions of any classification in the public employment sector, regardless of how small those changes may be.

Under current law, changes to the working conditions of a public employee that have not been previously bargained for require the employer to meet and confer with the union prior to making the proposed changes. Changes as small as, "You must take your breaks at 10 a.m. and 2 p.m." or "You must give two weeks notice for any days off needed, even if it's for a doctor appointment," effects and impacts the working conditions of the employees.

The employer is therefore required to notify the union and meet and confer with the union to discuss such proposed changes. Failure by the county to give proper notice on any proposed change that effects or impacts the working conditions of any classification, and failure to meet and confer in good faith, constitutes an unfair labor practice by the county and is actionable in PERB.

Operating Engineers has several other ULP charges it is preparing to file with PERB, as well as other charges already filed with PERB. You will be updated on the progress and outcome of these actions.



NEWS FROM THE

public employees



by

KURT BENFIELD

Director of public
employee division

Do you work for a bully?

Do you remember?

My last couple articles have been about teamwork and the importance it has on representation, membership voice and strength. Teamwork and standing united are important when trying to keep bullies away as well. How many of you remember a bully or group of bullies who tormented your school classrooms, play yards or neighborhoods?

Many of us remember the bully that terrorized our local neighborhoods or schools and could be counted on to disrespect, verbally abuse, physically attack and throw dirt clods or water balloons as we tried to make our way home from school, a friend's house or the store.

We would go home, lick our wounds and tell our parents who provided encouragement and advice for handling the situation. Our mothers would try to console us and explain that there are many bad people in this world, and good people get picked on because that's what bullies do. Our fathers talked to us a little more sternly and usually tried to explain their methods for handling bullies. This advice usually included some backyard self-defense lessons and the old "stand up for yourself and don't take it anymore" speech. Depending on how big the bully was, it usually worked.

Memories

I know it did in one particular instance during my sixth-grade year when while walking home from school with my usual group of neighborhood friends, I was accosted by the school bully for what seemed like the millionth time that year. The bully who was a seventh-grader did not play favorites and generally had his way with many in my group as well as at school on a daily basis. After my baseball cap was thrown across the street, my books knocked out of mine and everyone else's hands, and all of our jackets thrown up in a tree, something just snapped. I suddenly remembered my dad's speech and lessons: If I continue to take it now, I will take this kind of treatment forever. I also remembered my grandfather's statement, "there is no honor in fighting, so if you're going to fight, you fight to win."

A well-placed foot

There the bully stood directly in front of me laughing and holding his fist in the air victoriously just as he had so many times before. Silhouetted against the sun I could see his legs spread just perfect standing less than two feet away from me. Without hesitation I mustered up all my strength and kicked him "where it counts," stopping the infernal laughing. As my fellow neighborhood friends fell dead silent, the bully fell to his knees and bent over in pain. I decided to punch him in the eye, hoping for the "long-lasting" black eye effect. Being 11 years old and an "experienced fighter," I made the mistake of closing my eyes and took a wild swing at his now moving head and missed his eye with my fist but hit his nose with my elbow. The effect was just as good, and you know I claimed later that I meant to do that. One bully had been effectively vanquished as we gathered our belongings and headed (i.e. sprinted) for home.

Empowerment

You may be asking why I bothered to share this story from my childhood. Well, it's about empowerment. Not only did I empower myself

to not accept that type of behavior any longer, but I unknowingly empowered my neighborhood friends to do the same. In that moment in time everyone went from the mindset of "we have always gotten our butts kicked and we will always get our butts kicked" to "we don't have to get our butts kicked if we stand up for ourselves." It was like in the movie "Network," and the famous statement, "I am mad as hell, and I am not going to take it anymore," became a household phrase. You must empower yourself to stand up and speak out for what is right and fair. I am sure you did not plan on finally getting away from the bullies in school or your neighborhood only to grow up and work for a bully.



There is no difference

There is no difference between bullies of the past and your bully employer today. There are a few employers who are good and treat their employees with respect, dignity and fairness. That said, the bad employers tend to use the same tactics as your neighborhood bully. Tactics such as intimidation, threats, coercion, suspension, termination, demotion, reduction in pay or benefits, or failure to pay a fair wage are commonplace. This is and can be an everyday occurrence. Does it happen to each and every person in an entire classification or bargaining unit? Sometimes it does, and sometimes it happens to a small group or just one individual.

