Alton Interchange saves lives along North Coast

Much-needed project funded through Prop. 1B
There are plenty of important topics to address this month, many of which I’ve discussed with several of you at district meetings, on the phone or at the September Semi-Annual. The same subjects seem to be on everyone’s mind: The work picture, including current and future jobs, the state of our economy, the state of our Pension and our position on health-care reform.

I recently attended the International Union of Operating Engineers (ICUE) Western Conference in Seattle, Wash., where several of these topics were discussed. The event is held to train officers from all of the International’s locals and to keep them up-to-date on current and future issues affecting us.

Health care was a huge topic of discussion, which shouldn’t be a surprise, since, according to a recent White House report: “In the past year, the national average annual family premium for employer-sponsored health insurance rose to $13,375 in 2009—a shocking 5.5 percent increase during a recession. …” Another shocking statistic is that families’ premiums have gone up between 90 percent to 150 percent over the last decade, even as we’re up against a deep recession.

We believe all Americans should have access to affordable health care and that a public option that helps reduce the cost of health care for all of us is good, however, we will not just blindly support any bill without researching its effects in great detail. At this time, our health-care service providers are looking into all the details of this bill and how it would impact our own Health and Welfare plan. We will not support a bill that adversely affects our membership. We have all paid our fair share and more for health care and do not advocate picking up the slack for those who have not contributed to a plan or being taxed for the plan we have. You may have heard that the Senate Finance Committee recently finished health-care-reform legislation that includes a proposal to tax health plans that cost above a certain threshold. Local 3’s plan may be included among those. A letter has already been sent to Speaker of the House Nancy Pelosi urging her not to burden middle-class families with this tax. I want to emphasize, however, that both the House and the Senate have to come up with a bill that they agree on, and this one version is just that, a version that will probably go through many changes after this is printed. Rest assured: Our lobbyists and political watchdogs are closely monitoring these versions to fight on behalf of your best interests every time.

We recently attended Rep. Doris Matsui’s health-care Town-Hall Meeting held in Sacramento, and she stands behind us in our health-care efforts, which brings me to my next point – the importance of electing officials who will work for us. For a list of such officials we endorsed for the Nov. 3 General Election, please see page 6. It is very important that you get involved in politics as often as possible, including phone-banking, calling your legislators and being present at upcoming Master Agreement negotiations. Also, please try to participate in job actions, such as the strike against Road Machinery. At the time of this writing, members from Redding, West Sacramento and Fresno have been walking the line protesting the company’s unwillingness to honor our union’s wage and fringe package put in place in 1959. It’s an old story, but one that we are unfortunately a part of and one that we must continue to fight against. I urge everyone to make it out to the line in support of these brave members. Also: Please notify your district office if you see Komatsu equipment on the job site being serviced by Road Machinery trucks. You are our eyes and ears in the field. Please let us know what’s happening out there.

Despite these lean times, we are making headway. California state officials recently applied for $4.7 billion in federal American Recovery and Reinvestment Act (ARRA) funds that would allow high-speed trains between San Francisco and San Jose. This news comes at an important time, since we voters approved Proposition 1A last year’s election. Another bill that may soon pass is the current surface-transportation authorization that would provide $8500 billion in transportation improvements. This means work, work and more work.

Other work coming as part of the ARRA includes the development of clean, renewable, domestic energy. One such job I’ve already touched on is Solyndra Inc.’s solar-panel manufacturing plant being built in Fremont, Calif. that promises to create 3,000 construction jobs. This is just one of many jobs being created because of awards for clean energy projects. Stay tuned for more.

Regarding the state of our Pension, we continue to watch our funds closely and intend to report the good, the bad and the ugly. For more information on this, please see Vice President Carl Goff’s column in this edition.

There’s a lot of information out there right now on these issues. It’s absolutely necessary that you research the facts and educate yourselves, because these issues affect your lives and your pocketbook. Local 3 works hard to keep you informed as best as possible and to be proactive, therefore, I want to thank those who always respond to our calls for action, whether it’s walking a picket line, phone banking or calling your congressional representatives when asked. Your voice and your participation make a difference.

From your Local 3 family: Please have a safe and happy Thanksgiving holiday.
‘Norma Rae’ dies
Union activist Crystal Lee Sutton loses her battle with cancer

The union movement lost an incredible activist on Sept. 11 with the death of Crystal Lee Sutton, who lost her battle with brain cancer at age 68.

While you might not know her name, chances are you know her story. Sutton was the inspiration behind the 1979 Academy Award-winning movie “Norma Rae,” a film that not only took the union movement to the big screen, but made it a household cause.

Sally Field won best actress for her portrayal of Norma, the character written from Sutton’s story. A factory worker in a small North Carolina town, Sutton was fired for her involvement in the labor union in the early 1970s. While some details were changed in the movie, Sutton said the most famous scene was filmed verbatim, as she stood up on her work table after being fired from her job and held up a piece of cardboard with the word “UNION” written across it in big letters. As she slowly turned around, making sure everyone could see it, Sutton said her co-workers really did turn off their machines, one-by-one, and flash her a victory sign.

Sutton was eventually taken away by police, but her small gesture made a big impact. The Amalgamated Clothing and Textile Workers Union eventually won the right to represent the workers at her plant, and Sutton became a paid organizer for the union.

“That’s a really good movie,” said Elvira Gomes, wife of 51-year member Frank Gomes. “I wish there were more people like that today.”

Member Pete Ward agreed, saying: “Those factory workers were really getting screwed; she was really important to the union movement.”

A fighter her entire life, it’s no surprise Sutton battled cancer to the very end. Although she ultimately lost this fight, her victory in the struggle for workplace justice will live on in history, and she’ll forever be remembered as an inspiration and an example of strength.

Attendance at pre-jobs means more jobs, more often

Not only is the current economic climate bad for individual households and businesses – it is also detrimental to the labor market, as many of you know. Therefore, we officers must find innovative ways to acquire and sustain work for our members.

One way we’re already doing this is focused training for the districts on bid openings, pre-jobs and walkthroughs. When agents attend these, it accomplishes several things: When the non-union sees them at bid-openings, they realize we aren’t just sitting on our hands watching them take our work. Our signatories see the same thing. No longer is this union going to be satisfied with status quo while the non-union takes our work.

This philosophy, coupled with individual district training, is paying off across the board. We are getting more jobs, more often. We have protested bids and made our strong presence known. The result: Several jobs that were awarded to the non-union have been awarded to our contractors.

District training has also positively impacted our apprentices, because if the non-union doesn’t get the work, our apprenticeship coordinators have more opportunities to offer our apprentices. As a side note, the district reps and agents feel apprentices are communicating better and working as a team. Future work prospects encourage them in this process.

Another innovative approach we’ve taken to combat the current economy deals with politics, more specifically a hiring ordinance in the Stockton District. Stockton District Rep. Nate Tucker and his crew (in conjunction with the Building Trades) were instrumental in getting a local hiring ordinance passed by the Stockton City Council. Now, contractors must make a good-faith effort to employ at least 50 percent of their labor force with Stockton residents. Our success on this front is because of the union’s efforts at building political relationships.

I was able to meet with county and city officials individually to relay the importance of the local hiring ordinance, not only for the union and our apprenticeship program, but for the local community.

The non-union may have what they call an apprenticeship program on paper, but it is only that. Their quality of work and training is sub-par at best, and their crews coming from out-of-area do nothing to boost the local economy or morale. Basically, the local hiring ordinance in Stockton is a win-win situation for the community and the union. Our local members get the work, and the community benefits from their skilled performance and their tax revenue. Through consistent and persistent contact with local officials, we made this happen, proving once again that politics is important.

Thanks to this success, the Yuba City District plans to use the Stockton District’s process as a template. Yuba City District Rep. Dave Slack is already at work talking with his councils.

In closing, I’d like to thank you all for coming out to the last Semi-Annual. We had a great time. It was a little warm, but that didn’t stop the members from enjoying a great event. Some 1,100 folks joined in for the great food and fellowship celebrating 70 years of Local 3 and 40 years of the Rancho Murietta Training Center (RMTTC). It’s hard to believe that event happened about two months ago, but time sure flies.

If I don’t see you during these last rounds of district meetings, please have a great holiday season, be safe and enjoy your families.
According to the U.S. Department of Labor, jobs for surveyors are expected to grow faster than the average of all occupations through 2016. This is good news for the many Local 3 members who work in this field.

Local 3 currently has several surveyors working for Kier & Wright Civil Engineers & Surveyors, Inc., which has provided comprehensive civil engineering and land surveying services to public- and private-sector clients since 1972, with offices in Pleasanton and Santa Clara.

Engineers News visited a couple of the company’s jobsites: The Springfield Montessori School in Dublin and the Kiewit building in Cordelia.

The Dublin school project started in September and should be completed before the next school year. The job will be winterized soon, but testing-and-inspection work will continue inside. The company’s Cordelia project began about six months ago and should also be completed before the year’s over.

In honor of our surveyors, Engineers News did what they do: We surveyed the surveyors. Here’s what some of them had to say:

**Wayne Barouh**

Years in Local 3: 31

Why did you get into surveying? “I just knew that it was an interesting job. I did surveying in the Army. … I had a friend in high school, his dad built homes. [Barouh helped.] He said, ‘You don’t want to be a carpenter your whole life. You should be a surveyor. You’re a smart guy.’ … He showed me a transit … it struck my interest and … it’s kind of evolved from there.”

What is your favorite part of the job? “Being outside. I’d rather be outside than inside.”