We will empower you to empower yourselves

In these instances Local 3 is there to help empower you to take back your rights. Local 3 is there to empower you and its membership to understand the rights as granted by the Labor Code, Fair Labor Standards Act, Meyers, Milias Brown Act, U.S. Constitution, Family Medical Leave Act and a host of other laws, acts or legislation available and at your disposal. Are you working in Red Bluff where the city council is refusing to grant you the same medical benefits that they have available because they say it's their perk? Are you working in Plumas County where the management and county council have attempted to terminate six employees because they have chosen to "not take it anymore"? Are you in any other county or city where it violates the "meet and confer" process constantly? Are you in the city of Newman where the city has incorrectly compensated several employees knowingly and then refuses to correct the problem? Are you in Yuba or Alpine County where the county refuses to fairly compensate its deputies who are 23 to 38 percent below the average comparable wage to try and stop the mass exodus of employees?

The power of empowerment

If you are in one of the above situations, be sure to read the other articles in this issue. You

will see how Local 3 has empowered some of the above members against the bullies. Local 3 and the law firm of Van Bourg, Weinberg, Roger and Rosenfeld recently won three termination arbitrations in Plumas returning three employees back to work with three more arbitrations slated in the near future. Business representatives Doug Gorman and Bob Highbaugh are taking control of the situation for the members in the city of Newman to get the members' money returned. Alpine County is currently in negotiations and the city of Red Bluff will soon learn what it means for members to be empowered.

Involvement

I had a friend of mine tell me once that members will only "get what they are strong enough to take." I have found this statement to be very true over the many years of representing members. If your association and membership is weak and uninvolved, your contract, raises and benefits will be comparable to that weak involvement. If your membership is splintered, the employer knows this and again your contract will be weak. Do not be fooled into thinking employers do not pay attention to who the union members are and who are not. They know exactly who the members and non-members are in their bargaining units. Yes, it helps to have a powerful union like Local 3 with 41,000 strong, but the involvement of your bargaining unit is paramount in obtaining a good contract.

A challenge

It goes without saying that a unified, involved membership that is not afraid to act will gain the best contract, pay and benefits. Local 3 is currently involved in a membership drive as it continues to grow and add more members and representatives. I challenge all members who receive this newspaper and read this article to approach non-members in their unit. Talk to them and give them a copy to read. Encourage them to join the union and become part of the movement rather than a part of management's plan to succeed. Invite them to the next membership meeting. Some non-members say they do not get involved because they feel they do not have a voice, or that they never seem to be heard. I always ask whether they have tried to run for any office or position in their executive board? Do they go to membership meetings or read the news? The answer is usually no. If you want to be heard, don't be a fence sitter or wall flower. Stop the excuses and go to a meeting. I find it hard to believe that employees in a unit can think union meetings are not important. Well, consider the fact that they are simply about your pay, benefits, work schedule, overtime, employment, health, retirement and so on. Considering how those issues relate to you and your family, I would say they are extremely important. Get involved, run for an office, get non-members to sign up and get them involved. The more you get them involved, the better off you, your contract and your fellow members will be.

My philosophy is, if you are a wall flower, you have no right to complain about never getting to dance. If you do not use your right to vote in local or national elections, you have no right to complain about who's in office. Be safe, get involved, get informed and be a part of the growing membership of Local 3 and your own future.

CEMA continues to grow its membership

By Tom Starkey, business representative



The County Employees Management Association (CEMA) has continued to build its membership steadily since 1996, increasing its dues-paying members by 68 percent to more than 1360 members. CEMA is an administrative supervisory unit of middle managers for Santa Clara County. State collective bargaining laws prohibit CEMA from negotiating an Agency Shop provision, which would provide that all bargaining unit employees be a member or charge fees equal to membership for providing representation services. Membership in CEMA has always been voluntary, and the CEMA executive board has had a long-standing belief that if CEMA provides strong and effective representation services and constantly solicits the non-members to join, it will have no problem increasing its membership. That has been the case, and CEMA has brought in about 100 members per year since the early 1990s.

CEMA leaders and other union leaders know that to have a strong voice in contract negotiations and to be effective in advocating for their members, they must have 80 to 90 percent of their membership paying dues within the bargaining unit. Management knows exactly how many members support the union and how many do not. When it

sees a large number not paying dues, management knows it doesn't have to take the union seriously. However, when it sees 85 to 90 percent of the members paying dues, management realizes the union has the support of the membership and employees are unified behind one voice.