**Rodney Stewart Sr.**

Years in Local 3: 31

Why did you get into surveying? “My brother was a surveyor at the time … It was a good job. I really like it. You’re some place different every day, you’re outside and it’s a good-paying job.”

What is your favorite part of the job? “For all those reasons … and the people that I’ve worked with have been great people. … They say the job you like is not like a job at all. For a lot of the jobs [projects] I have had, it hasn’t really been like work. It’s work, but it doesn’t feel like it.”

**Enrique Aguilar Jr.**

Enrique Aguilar Jr. does finish work on the Cordelia site.

For more on our surveyors, including photo galleries of them in action, visit Local 3’s new Web link dedicated to them at www.oe3.org/about/surveyor.
Looking at Labor
By William Kalani Mahoe, treasurer

Do you have a mentor in this industry?

“He [Retiree Reuben Wells] is my mentor. He brought me up from the bottom to the top. He’s a great guy.”
– Jason Fretwell, eight-year member

“A lot of guys I’ve worked for – I pick up from them.”
– Phil Herring, eight-year member

“Dad: Lewis Barber [a 28-year member]. He got me in and was also a roller man.”
– Brad Barber, 15-year member

“Everybody above me. They have more experience that I can learn from. I ask as many questions as I can.”
– Jimmy Cooper, 15-year member

Good news for Guam, Hawaiian islands

Aloha Local 3 members.
I’m excited to share more positive news about the possible work situation in Guam. I believe it’s a viable option to put our members to work, as the government plans to move 8,000 Marines and their dependents from Okinawa, Japan to Guam by 2014.
Funding is critical, and we will need the assistance of the International Union of Operating Engineers (IUOE), so, given the opportunity, Business Manager Russ Burns and I will try to meet with IUOE General President Vincent Giblin. All the plans are in place, and if it works, this would be the largest organizing campaign ever put together between the IUOE and Local 3.
I hope we can give you a positive update in the next Engineers News.

I also have good news to report about Hawaii District 17: According to Gov. Lingle, the state will receive $246 million in Federal Stimulus funds. This equates to 3,170 jobs in Hawaii’s construction industry and related sectors. An estimated $125 million will be spent on highway improvement projects, $76.5 million is slated for airport work and $43.8 million will be used for county bus transit systems on all four islands. Federal Stimulus money will also augment the $1.8 billion Capital Improvement project plan introduced by Lingle last December.
As we ride out this slow time, we must focus on the positives ahead. I thank you again for all your continued support.

Unit 12
Story and photos by Gary Rocha, business representative

High in the sky – it’s our Caltrans guys

No, it’s not Palm Springs or getting ready for Palm Sunday – it’s the 676 Caltrans tree crew out of Fresno cleaning up some of the 200 palm trees that line Robertson Boulevard in Chowchilla (Hwy. 233). Believe it or not, the 60-foot lift truck used here can’t reach some of the taller palm trees in the middle of town that grow up to 80 feet, so these members will use a 100-foot lift truck to get to them.
These are the “High-in-the-sky” Caltrans guys. Keep an eye out for them, drive safely and slow for the cone zone!

Herminio Escabedo works 60 feet in the air to prune palm trees that line Robertson Boulevard in Chowchilla.
Political recommendations for November election

After careful consideration and in-depth interviews, the following is a list of recommended candidates endorsed by Local 3 for the Nov. 3 election. Districts 04, 20 and 80 are pleased to endorse Lt. Gov. John Garamendi for Congressional District 10.

Congressional District 10
John Garamendi

District 01: Burlingame
Belmont City Council: Coralin Feierback
Belmont City Council: Warren Lieberman
Brisbane City Council: Michael Barnes
Brisbane City Council: Cliff Lentz
Brisbane City Council: A. Sepi Richardson
Burlingame City Council: Ann Keighran
Burlingame City Council: Rosalie O’Mahony
Coastside Fire Protection District: Max DeVos
Coastside Fire Protection District: David Eufusia
Coastside Fire Protection District: Gary Riddell
Foster City City Council: Charlie Bronitsky
Half Moon Bay City Council: Sofia Freer
Half Moon Bay City Council: Naomi Patridge
Half Moon Bay City Council: Deborah Ruddock
Marin Community College Board: Diana Conti
Marin Community College Board: Anna Paterson
Marin Community College Board: Wanden Treanor
Menlo Park Fire Protection District: Jon Mosby
Menlo Park Fire Protection District: Jack Nelson
Menlo Park Fire Protection District: Robert Silano
Millbrae City Council: Nadia Holober
Millbrae City Council: Gina Papan
Novato City Council: Pat Ekland
Novato City Council: Bill Scott
Novato City Council: Dennis Welsh
Novato Sanitary District: Dennis Fishwick
Novato Sanitary District: Bill Scott
Novato Sanitary District: Dennis Welsh
Redwood City City Council: Jeff Gee
Redwood City City Council: Jeff Ira
Redwood City City Council: John Scyburt
San Bruno Mayor: Jim Ruane
San Bruno City Council: Ken Ibarra
San Bruno City Council: Rico Medina
San Bruno Park School District: William “Skip” Henderson
San Bruno Park School District: James Prescott
San Francisco City Attorney: Dennis Herrera
San Francisco City Treasurer: Jose Cisneros
San Mateo City Council: Brandt Grotte
San Mateo City Council: Frederick Hansson
San Mateo City Council: David Lim
San Mateo Union High School District: Linda Dwyer
San Mateo Union High School District: Robert Griffin
San Mateo Union High School District: Peter Hanley
San Rafael City Council: Barbara Heller
San Rafael City Council: Eric Holm (dual)
San Rafael City Council: Marc Levine (dual)
Sequoia Union High School District: Jacqueline Greene
Sequoia Union High School District: Alan Sarver
South San Francisco City Council: Mark Addiego
South San Francisco City Council: Pedro Gonzalez

For more information on elections and political news in your area, visit www.oe3.org.
Pension, health care: Both relate to politics

The way I see it, beyond our industry's usual concern over the work picture, there are two main issues labor is currently dealing with: health-care reform and the state of our Pension. Both are directly impacted by the current financial crisis, and both deal directly with politics. While I don't profess to be a political guru, I've been around long enough as a hand in the field, a Local 3 staff member and an officer to realize that nothing gets done without funding, and almost all funding comes in one way or another from elected politicians. While I can think of other ways I'd rather spend my time, focusing on electing politicians with the best interests of working families in mind seems to be the best way to spend it! This month I'd like to draw your attention to the ways we officers are reviewing the country's health-care crisis, securing our Pension and endorsing labor-friendly candidates.

I recently attended a conference held by the National Coordinating Committee for Multi-Employer Plans (NCCMP) with co-sponsor the Center for Construction Research and Training (CPWR) that focused on comprehensive health-care reform and obtaining relief from the burden the financial-market meltdown has placed on pension plans across the country. The NCCMP conducted a comprehensive survey of the funded position of defined-benefit pension plans and came up with a funding-relief proposal designed to off-set the consequences of our country's financial crisis. The solutions ranged from providing additional time for plans that are financially challenged to new financing approaches to help employers meet the increased requirements. What many of us forget is that there are many pension plans across the country that are in similar, if not worse, positions than ours. This conference addressed possible solutions for plans in all zones under the Pension Protection Act (PPA). While we are currently not in dire straits, we can certainly benefit from proactive solutions that will help strengthen our Pension Plan.

News & Notes

District meetings give you the opportunity to ask questions

Officers will answer (or find the answer to) anything asked

At the time of this writing, we just finished the September round of district meetings, and I want to thank the members who attended. A lot of information was discussed. These meetings are always a great time to ask us officers about what's going on in your union. If you don't attend your district meeting, the information you get is second-hand, and many times, it is not correct by the time it has been passed around.

I would like to address some of the topics discussed at the meetings, such as the upcoming Master Agreement negotiations. For the first time in a long time, we are planning a full-blown negotiation, not an extension. We are going to have rank-and-file at the table and address a lot of the language issues in the contract. Along with the Master Agreement, we also have crane-rental, pumpers and dredge negotiations coming up next year, so it will be a busy year.

The Pension is always one of the main topics at the meetings. The Pension returns are all positive right now. They were 6.3 percent positive through Aug. 1, and the market was up 3 percent in September. Those are both signs that we will have a positive return this year. Like we discussed at the district meetings, in order to be in compliance with the Pension Protection Act, we have to put together another Pension Plan to address the losses we had in 2008, so the better returns we have this year will go a long way toward how we address those losses. We will keep you informed as more data is collected for this year.

At the time of this writing, we just finished the September round of district meetings, and I want to thank the members who attended. A lot of information was discussed. These meetings are always a great time to ask us officers about what's going on in your union. If you don't attend your district meeting, the information you get is second-hand, and many times, it is not correct by the time it has been passed around.

I would like to address some of the topics discussed at the meetings, such as the upcoming Master Agreement negotiations. For the first time in a long time, we are planning a full-blown negotiation, not an extension. We are going to have rank-and-file at the table and address a lot of the language issues in the contract. Along with the Master Agreement, we also have crane-rental, pumpers and dredge negotiations coming up next year, so it will be a busy year.

The Pension is always one of the main topics at the meetings. The Pension returns are all positive right now. They were 6.3 percent positive through Aug. 1, and the market was up 3 percent in September. Those are both signs that we will have a positive return this year. Like we discussed at the district meetings, in order to be in compliance with the Pension Protection Act, we have to put together another Pension Plan to address the losses we had in 2008, so the better returns we have this year will go a long way toward how we address those losses. We will keep you informed as more data is collected for this year.

Again, please attend your district meetings, ask questions if you have them and we will do what we have done since we took over: We will answer your questions, tell you what is going on and stay after the meetings in case you would rather talk one-on-one. If we don't have the answer, we will find it and get back to you in a timely manner. To find out when your meeting is, see the district meeting schedule on page 28.

It's your union. Stay involved, attend your district meeting and be safe.

Report & Review

By Carl Goff, vice president

Pension, health care:

By Dan Reding, financial secretary

November 2009
Crisis have consequences

By Fred Klingel, business representative

Ever since last year's economic meltdown unfolded, it has been one crisis after another. With each new event, public employers take advantage of their employees.

Employment contracts, or Memorandums of Understanding (MOUs), have been expiring left and right, and the employers demand concessions that are creating a new class of pending-welfare and food-stamp recipients.

This is not the first time this class has appeared in the public sector. Prior to unionization of public employees in the mid-to-late '60s, we had the same issues that the private industry was plagued with in the early days of unions. Government workers had no contracts and were paid low wages, saddled with outrageous demands and burdened with tyrant bosses. Now, many in the private sector envy public employees for their pay, benefits and retirement. You have earned it, and you have negotiated it, so why is there such a demand for you to give up what is yours by right?

Every event in history has had changes or cycles of life. Nothing remains the same as we have seen over the last 5,000 years, however, change is traveling at a faster pace.

The public sector has grown to what is being called an “unsustainable financial burden,” and now the public employers want to relieve themselves of this by getting concessions from their employees. Yet we have seen very little cuts or concessions when it comes to political pet projects or freebies. The fiscal years 2008-2009 and 2009-2010 have brought layoffs, furloughs and pay and benefit cuts sometimes reaching as high as 20 percent. Most of the concessions are gained by threats of layoffs and because of who they are: Union members. Union members stick together and help each other, therefore making concessions. Is it fair? “Hell no,” say many, while those who are saved quietly thank the negotiators and members for saving their jobs. Some have become angry and believe there should be no change – that we’ve earned what we have and are entitled to it. I would agree in some respect. Through good work ethic, good planning and negotiations and good financial times, you have earned it. Remember: Times and circumstances change. What may be true today, may not be true tomorrow. Be grateful for what you do have, because it may not matter tomorrow.

I believe public employers have less revenue but have not been as serious about their expenditures as they should be. I still see a lot of real-estate purchases, program-funding and investments, however, it is easier to get concessions from the employees, because they want to continue working, and if that means having employees on welfare or on food stamps, that’s OK – at least it doesn’t come out of the employers’ budgets.

Let’s remember to stick together because of who we are. We must fight as one, avoid discouragement and never give up.

Let’s switch gears

By Art Frolli, business representative

Lately, it seems that the only gear working is reverse. Instead of talking with employers about salary and benefit increases, most of my time is dedicated to minimizing the impact of salary and benefit reductions and furloughs on the workforce. The smaller communities in Northern California are being hit hard by the economic downturn.

Employees are being asked to take up to a 20 percent reduction in salary and benefits often in mid-contract.

Some ask: Why bargain regressively when you are still in contract? Well, in most contracts the employer maintains the right to determine the size of the workforce. These negotiations generally occur so members will not be laid-off. In my mind, it is far better for the employee group to collectively submit to furloughs or some other financial loss rather than layoffs.

However, this decision is not mine to make. Ultimately, the impacted bargaining units’ members must decide their own fate.

Furloughs seem to be the most common cost-cutting tool used by municipalities to balance their budgets. Although no one wants to make concessions in these difficult times, furloughs are the most palatable to employees, because at least they get an extra day off to use as they choose. By having the ability to negotiate how these furloughs are implemented, an employee can arrange for the furlough days to be consecutive with his or her normal days off or build a time-bank account to use at his or her leisure.

Another advantage of furloughs when compared to other benefit reductions is that furloughs will end, and the employees will return to their previous salary and benefits. If salary or benefit reductions are implemented rather than furloughs, once the economic crisis is over, it can take employees years of collective bargaining to regain the benefits they lost.

I would like to extend my appreciation to all the bargaining units I represent that have stuck together during these difficult times and elected to share the pain as a group rather than sacrifice the newer employees. Let’s hope things get better in the near future so we can kick things into gear and move forward.

The ins and outs of meet and confers

Our public-sector members have the right to meet and confer over changes to hours, wages and other terms and conditions of employment. The wages and benefits aspect is fairly straight forward, as are hours of work. Most of our public-sector contracts have a clause that allows changes in your work hours with prior notification. If your contract does not, then any changes have to be negotiated. But the phrase “other terms and conditions of employment” is always open for interpretation. What does that phrase actually mean? The answer is: Anything and everything. All kidding aside, it’s not always easy to determine. Sometimes, even our business representatives need to check with our legal department to determine if we have a right to request a meet and confer. The key is: We must request a meet and confer. If a member does not notify the union of potential changes, then we don’t find out about them. We ultimately lose our right to demand a meet and confer if time lapses, therefore, taking no action is implied approval of the changes. Please don’t assume your boss or employer notified the union of the desire to make changes.

While we may not be able to effect the wages and benefits aspect of potential changes, then we don’t lose our right to demand a meet and confer. The key is: We request a meet and confer. If members will not be laid-off. In my mind, it is far better for the employee group to collectively submit to furloughs or some other financial loss rather than layoffs.

However, this decision is not mine to make. Ultimately, the impacted bargaining units’ members must decide their own fate.

Furloughs seem to be the most common cost-cutting tool used by municipalities to balance their budgets. Although no one wants to make concessions in these difficult times, furloughs are the most palatable to employees, because at least they get an extra day off to use as they choose. By having the ability to negotiate how these furloughs are implemented, an employee can arrange for the furlough days to be consecutive with his or her normal days off or build a time-bank account to use at his or her leisure.

Another advantage of furloughs when compared to other benefit reductions is that furloughs will end, and the employees will return to their previous salary and benefits. If salary or benefit reductions are implemented rather than furloughs, once the economic crisis is over, it can take employees years of collective bargaining to regain the benefits they lost.

I would like to extend my appreciation to all the bargaining units I represent that have stuck together during these difficult times and elected to share the pain as a group rather than sacrifice the newer employees. Let’s hope things get better in the near future so we can kick things into gear and move forward.

Our public-sector members have the right to meet and confer over changes to hours, wages and other terms and conditions of employment. The wages and benefits aspect is fairly straight forward, as are hours of work. Most of our public-sector contracts have a clause that allows changes in your work hours with prior notification. If your contract does not, then any changes have to be negotiated. But the phrase “other terms and conditions of employment” is always open for interpretation. What does that phrase actually mean? The answer is: Anything and everything. All kidding aside, it’s not always easy to determine. Sometimes, even our business representatives need to check with our legal department to determine if we have a right to request a meet and confer. The key is: We must request a meet and confer. If a member does not notify the union of potential changes, then we don’t find out about them. We ultimately lose our right to demand a meet and confer if time lapses, therefore, taking no action is implied approval of the changes. Please don’t assume your boss or employer notified the union of the desire to make changes.

While we may not be able to effect the wages and benefits aspect of potential changes, then we don’t lose our right to demand a meet and confer. The key is: We request a meet and confer. If members will not be laid-off. In my mind, it is far better for the employee group to collectively submit to furloughs or some other financial loss rather than layoffs.

However, this decision is not mine to make. Ultimately, the impacted bargaining units’ members must decide their own fate.

Furloughs seem to be the most common cost-cutting tool used by municipalities to balance their budgets. Although no one wants to make concessions in these difficult times, furloughs are the most palatable to employees, because at least they get an extra day off to use as they choose. By having the ability to negotiate how these furloughs are implemented, an employee can arrange for the furlough days to be consecutive with his or her normal days off or build a time-bank account to use at his or her leisure.

Another advantage of furloughs when compared to other benefit reductions is that furloughs will end, and the employees will return to their previous salary and benefits. If salary or benefit reductions are implemented rather than furloughs, once the economic crisis is over, it can take employees years of collective bargaining to regain the benefits they lost.

I would like to extend my appreciation to all the bargaining units I represent that have stuck together during these difficult times and elected to share the pain as a group rather than sacrifice the newer employees. Let’s hope things get better in the near future so we can kick things into gear and move forward.
The year in review

By Rick Davis, business representative

The end of another year is upon us, and it has been one tough year. I thought we would be getting ready for 2010 and feeling pretty good about what is coming. Unfortunately for Public Employees, I do not think that is the case.

The state still cannot balance its budget and continues to take money from county and city coffers. The mentality of state legislators to steal from local government thus minimizing services to the local communities does not make sense, but then again, we are talking about politicians.

In El Dorado County, after 27 months at the negotiation table, some Memorandums Of Understanding (MOUs) were finally signed. The major takeaway was changing the definition of hours worked – making it more difficult for employees to obtain overtime if the employee takes a vacation, holiday, sick or comp day. The problem with overtime in El Dorado County was not a real issue with my units, but the El Dorado County Board of Supervisors didn’t have the brains or courage to deal with the unit that uses the most overtime and thought: Let’s just screw everybody – no salary increases for any employees in El Dorado County. The county also removed health retirement benefits for new hires. My three units will be back at the table between March and April, and we will go through this exercise in futility once again. I believe the county will be looking for more takeaways. We had numerous layoffs in El Dorado, and I fear that will continue in 2010.