CEMA uses every opportunity to solicit membership from non-members. Whenever it provides representations services such as salary realignment and reclassifications and other workplace issues, CEMA recruits the non-members to join. It has also instructed the business representative to check for membership from every employee who calls the CEMA office requesting services.

CEMA executive board members also have worked with members at each worksite to ensure their worksite has 100 percent CEMA. Members also do an annual membership drive to all the non-members through a mail campaign.

One of the most powerful things you can do as a union member is to ensure that every employee at your worksite is a member of Local 3. Building a strong union and speaking with one voice to management is not just the responsibility of the business representative but is every member's responsibility. CEMA has gained more respect from management and has been successful with bargaining demands with management in part because its membership continues to grow and reflect the voice of the membership. One very important thing you can do as a Local 3 member is make sure your worksite is 100 percent union. We can take note from CEMA who has learned that the power to address members' issues and bargain strong contracts will only occur when the union speaks with one voice.

NEWS
FROM THE

public
employees

Financial stability

By Carl D. Carey, business representative

In an ever-changing economic world, the idea of financial stability appears to be a fleeting concept. Between a depressed stock market, budget deficits and low interest earnings on savings to name a few, one asks, "How can anyone look at this economy and feel secure in their financial future?"

Financial stability is not attained overnight unless you win the lottery, and even then it's not guaranteed. It takes comprehensive planning and the resolve to follow that plan, one that not only takes today's needs into consideration but also the future.

As public employees we are fortunate to have benefits available to us that are not normally offered in the private sector. Defined benefit retirement plans, (i.e.: PERS, 37 Act, or private plans such as the San Francisco Retirement Plan), 457 Deferred Compensation Plans, enhanced disability benefits and life insurance benefits are available to name a few. All of these factor into financial planning.

I was fortunate to work with a company that specialized in financial planning for public employees, and one of the sayings there was, "If you plan in pieces, you will wind up in pieces." All benefits should be taken into consideration in developing a financial plan. If not, you may become fragmented and not achieve the goals you set for yourself.

A question I hear a lot is, "When should I start planning for my retirement?" Ideally, the answer to that question is, the day you start working. The more time you have to plan and invest, the better chance you have of reaching the financial goals you set for yourself. If you wait to start planning for retirement until you are ready to retire, you have eliminated the time you need to ensure your financial security.

When planning for retirement, the first question we all should ask ourselves is, "What is my optimum retirement date?" Secondly, "How

much money do I need to have at the time I want to retire?" All of our circumstances are different, from the retirement formula we work under to the number of children we have. These factors and everything in between have a bearing on our decision-making as to where we financially want to be upon retirement.

Assume for a moment that you want to retire at 90 percent of pre-retirement dollars. Because of your age and years of service, your retirement allowance is 81 percent of your compensable income. First of all, you are 9 percent behind the 90 percent goal you set for yourself. Secondly, you have to take into consideration what inflation will do to your retirement income over the period of your life span. To attain your goal of 90 percent and maintain it, you must do something to supplement your retirement income. What better place than your 457 Deferred Compensation Plan that is offered by your employer?

With the recent changes in federal and state law, the distribution restrictions that we previously faced are no longer a factor. We don't have to make irrevocable decisions at retirement that bind us to fixed distribution amounts. Contribution limits also have risen, conforming closely to 401 plans.

The next decision you need to make is, "Now that I have decided to contribute into a



457 deferred compensation plan, how much should I contribute, and what funds do I invest in?" The law governs what type of funds should be offered but not the specific funds. These are questions that, unless you are very savvy in the stock market, you should seek the counsel of a Certified Financial Planner. The planner can assist you in determining how much you will need to save by the time you retire and to attain the goal you have set for yourself.

In planning your financial strategy you have to look at your salary and consider the many other tools available to you. These include life insurance, IRA's, 401 plans, securities investment and living trusts to name a few. All of these tools, if properly utilized, can help ensure financial stability for you and your family.

NEWS FROM THE public employees

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Three Local 3 members get their jobs back

By Chuck Smith, business representative

Three Operating Engineers Local Union No. 3 members are back at work in Plumas County after their department head took action to fire them for reporting suspicious behavior by a co-worker.

Arbitrator Gerald McKay said the three union members had not falsified reports of apparent sexual harassment and ordered Tim Ball and Nancy Yeager, who were terminated in March, reinstated with full back pay and all lost benefits. Union member Carol Lee, who also was targeted for termination, was reinstated after a Skelly hearing in April.