In Plumas County, the county decided that punishing the employees with the change in the definition of hours worked was not in their best interests. The county plans to address the issue next year. As with my other units, this was a one-year deal, so I am concerned what the proposals will be when bargaining opens back up. I will give the Board of Supervisors some credit – they agreed to continue paying the same for employees’ medical insurance when they originally wanted a cut.

Sierra County also agreed to a one-year deal. The employees received no salary enhancements, but the contract remained status quo. Like El Dorado County, Sierra County did away with retiree health benefits for new hires. One issue that continues to bother the employees in Sierra County is furloughs. As with most road units, the Road Department in Sierra County is funded through state funds, and those are staying intact. The question remains: Why furlough employees who do not affect your general fund? If I can get one board member in any county to answer that question, I will be impressed. I will be back at the table with this unit in March or April.

In Alpine County, we bargain every six months. As I write this, we are at the bargaining table with open contracts for the Miscellaneous Unit and the Deputy Sheriffs Unit. This process will probably draw out to spring. We will sign a contract with no enhancements and be back at it again a few months later. Alpine County has an adding and subtracting problem, so it’s difficult for county officials to know how much money they actually have. The county had layoffs this past year and a lot of reorganization, which has saved some money and some positions.

El Dorado Transit agreed to a one-year contract. The definition of hours worked also raised its ugly head during these negotiations, but the transit did not go along with the change, and we agreed that only sick time would not be considered as hours worked. The rest of the contract remains status quo, and we will be back at it in 2010.

Rancho Murieta is back to the table after having a two-year contract that ends Dec. 31. At the time of this writing, we have yet to put any proposals on the table. The employees received salary increases over the last two years when everybody else was getting cuts, so it will be interesting to see what happens.

It looks like 2010 will be busy and interesting at the same time. I want to wish all of you the best of family time during the holidays. I will keep the holiday glass half-filled and hope the best for all of us in the coming year. Everyone, have a happy Thanksgiving, a very Merry Christmas and a safe and happy new year.
Credit Union
By Jim Sullivan,
Credit Union secretary/financial officer & recording - corresponding secretary

Core values exemplify OEFCU

Operating Engineers Federal Credit Union (OEFCU) is committed to doing the right thing all the time. One way we accomplish this is by promoting ethics and integrity by following eight core values:

Membership Service
We make every effort to deliver high performance in our daily duties and responsibilities and to do everything in our power to positively impact our work. We all contribute to the overall goal of delivering exceptional member service. It doesn’t matter if we have direct contact with the member or not – we must treat people well, and deliver our best.

Honesty
It is difficult to meet any of our goals and objectives without honesty. To be honest is defined as not being deceptive or fraudulent but genuine and of good character. We are required to live up to that definition. By doing so, we can be assured that our members will trust us, and we will attract the best applicants to join our team.

Integrity
Integrity results from consistent decisions to act ethically in all situations, even the difficult ones. To have integrity is to uphold ethical principles and to fully live up to our obligations as a member of the OEFCU team. We must do what we say we will do, consistently and reliably.

Quality
OEFCU is committed to the goal of delivering quality products and services that enhance the lives and well-being of our members and employees. Quality means more to us than the absence of defect. It means we do our best to meet all the needs of our members, fellow employees and the community at large. Providing top-quality service at a great value is our aim.

Respect
Respect is regard for the inherent worth of each individual, therefore, we create an environment where people are treated well and afforded the rights they are entitled to under the law and in line with the Credit Union’s policy. Respect also provides employees equal opportunity to pursue their goals and protects the privacy of our members and employees.

Fairness
Fairness is concern for how others are treated, therefore, we treat others in a way we wish to be treated. Fairness underlies our commitment to treat people ethically and apply ethical standards and reasoning to all our decisions. Fairness must also govern how we treat our members, vendors and competitors and how we manage our working relationships.

Citizenship
Good citizenship requires all of us to obey applicable laws and regulations. It also means we must respect the environment, provide a safe and healthy workplace and give back to our communities. We are also committed to equal-employment opportunity and diversity and strive for an open, transparent business climate free from corruption and unlawful practices.

Responsibility and Accountability
Our responsibility is to accept the obligation to act in certain ways when called upon to do so, or when we see the need to take action. Accountability is the willingness to accept the consequences of our actions – good and bad. Both are the foundation and cornerstone of mature, ethical conduct.

In closing, I want to thank you for supporting OEFCU; our success today is due to the loyalty and support of our members. We will continue to provide you with products and services that best suit your needs, and you can rest assured that your money is safe at OEFCU. For additional information, contact us at (800) 877-4444 or visit us online at www.oefcu.org.

Take the stress out of shopping and give them what they really want!

Get Your OEFCU Gift Cards Today!
Visit your local branch or call us at (800) 877-4444 • www.oefcu.org

Operating Engineers #3
Federal Credit Union
Union STRENGTH Union PURPOSE Union PRIDE
Celebrating 45 Years of Service!
Caltrans crews are at it again on Hwy. 12. Engineers Nezes caught up with them on a three-day maintenance project from Hwy. 160 east of the Rio Vista Bridge to I-5 near Lodi. The road remained open for local businesses and residents, while a detour was provided for other travelers.

This stretch of highway was last closed for similar repairs in 2007. The heavily traveled highway rests on peat dirt, which is great for farming but poor for the heavy traffic increases occurring in the past few years. This year, Caltrans members provided maintenance and improved ride-ability through sign placement and replacement, patch-work, road-striping, grinding, paving and repairing joint seals on the 62-year-old Mokelumne River Bridge.

If it weren’t for this three-day detour, it would take the crews six weeks to perform the maintenance. According to Superintendent Mike Johnson, Local 3 crews “take a lot of pride” in this work, and the Stockton area crews are particularly “fantastic, the best guys to work with, and I’ve worked with guys in many yards.”

The finished project: A safe, smooth-riding stretch of highway, until next time.
With Thanksgiving approaching, several Local 3 members have something extra to be thankful for – not only are they working, but they’re working close to home!

That’s the case for 17-year member Robert Hofmann, who is paving a section of Hwy. 101 between Santa Rosa and Windsor for O.C. Jones.

“I got on my knees and thanked the Lord, it was so close,” said Hofmann, a Cotati resident who has traveled as far as 75 miles one way for work. Now he’s cut his total distance by almost 70 miles.

Hofmann is one of at least 10 members from District 10 currently working on Hwy. 101 through Rohnert Park, where Measure M funds are being spent to widen the highway to three lanes through Sonoma County. These funds – a ¼-cent sales tax passed by voters in 2004 to maintain local streets, improve interchanges and accelerate the widening of Hwy. 101 in Sonoma County, among other improvements – have helped make several transportation jobs possible despite California’s financial problems.

One such project: O.C. Jones’ $77 million widening of an eight-mile section of Hwy. 101 in both directions from Steele Lane in Santa Rosa to Windsor River Road in Windsor. Operators will also modify ramps at Airport Boulevard and River Road and rehabilitate the highway. A handful of signatory subcontractors are also involved, including Central Fence; East Bay Construction; Heim Bros.; Mike Brown Electric; RE Serrano; Western Stabilization; Vanguard Construction; and R.M. Harris. Members are working day and night shifts to get the job done this year.

“It’s going to help the community, but I think it will also take all that congestion from San Francisco and relieve it,” said Hofmann.

Also partially-funded by Measure M, Ghilotti Brothers has a $37 million, two-mile project on Hwy. 101 from Rohnert Park Expressway to Santa Rosa Avenue. Operators are building a new bridge under-crossing to link Wilfred Avenue to Golf Course Drive, raising the highway by about 25 feet and adding High Occupancy Vehicle (HOV) lanes to alleviate traffic.
during commutes. The project also includes updating median drainages, adding a concrete median barrier and upgrading the highway to current standards. Subcontractor Joe Heim Inc. is removing trees. The job should continue through 2011.

Another plus for the operators working on these jobsites and living so close is they’ll get to utilize the work when it’s finished.

“I think it’s going to be good for the area here,” said third-step Apprentice Joe Mendes, who operates a compactor for O.C. Jones. “The highway is always congested here. It will be nice to have another lane going in here.”

The feeling was mutual on the Ghilotti Brothers’ jobsite.

“It’s gonna be great. It will cut out a lot of the traffic,” said Excavator Operator Donny Bunch.

Fellow crewmember Gradesetter Gary Bradford agrees. “I think they’re 20 years late, but it’s better late than never. It’s much needed and it’s good to finally start.”

Yet another aspect of the job that Roller Operator Pat Miller is thankful for: “The whole crew gets along. (O.C. Jones) is a good company to work for.”

Looks like it’s a win-win-win situation for everyone involved. Happy Thanksgiving!
Training center sets another new record for training hours

The Rancho Murieta Training Center (RMTC) has had a “bumper crop” of training going on this year. A new and vigorous training schedule with more instructors and new equipment has given more members more training opportunities. Unless things change, and we don’t expect them to, RMTC will far exceed 100,000 training hours in 2009. Training-hour reports at the end of August show 82,438 hours with four months until year’s end. The previous record was set in 2007 with 72,000 hours trained.

This year, trainees participated in a couple of new projects that expanded the training center. The first was fixing the drainage of the upper-equipment yard. GPS Equipment Instructor Henry Stripling “took the bull by the horns” with the designing of this project. First, he localized the county survey-control points and recorded the topography of the site by using his feet and a mobile vehicle. Once this was recorded, Stripling created a three-dimensional balanced design for the grading of the model. Using our automated equipment, trainees and instructors finished the project in about three months. This included slopes, drainage and two de-silting basins. These changes to the upper yard gave the training center about 16 more acres of prime training area.

The second project continues at the time of this writing and includes the expansion of our lower dust-control water pond. All hands are on deck here! The advanced crane class is using a 40,000 Manitowoc crane with a three-yard drag-line bucket to remove the silt from the bottom of the pond. We are also using track and wheel loaders and wheel scrapers to remove the dryer material from the bottom.

The RMT staff is looking for a strong finish this year and looking forward to next year. RMTC will be hosting the National Pipeline Training Class from Jan. 4 through April 30, 2010. These classes consist of 10 students with two instructors (about 36 people per session). Classes include side boom, dozer and excavator instruction and are six days a week for three weeks, so put your application in for this specialized training! Remember: Check the latest training opportunities on our Web site at www.OE3.org/training/California.

Mechanics Corner
By Dave Bibby, Heavy Duty Repair (HDR) instructor

Start your engines

Day in and day out, the key is turned in the ignition, and the engine starts. Stored electrical energy is converted to mechanical energy with the battery as a source of the electrical energy. In 1780, a scientist by the name of Luigi Galvani was dissecting a frog that was attached to a brass hook. When he touched the frog leg with an iron scalpel, the leg twitched. Galvani believed the energy or “animal electricity,” that caused the leg to move came from the frog leg itself.

Fellow scientist Alessandro Volta disagreed, believing the leg was a contraction caused by two different metals joined together by a moist media. Volta conducted experiments in support of his theory and published his findings in 1791. In 1800, Volta invented the first battery known as the Voltaic Pile.

Try making your own Voltaic Pile battery at home, but use caution. Start by mixing salt and water to make a brine solution (use as much salt as the water will hold), and soak strips of paper towels in it. Then alternate pennies and nickels separated by the brined paper towels. Measure the voltage using a digital multimeter by touching one probe to each end of the coins. Use different quantities of coins, or try using pennies and dimes, and find the variations and voltages.

The Voltaic Pile battery and similar batteries of the day had one major drawback: They were permanently drained once the chemical reactions were exhausted. In 1859, French physicist Gaston Plante invented the lead-acid battery, the first rechargeable battery.

In electrical terms, the word battery refers to an electrochemical device that converts chemical energy into electrical energy. Current is produced by chemical reaction between the active materials of the plates and the sulfuric acid of the electrolyte. The construction of the battery starts with the plates. A flat, rectangular, lattice-like casting called the grid provides the framework for the positive and negative plates. A reddish-brown lead dioxide (PbO₂) is pasted onto a grid to form a positive plate, and a grayish sponge lead (Pb) is pasted onto a grid for the negative plate. The plates are assembled alternating between the positive and negative and are kept apart by a porous separator. The resulting assembly is referred to as an element.

An element is now placed into a compartment of the battery case referred to as a cell. The case can be made of polypropylene, plastic or hard rubber with partitions separating the cells. The number of cells within the battery case determines the voltage of the battery. Each cell has the potential to produce about 2.1 volts. A starting battery will have six cells connected in a series producing 12.6 volts. Once all the elements are placed in the cells, a one-piece cover is bonded to the case.

A wet-charged battery is manufactured in a standard manner, with a full supply of electrolyte added to each cell before shipment. The electrolyte is a solution of about 36 percent sulfuric acid (H₂SO₄) and water (H₂O). This battery is fully charged, activated and ready for use at time of shipment. A disadvantage with this type of battery is that when not in use, a slow chemical reaction takes place within the battery, and a self-discharge occurs. Under the right conditions, a fully charged battery completely discharges in as little as 90 days.

A dry-charged battery requires an additional element process. The elements are immersed into electrolyte or sulfuric acid, and the plates are formed. The form elements are then washed, dried and installed into the case to complete the manufacturing process. The dry-charged batteries are shipped without the electrolyte solution added. The advantages of this type of battery include indefinite shelf life, no self-discharge and a factory-fresh battery.

In review, the battery is the electrical storage device. Batteries do not make electricity. As the chemical reaction between the dissimilar metals occurs, electrical energy is released. For further review, check out the Discovery Channel, or visit www.science.discovery.com/videos/deconstruct-ed-how-car-batteries-work.html.

APPRENTICE SPOTLIGHTED

Bay Cities’ fifth-step Apprentice Gistand Williams Jr. is doing a great job. Foreman Burke Hosman said Williams is an asset to his crew, as he takes charge and is sharp. Way to go.

Fifth-step Apprentice Gistand Williams Jr.
Most folks forget about their garbage. They rarely question its final destination: Out of sight, out of mind. But for some 80 employees at Yuba-Sutter Disposal, Inc. (YSDI) – your trash really is their treasure in the form of year-round, steady employment.

Your garbage’s journey is more complex than you might think.

First, it’s picked up by those big trucks, which, if you live in the Yuba-Sutter area, are driven by our members. At YSDI, 40 members drive garbage trucks and another 40 work as sorters in the Marysville Materials Recovery Facility (MRF), which is often called a transfer station. This is a kind of hub where the area trucks take your trash. Your recycled materials are separated from the other trash through a labor-intensive process performed by Local 3’s very own semi-automated sorters. Twenty percent of the garbage at the MRF is recycled, that’s aluminum cans, cardboard, paper and plastics. The other 80 percent is sent to the landfill, which is at a separate site. Your trash may be reborn again, or it may end its life in the landfill.

YSDI serves more than 43,000 residential customers and 3,500 commercial customers, who produce more than 100,000 tons of trash. This trash decomposes, and the methane gas it creates fuels a large generator that adds power to local electrical suppliers like PG&E. Forklift, loader and excavator operators transport the materials onsite and also deal in green waste.

According to District 60 Business Rep. Ed Ritchie, “People are surprised, but there’s really a lot of money in trash.”

While trash collection and sorting may not sound glamorous, it provides extremely steady employment, a good wage, health benefits and Pension. And nowadays, that’s pretty glamorous.
A North Coast project that’s been talked about for more than 10 years is finally underway thanks to signatory Granite Construction. The Hwy. 101/state Route 36 intersection near Fortuna in District 40, better known as the Alton Interchange, broke ground in late April and is scheduled to finish in 2011. The project will replace the stop sign currently separating Hwy. 101 and state Route 36 with a freeway interchange. Before the project's inception, the intersection had become a grim site of fatalities, twice the state average, according to Project Manager Richard Mullen.

The project will also eliminate crossings along Hwy. 101 from the Van Duzen River Bridge to north of Drake Hill Road.

For Eureka District Rep. Richard Marshall the project is “one of the bigger ones in the area,” and he is pleased with the progress, which is
“moving forward at a fast pace.” The local community “is also excited about it,” Marshall claims. “This much-needed project will relieve traffic.”

Even those worried about the project’s impact to surrounding redwoods can breathe a sigh of relief – as Caltrans reached a mitigation agreement with College of the Redwoods and will donate money to the college’s agricultural department.

Perhaps those most invested in the project are the local members who view it as long-term work at a time when steady construction employment is hit and miss.

The project is funded in large part thanks to voter-approved Proposition 1B funds.
Summary of the COBRA premium reduction provisions under ARRA

President Obama signed the American Recovery and Reinvestment Act (ARRA) on Feb. 17, 2009. The law gives individuals eligible for assistance the right to pay reduced Consolidated Omnibus Budget Reconciliation Act (COBRA) premiums for periods of coverage beginning on or after Feb. 17 and can last up to nine months.

To be eligible and get reduced premiums, you:

- MUST be eligible for continuation coverage at any time during the period from Sept. 1, 2008 through Dec. 31, 2009 and elect the coverage;
- MUST have a continuation-coverage-election opportunity related to an involuntary termination of employment that occurred at some time from Sept. 1, 2008 through Dec. 31, 2009;
- MUST NOT be eligible for Medicare; AND
- MUST NOT be eligible for coverage under any other group health plan, such as a plan sponsored by a successor employer or a spouse’s employer.*

For general information regarding COBRA coverage, contact the Trust Fund Office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

*Generally, this does not include coverage for only dental, vision, counseling or referral services; coverage under a health-flexible spending arrangement; or treatment that is furnished in an on-site medical facility maintained by the employer.

Accrual of Pension Benefits for service on or after July 1, 2008

Below is an example of benefit accruals for participants effective on or after July 1, 2008. This example assumes that you work 2,000 hours per year:

2,000 hours X $7 per hour X 1.25 percent = $175

Please note: This does not affect benefits currently being paid to retirees and only affects benefits earned on or after July 1, 2008.

Emanuel Medical Center status has changed

Please note: Emanuel Medical Center in Turlock, Calif. is no longer a participating hospital effective April 15, 2009.

Alternative Anthem Blue Cross contract hospitals in the area are:
- Stanislaus Surgery Center
- Doctors Medical Center of Modesto, Inc.
- Memorial Hospital Medical Center – Modesto

If you have any questions, please call the Trust Fund Office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

Retiree Post Why do you attend your Retiree Meetings?

“To get out of the house.”
– Ed Petschauer, 58-year member

“I go to every one to see people I worked with. I am a part of it and proud of it [the union].”
– Frank Gomes, 51-year member

“To see some old friends and meet new ones.”
– Lorne Achtymichak, 37-year member

Do you have an event coming up, recipes you’d like to share or good news worth repeating? Contact Engineers News at (916) 993-2047, ext. 2505, mail us your suggestions with your photo at 3920 Lennane Drive, Sacramento, CA 95834 or e-mail us at mjessup@oe3.org.
Can’t we all just get along?