Ball, the Plumas County Alcohol and Drug Prevention Coordinator, and Yeager, a Fiscal Technician, were fired by Robert Minert, a former Los Angeles Police officer with no training for his job as head of the county's alcohol and drug prevention program. Minert's inexperience as a department head was cited by McKay, who called the case "very unfortunate."

The union members were represented at arbitration this summer by Antonio Ruiz of the Van Bourg law firm under retainer by Operating Engineers Local 3. The members returned to work Sept. 30.

The arbitration cost just under \$10,000. The cost was shared equally by the taxpayers of Plumas County and the dues-paying members of Local 3. Ball said the whole process brought home the real importance of belonging to the union.

"I almost didn't join the union when I was first approached about the idea because money was tight," Ball said. "It turns out that joining Operating Engineers Local 3 is one of the best decisions I've ever made for my family."

The arbitrator's decision could save taxpayers in Plumas County hundreds of thousands of dollars in wrongful termination damage awards by a federal jury. That's because Ball, Yeager and Lee have received right-to-sue letters by the Equal Employment Opportunities Commission, which conducted an investigation into alleged violation of



"whistle blower" statutes. Any jury award from a lawsuit could be limited because the employees' jobs were saved by the union.

Minert claimed that Ball, Yeager and Lee committed a "felony" by conspiring to damage the reputation of a man they accused of leering at the back-sides of female co-workers.

In his ruling, McKay stated that the claims of the union members about their co-worker were validated by more than a half-dozen witnesses. In fact, testimony showed that one woman was so upset that she hid behind a desk, locked doors and pretended to be on the telephone when the man was around.

The arbitrator noted that the firings appeared to be Minert's way of dealing with tensions between employees within the department.

"Simply firing employees is not the recommended way of dealing with personnel problems, particularly when one is dealing with employees who have had no prior discipline in their record," McKay said. "The Arbitrator believes that the department has significant problems, as Mr. Minert described, and believes that the department should address those problems. How Mr. Minert chose to address the problems in the present case has led to further divisions, has cost the employer both time and money, and resulted in Mr. Minert's failing to achieve his goal."

Protecting those who protect and serve

By Doug Gorman, business representative

This is our motto in the Public Employee Division: There is no nobler calling than that of somebody hearing the call to protect and serve his or her fellow man. Unfortunately, the general public was reminded of this on Sept. 11, 2001, and there is now a newfound respect for those who have heeded this call.

My father once told me that there are certain people placed on earth who have to stand up for and protect those who can't protect themselves. I am proud to have served in that capacity for more than 21 years, and I am even more proud to stand up for and protect those of you who protect and serve us.

As a business representative, I have the privilege of serving once again by assisting and protecting the rights of those who protect and serve us. It's a shame that my job is needed, but who will stand up for those who can't stand up for themselves when it comes to violations of the police officers' Bill of Rights, or for those bullied by the administrations they serve?

We recently came to the aid of our brothers and sisters of the Newman Police Officers Association. The city of Newman believes it can impose its own seven-step pay plan without notifying our members. The current memorandum of understanding (MOU) calls for a five-step plan, which has been in effect since July 1, 2001.

Having been informed by our membership that the chief and city manager have very strong and persuasive attitudes, Business Rep. Bob Highbaugh

and I decided to introduce the concept of "in-your-face unionism." After our first meeting, the city agreed to pay two of the officers per the current pay schedule, and to not impose working conditions on our members unless they were negotiated for.

After reviewing the MOU and the current personnel action forms, our investigation revealed that the city owed our members in excess of \$32,000 in back pay. This was just based on the base pay schedules. There would be a lot more once we added pay incentives and overtime worked.

Meeting with both parties again, the city manager agreed that the city made a mistake in putting the seven-step pay plan in place, and agreed to pay the original two officers but refused to pay the remaining seven. We are in the process of filing an Unfair labor practice against the city of Newman, and we believe we can win this issue for our members.

Chief Mike Brady took our criticism to heart and has changed his management style. Things are looking up for the Newman Police Department. We applaud Brady for his efforts and hope it continues.

Whether it is representing members in a Skelly hearing, conducting wage and salary negotiations or responding to a critical incident in the middle of the night, we in the Public Employee Division are here to serve, and we wouldn't change a thing.

I urge all of you to become involved in your union. In time, you can watch your career evolve from "to protect and serve" to "protecting those who protect and serve."

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