Environmentalists and engineers: Sometimes friends, sometimes foes

Historically, the relationship between construction workers and environmentalists has been rocky, to say the least. It often seems that as the Building Trades try to stimulate the economy and put working men and women back to work, environmental groups halt progress because of things like the well-being of the field mouse! It’s not that environmentalists don’t have a place, but like Retiree Thomas Barton said: “Where do you draw the line?”

Barton considers himself an environmentalist – “we all are” – as Local 3 builds things like High Occupancy Vehicle (HOV) lanes, which reward carpoolers and get more vehicles off the roads. Operating Engineers also erect wind turbines to encourage natural energy, build recycling plants to reduce the amount of trash in our landfills and pave roads around our parks to preserve open space, among other things. Yet, in doing so, we often endure a fight.

Take Dutra Materials’ Haystack Landing, a multi-million dollar asphalt plant proposed earlier this year. Several environmentalists opposed the job, despite the fact that, according to a Sonoma County-authorized Environmental Impact Review (EIR), it’s more environmentally friendly regarding greenhouse-gas emissions and noise pollution.

“I am tired of seeing environmentalists ride roughshod over the concern and needs of the people,” said Monty Chipman, wife of Retiree Bill Chipman. She feels environmentalists often operate on “torrents of emotion … fear, anger.”

Another example is the Richmond-Chevron Refinery in Oakland: “Environmentalists got a hold of it … manipulated some things … an environmentally friendly judge shot the work down,” said Oakland District Rep. Pete Figueredo. He also referenced the Hetch Hetchy Dam, a project that was fully funded until environmental groups “found a fish in the water.” It will take years to mitigate the issue. “Environmentalists are over the top. … They block projects while we starve.”

Sometimes it’s safety that’s at stake. According to an article in the Fresno Bee, millions of dollars have been spent on a dangerous section of Hwy. 41 to widen shoulders, mark the roadway and install signal lights in an effort to make it safer. But environmental restrictions and a lack of money have prevented further improvements.

Safety was also a factor in a new bridge project at Grizzly Island near Fairfield that was stalled for environmental concerns for nearly 10 years before finally breaking ground this year. Crews are still at work on the $2 million project that will provide a new, safer bridge for travelers and turn the existing, one-lane bridge into a public-access fishing dock that families can enjoy. Stroer & Graff is driving pile, and RWG has the dirt work and grading on the project, which should be completed this year. The old, concrete bridge was originally built in 1950.

“It does take time to work through all the [requirements], but it doesn’t mean it can’t happen. It just takes time,” assures Solano County Inspector Craig Pyles, who was working on the Grizzly Island project.

It’s true: Sometimes we can work together. Dredging and Safety Rep. David Harrison references projects like the Port of Sacramento’s Deep Water Channel, which has moved forward largely due to the push to “go green,” as deepening the channel makes way for more ships and barges and therefore takes thousands of trucks off the road. (For more on the project, read the Fairfield District report.)

For Local 3 Vice President Carl Goff, the argument comes down to common sense: “We aren’t environmental terrorists, but we do need to build things.”

Engineers News is asking you: Have you been on a job that’s been stalled, closed or created because of environmental concerns? Members like Barton believe “the environmentalists are making us broke.”

What do you think?

Call us at (916) 993-2047, ext. 2505, e-mail us at mjessup@oe3.org or send a letter to Operating Engineers, 3920 Lennane Drive, Sacramento, CA, 95834.

Because of environmental concerns, this new bridge project at Grizzly Island took 10 years to start.

On the lighter side …

JOKE OF THE MONTH

“I have to have a raise,” a man said to his boss. “There are three other companies after me.”

“Is that so?” asked his boss. “What other companies are after you?”

“The electric company, the telephone company and the gas company.”

TALKING TURKEYS

Having a “turkey” of a time budgeting for your Thanksgiving spread? Too bad it’s not 1966. According to the Engineers News November 1966 edition, “broilers” cost only $0.30 per pound, and if you really wanted to splurge, the larger “roasters” sold for $0.49 a pound – making the average price for a 1966 turkey $87. The average cost today for a turkey is about $20!

Now you’ve got a reason to take that hunting trip.

PHOTO OF THE MONTH

What are you thankful for?

In these hard times, MCM Crane Operator Jeff Smith is thankful for his skills not only as a crane operator but as a mechanic. Pictured here, he’s saving money by fixing his own rig.
**ROHNERT PARK I**  
Stimulus money set for Mendocino County

According to Caltrans, the American Recovery and Reinvestment Act (ARRA) will fund the replacement of the Russian River Bridge located in Mendocino County on Talmage Road, state Route 222. At just two miles in length, state Route 222 is one of the shortest highways in California. The primary reason for this route was to link the city of Ukiah to the state hospital, which is now a Buddhist Temple. The bridge, built in 1954, is being replaced due to scour and the migration of the river channel. Scour occurs when water erodes the foundation or footings of the bridge. The new bridge will increase safety by providing two, 12-foot traffic lanes with wider shoulders. The engineers’ estimate for the project was just over $10.4 million, and the successful low bid came in nearly $5 million below that. C.C. Myers was awarded the job with local contractors Argonaut Constructors and Pacific Coast Drilling listed as subcontractors. Onsite construction is expected to start in the spring.

Granite Construction is working on a $3.5 million project near the town of Elk on Hwy. 1 to replace a log-crib wall and realign the roadway. The company also started work on a new bridge and related improvements at Orchard Avenue in Ukiah for $1.3 million and has a small slide repair and rip-rap job on Hwy. 20, six miles west of Willits.

Golden State Bridge returned to the Ten Mile River Bridge project to finish construction on the trestle that will be used for the demolition of the old bridge. The new bridge was completed and opened to traffic in June. Construction on the west trestle was suspended to avoid disturbing the fish runs. The California Department of Fish and Game (DFG) will only allow the company to work in the river for a short time. The trestle should be completed soon. Penhall will begin the demolition of the old bridge, and Golden State will return in the spring to remove the trestle.

We would like to remind everyone not working to register on the out-of-work list. Your registration is valid for only 84 days (12 weeks) from the date of registration. After the 84th day, you will fall off the list unless you re-register. If you are unemployed for an extended period of time, it’s always a good idea to keep track of your hour-bank for Health and Welfare eligibility. You can check your eligibility by calling the Trust Fund Office at (800) 251-5014.

---

**BURLINGAME I**  
Work breaks ground on Doyle Drive

Work in District 01 continues to employ hands from all over the local’s four-state jurisdiction. The work picture steadily improved through the summer, and September saw the first Operating Engineers on the $1 billion Doyle Drive replacement project. Doyle Drive connects Lombard Street and the Golden Gate Bridge and runs through San Francisco’s historic Presidio.

Ghilotti Brothers, Inc. started the $20 million utility relocation that will clear the way for new road construction. Signatory subcontractor Cal State Constructors is pot-holing the site.

Work also began in September on the new San Francisco General Hospital and Trauma Center. The $887.4 million project will continue through at least 2014. A&B Constructors is installing utility vaults and underground work, and J. Flores has miscellaneous site work for general contractor Webcor.

Webcor is also building the $180 million Public Utilities Commission (PUC) headquarters on Golden Gate Avenue.

At the time of this writing, the first tunnel under San Francisco Bay (BART is a submerged tube) should have been awarded in San Mateo County. The San Francisco PUC is building a five-mile water tunnel estimated at $380 million that will run almost parallel to the Dumbarton Bridge. The tunnel is part of a new, 21-mile pipeline from the Ivington tunnel portal in Fremont to the Pulgas tunnel portal near Redwood City. Also for the San Francisco PUC, Mountain Cascade started work on the four-mile San Andreas No. 3 pipeline from John Daly Boulevard to Merced Manor Reservoir on Sloat Boulevard in San Francisco.

In the southern part of the county, Shimnick won the $12.6 million contract for the Bay division pipeline crossovers.

In Marin County, the long-awaited widening of the 17-mile stretch of Hwy. 101 known as “Novato Narrows” should begin in late 2010 with the addition of High Occupancy Vehicle (HOV) lanes at a cost of about $75 million. Other prep work includes the construction of overpasses, bridges and frontage roads totaling about $300 million. This work is financed by Measure M (Sonoma County’s ½-cent sales-tax measure), state bonds, Federal Stimulus funds and state transportation money. The widening alone will provide another $446 million worth of work that is not yet funded. (For more Measure M-funded work on Hwy. 101, read the story on page 12).

---

**APPRENTICESHIP SPOTLIGHT**

This month’s Apprenticeship Spotlight highlights Daniel Jara, a fifth-step Construction Equipment Operator (CEO) apprentice. Jara was an employer referral from Granite Construction and has worked for the company his entire apprenticeship, mainly at the company’s Hwy. 175 quarry. His superintendent, Bill Davis, said Jara does a great job for him, is willing to learn and does anything that is asked of him.

Apprentice Daniel Jara operates a 980G Cat loader for Granite Construction.
STOCKTON | Several projects wrapping up; others to break ground in spring

With fall upon us and winter just around the corner, projects in the area are winding down for the season. While the work picture is slow, there are a few bright spots on the radar. Teichert Construction picked up the Downstream Water System Improvements project for the city of Modesto, which requires installing seven miles of 16-inch and 24-inch water-transmission pipeline along various streets. K.J. Woods began work on the Emerald Trunk Line Rehabilitation project in Modesto. George Reed is wrapping up the Keyes Beautification project. Colich and Sons began work on the Primary Outfall Rehabilitation project and Desilva Gates finished the Fink Road Landfill Cell No. 5 Excavation project. Sierra Nevada Construction finished the Downtown Beautification project in Riverbank. Floyd Johnston is wrapping up the North Side Reservoir project for the Oakdale Irrigation District. Colich and Sons began work on the Primary Outfall Rehabilitation project and Desilva Gates finished the Stanislaus County Overlay project.

Upcoming projects for spring include: Desilva Gates' Hwy. 4 realignment; Knife River Construction's state Route 33 overlay project; Teichert Construction's Fransil and West Main Reconstruct in Turlock; and Granite Construction's Ladd and McHenry widening in Salida. These are just a few of the upcoming projects in the district. Keep an eye out for news on other projects in the coming months.

A reminder: The Stockton District meeting is on Nov. 19 as are the Retiree Association Meetings in Modesto and Stockton. See the Meetings and Announcements section for times and locations. Also, please remember to call the office at (209) 943-2332 to renew your registration, as it is only good for 84 days.

The Stockton District staff hopes you and your family have a great Thanksgiving.

MORGAN HILL | As a new era begins, the past comes down

A new chapter begins for Kaiser Hospital, as the new, state-of-the-art, $700 million Santa Clara Medical Center opens its doors. This is Kaiser's largest and most modern facility, encompassing more than 700,000 square feet at the corner of Homestead and Lawrence Expressway in Santa Clara. The high-tech facility replaced the 40-year-old facility on Kiely Boulevard a mile down the road. In June, Ferma Corporation started the demolition of the old hospital, keeping Operating Engineers busy as members also brought down a surrounding building that once housed other medical clinics. Now stands 26 acres of land for sale, which means future work.

District 90 would like to wish all Local 3 members and their families a happy and safe Thanksgiving.


Cat 385c Long-reach Excavator Operator J. Carmen Cisneros cuts a section of the building.

An operator adjusts the cab of the Cat 385c and gets to work.
**HAWAII**I Military project provides work in District 17

Kiewit is working on the second phase of Drum Road. Dick Pacific did the first phase from Whitmore to Haleiwa, and Kiewit is working from Haleiwa to Kahuku. This is an access road for the military to give the Stryker Brigade access from the military base to the training site.


**NEVADA**I Newmont negotiations begin in December

With the fall season coming to an end and Old Man Winter just around the corner, most companies are finishing projects or closing them until spring. Granite Construction’s projects on I-80 at Nightingale and Lovelock are at or near completion. The company also finished work on state Route 430 at Washoe Hill and several Regional Transportation Commission (RTC) projects, including Lillard Drive, El Rancho Boulevard, Summit Ridge, Victorian Boulevard, Freeport Boulevard and Las Brisas Boulevard. The company’s projects at the Carson City and Reno airports will continue, weather permitting.

Sierra Nevada Construction completed RTC projects on Mill Street, Longley Lane and Vassar Street as well as in Eureka. The company will begin work on the on and off ramps on I-80 at McCarran Boulevard this year and will finish paving work next year.

Q&D Construction buttoned up the V&T Railroad and finished projects on I-80 at Dun Glen and Winnemucca. The company also did its share of RTC work on Pembroke Drive, a consolidated Reno street program, and on Vista Boulevard in Sparks. The company also has jobs continuing at the Reno Airport, a flood-management project on the Truckee River at Mustang and a water line in Fernley.

MKD Construction has various projects throughout the state, most notably in Eureka, Winnemucca and along the Truckee River in Sparks. Road and Highway Builders finished projects on I-80 at Golconda and Pequops and a portion of the 395 bypass in Carson City. The official opening was Sept. 19.

Rees Enterprises has crews at the Carson Airport and at the 102 Ranch. Newly signed El Camino Construction shut down a project on Kingsbury Grade for the winter and should re-start in April or May.

In the northeastern part of the state, Frehner Construction finished projects on U.S. 93 in Contact, state Route 305 in Battle Mountain and I-80 at the Lander/Humboldt County line. Newly signed Coughlin Company did the grading on some of Frehner’s projects and performed work earlier in the year for Sierra Nevada Construction. Frehner continues work on state Route 766 north of Carlin. Ames Construction continues work at the Cortez Mine and is nearly finished with the county road that was redirected around the mine. N.A. Degerstrom, Inc. is still going strong at the Hyeroft Mine, Getchell and Twin Creeks and is gearing up at the Rossi Mine after a short layoff. Q&D Construction finished or is near completion on miscellaneous projects in the Elko area.

Although the work this season was at its lowest level since 2000, we do have some positive news to report: District 11 signed 13 new construction contracts this year, which led to more union jobs this year and hopefully next year. The shortage of work has affected everyone, but the strong will survive. For those of you who have stood by and stood strong, we thank you.

We would like to congratulate TJ Manzini and his wife, Jennifer, on the birth of their daughter, Eva Addison. She was born Sept. 1 at a healthy 7 pounds, 1 ounce. TJ is a 14-year member with Local 3. We wish him and his wife the best of happiness with their new addition.

We would like to remind our members about our district meeting Dec. 9 at 7 p.m. and New Member Orientation (NMO) on Dec. 16 at 6 p.m. Remember to check on apprentice/journey-level upgrade training, which will be available this winter and spring. At the time of this writing, classes have not yet been set. For more information, contact our office at (775) 857-4440 or the Joint Apprenticeship Committee (JAC) at (775) 575-2729.

We wish everyone the happiest of holidays and remind you to be careful and properly prepared for the winter conditions.

**From Elko**

The price of gold has been rising and reached nearly $1,000 an ounce. Surprisingly, the mines have not been as busy as the last time it hit those levels, because lending has not been available, making new projects slow to start.

Newmont negotiations at the Carlin Mine begin in December – the contract expires Jan. 31, 2010. We had an increase in membership applications, which indicates union members have been busy talking to non-union employees about the advantages of being union. It’s good to see members involved in helping the union grow strong. By the time this is printed, we will have selected the negotiating committee and had our proposal meetings. We are only strong when membership is strong – become a member and have a say in your future.

Elko construction meetings are the first Wednesday of the month at 6 p.m., and Newmont meetings are the second Wednesday of the month at 6 p.m.
District 12 would like to congratulate Granite/Kiewit/Clyde (Copper Hills Constructors) on getting the $480 million Mountain View Corridor project. The I-15 Core project will be let this month, so good luck to all our signatory contractors on that job and the many smaller jobs in the area.

With the economy the way it is nationwide, these jobs are nice to have, but they also bring in a lot of outside contractors that are not union – yet – so we should all be talking to the people we know in the industry about the benefits of being union – health insurance, Pension and top-notch, quality operators.

On a final note, we encourage everybody – journey-level operators and apprentices – to use the training site to upgrade your skills, learn new equipment and earn new certifications: Hazmat, Mine Safety and Health Administration (MSHA) and Operational Quality Control (OQC). The Utah Joint Apprenticeship Committee (JAC) will get a new classroom and a new location this year and is excited to put them to use. For information on classes offered, contact Apprenticeship Secretary Brenda Sweet at (801) 596-7785. In this economy, the things that will keep us working are the quality skills of the men and women in our union.

Not an open seat remains at the Retiree Meeting Sept. 10.

YUBA CITY

Gemma still the ‘king of projects’ in District 60

Happy Thanksgiving from District 60. At the time of this writing, we are getting as much work done as possible before the rain starts, and there is still a lot of work to bid for next year. One thing we can’t mention enough is the fact that so much of this work has gone to non-union employers in the past. This is proof again that when forced to operate on a level playing field, non-union companies can’t deliver. We must continue to educate politicians, awarding agencies and non-union companies that a fair playing field will always deliver a better product.

DeSilva Gates, Teichert and Inquip are still working in the south end of the district on highway projects and levee work. DeSilva Gates was also awarded the $87 million Hwy. 70 widening job in Oroville. Weather permitting, this project should start soon.

Rockford’s two pipeline projects have employed more than 200 tradespeople. At its peak about 32 Operating Engineers were on the job. Some of them will stay on through December. These jobs have been good ones, as time constraints have made members work six to seven days per week, 12 to 14 hours per day.

Gemma is still the “king of projects” in the area. Its $700 million project continues to employ more than 40 operators and will start a second shift soon, bringing its employee totals to more than 800. These types of jobs not only help our members – they also help the communities they’re in. We must continue to fight for more of them.

Our employers have been doing well, winning bids on local water-treatment plants. RGW started a $17 million job in Live Oak. Sybion-Reid was awarded the $12.5 million water-treatment plant in Williams. Weather permitting, Granite will soon start the $6.8 million Hwy. 99 widening north of Biggs. The company also got the $8.5 million Skyway Interchange job in Chico.

Sierra Nevada Construction is going strong, completing a nearly $2 million widening project in Gridley. Pacific Excavation is subbing for the company, installing signals and electrical work. Knife River (Baldwin) is finishing the 8th Avenue Road project and has a lot of overlays throughout the district, keeping the paving crew and batch plants busy. Teichert is also doing overlays in the district.

North Bay Construction is still waiting for the green light from Caltrans on a $86 million Williams project. Hopefully it starts soon. George Reed, McGuire, Hester, Steve Manning and Mountain Cascade are trying to get as much work done as possible before weather stops them.

All and all, construction in District 60 is doing well. The rock plants are still very slow with a lot of product in stock. We hope it picks up soon. The shops are also slow, but with the added construction in the area, it should help them too. The agriculture shops are doing better, as the rice farmers are doing very well. Our Unit 12 brothers and sisters are still getting it done and are a rare, shining spot within the state. There has been no bad press about our Unit 12 members, because they continue to get their jobs done, despite the three furlough days they are forced to take every month. Unfortunately, the state has chosen to put the monkey on the backs of working men and women.

At the time of this writing, the Road Machinery job actions are underway. We all need to support our fellow union members. Whether it’s Road Machinery or the state, as long as we all stick together, they can’t beat us.

Come to the Nov. 5 district meeting at 7 p.m. at 1919 B St. in Marysville to stay informed, and volunteer your time. We will stay strong.

For more information, call the Hall at (530) 743-7321.
**EUREKA**  Condon Johnson provides work on Hwy. 101

District 40 was fortunate to keep operators busy this fall.

**Granite** is finishing an overlay job on Hwy. 101; the project should be wrapped up by mid-November. The company also has the Alton Interchange embankment projects ready for paving. More on this project can be found on page 16.

**Golden State Bridge** is winding down for the winter with a four- to five-member crew. The company anticipates restarting in April with a possibility of two shifts in June. **Mercer Fraser** had embankment fills through October.

**Mercer Fraser** started the Bear River Rancheria project worth about $87.5 million. It includes a 32-home subdivision, hotel and RV park. Crews started clearing and grubbing. We will keep you updated on this project.

**Mercer Fraser** is also the apparent low bidder on the $4.5 million Areca Montebello Airport project; a start date has yet to be determined.

The PG&E power plant is coming along. Haskell was awarded the second phase, valued at $38 million. The project includes excavating the building site and paving. **Wahlund Construction** is the main subcontractor along with West Coast Contractors, North Coast Fabricators and Grace Construction.

**Wartsilla** received 10 engines and 10 generators by ship in late September and began moving the PG&E Plant in early October. The engines weigh about 290 tons (that's without turbos), and the generators are 60 to 65 tons a piece. The moves were done at night while Hwy. 101 south was closed for transport. **Bigge Crane** provided crane service.

At the time of this writing, **Day Zimmerman** is doing the decommissioning work at the PG&E site. We hope the company secures the rest, as there is at least seven years of decommissioning work to be done.

**Condon Johnson** is moving along on the six retaining walls on Hwy. 101 and expects to finish by mid to late November. **Mercer Fraser** will do the paving.

**FAIRFIELD**  Good news from Dredging Department

It’s been a while since you’ve heard from the Dredging Department, but don’t worry. In this case, no news is good news, as 2009 has been a great year for dredging in Local 3. Every rig in the Bay is working. With the dry weather we’ve had lately, a dry work season usually follows, but with a “green” outlook and an economic stimulus package, Local 3’s dredge hands are hard at work.

The **Manson/Dutra Joint Venture** (JV) crews are working on the Hamilton Field offloading and the Port of Oakland berths and channel maintenance. **Dutra** has Suisun Channel and Redwood City maintenance. **DDM** is continuing last year’s contract at Redwood City to offload material on Bair Island, which will keep two rigs working around the clock. **Ross Island** is working on the first year of a new contract up river and currently has about 22 hands busy. Recently signed contractor **RDA Contracting** is busy at the Noyo Harbor project in Fort Bragg, where the company teamed up with **Cammazid Dredging** to get the job done. **Cargill** is working at the salt ponds in Newark, and the crews at **Santa Cruz Port District** are performing annual channel maintenance.

The Port of Oakland deepening job has been the biggest dredging project Local 3 has ever seen, as it has kept between 60 and 80 of our members busy for the last three years. With this project winding down, anxiety levels are starting to rise, as members fear a lack of work, but Obama’s economic stimulus plan has pumped hope into our local work picture. Part of his 2010 budget includes funding for the Port of Sacramento’s Deep Water Channel. By late next year, that channel will finally be deepened to its originally planned depth. This will be another three-year project that should keep many of our dredge hands busy. The biggest reason this project is finally being pushed through is the goal of having a “greener” industry. If we deepen the Sacramento channel, more ships and barges will be able to make their way to the Port of Sacramento, ultimately taking thousands of trucks off the road and therefore reducing the amount of emissions released into the air. This is the ultimate win-win situation for labor and the environmentalists who so often delay or stop our work.

In other news from Fairfield, we welcomed new member **James White** at our September district meeting and awarded Business Agent **Angelo Cellini** with his 30-year pin and Grievance Committee member **Bill Purcell** with his 25-year pin. Congratulations, guys! Look for theirs and other pin-recipients photos in an online gallery at oe3.org.

Also, don’t forget our 5th Annual Pancake Breakfast and Motorcycle Toy Run scheduled for Saturday, Dec. 19 at the Veterans’ Memorial Building at 427 Main St. in Suisun City. Pancakes and sausage will be served at 8 a.m. with a short ride across town to the Mission Solano headquarters shortly after. Bring an unwrapped toy, and enjoy some good food and good times with your Local 3 brothers and sisters.
The year is winding down in District 80. We know it has been a difficult year for many members and their families, but remember: Many of us have been through this before, only to come out on the other side stronger, better and maybe a little smarter.

Construction can be a tough way to make a living in the lean times, but the reward is a defined-benefit pension and health benefits you can’t outlive. Next time you see a retiree, thank him or her for paving the way.

This is the time to develop your skills by signing up for journey-level upgrade classes at the Rancho Murieta Training Center (RMTC). The more marketable you are, the more opportunities you will have. Many of us learned to weld or get a Class A license just for that reason.

These are the times when we live or die on the reputation and relationships we have developed over the years. In the downturns, we must stand together and uphold the standards that were handed down to us. As Business Manager Russ Burns said at our last district meeting: “We have some tough contract negotiations ahead of us. We must work together and stay united; this will send a strong message to the other side of the table.”

Everyone should read a book on the American labor movement. As workers, nothing we have or ever will have has come to us without a fight. The dues we pay every quarter is what makes the difference for all working people. All workers benefit from the efforts made by labor organizations in politics, lobbying, negotiations, etc.

In the last few issues of Engineers Nets, we talked about the billions of dollars worth of work planned for the area. We need to work hard to get the people we support to move these projects forward. If this happens, we would once again struggle to fill dispatch orders.

As many of you heard, District 80’s longtime dispatcher, Kathy Westlake, has retired. We wish her well and thank her for her hard work and dedication over the years.

As the hectic holiday season approaches, don’t forget to renew your registration on the out-of-work list. If your registration expires, you will fall off the list and have to start at the bottom. Please stay in contact with the Hall, (916) 993-2055, and know when your registration expires.

With the holidays upon us, we must focus on what is important: Family, friends and co-workers. Have a happy Thanksgiving, and stay safe.

**FRESNO**

**Gill Ranch Pipeline provides 26 miles of work**

District 50 thanks everyone who attended the district meeting and Semi-Annual Meeting in September. We appreciate everyone’s desire to stay informed and involved in their union. The last district meeting for 2009 will be held Nov. 19 at 7 p.m. in the Clovis Memorial Building at 453 Hughes Ave. The Retiree Meeting will be held at 2 p.m. at Cedar Lanes in Fresno the same day.

Member Randy Laney will soon be seen at the Retiree Meetings. He was initiated into Local 3 in October 1975 and will soon retire from Vulcan Materials/Fresno River Rock. Member Justin Caudel says of Laney: “I have always been impressed by his work ethics, commitment to his craft, his commitment to family, friends and coworkers ... This place [Vulcan Materials] won’t be the same without him.”

In recognition of his longtime friend’s retirement, Caudel made Laney a one-of-a-kind knife. The knife has a deer-antler handle with an elk head and a blade engraved in it and a 35-year Local 3 service-pin inset at the end. The knife has a copper guard, and the blade was cut and shaped from a 36-inch, circular saw blade from a local sawmill. All Caudel asks in return is for Laney to use the knife at least once on his elk hunt in northern Canada.

Portland-based Snelson Companies Inc. is the general contractor for the upcoming Gill Ranch Pipeline project located about 20 miles west of Fresno near Panoche. This project involves 26 miles of 30-inch pipe for an underground storage of natural gas with a connection made to the PG&E line north of Panoche. This project is scheduled to begin later this year with an in-service target date of summer 2010. This is the only storage project located on the southern part of PG&E’s system.

With this project and others headed our way, it is even more important to keep your contact information up to date. When an off-the-list order is being filled, the dispatcher calls a member at the telephone number(s) on file. If the member does not answer the call(s), a message is left when possible, and the dispatcher immediately calls the next member on the list.

If a member is getting dispatched by an employer letter, it is the member’s responsibility to get the dispatch before reporting to work. Please contact the Hall at (559) 229-4083 with any questions or concerns.

We wish everyone a safe and happy Thanksgiving!

**APPRENTICESHIP SPOTLIGHT**

Q&A with third-step Apprentice Jaclyn Frith-Smith, a third-generation Operating Engineer.

**Why did you join Local 3?**

“Good money, good benefits, I’m young and it is fun.”

**How do you like construction?**

“I like it. It is different daily – never quite the same. I’m running a sweeper on this job. The cool part of being an apprentice is I get to run everything, from scraper to dozers.”

**What’s your favorite piece of equipment?**

“Enjoy the excavator and backhoe. I like the concept that they are used for different purposes.”

**Will you make your hours this year?**

“It is rough. I only have this week and last [for hours] and need 1,200. I was off almost 10 months.”

**Third-step Apprentice Jaclyn Frith-Smith.**
The Local 3 officers, Executive Board and the Scholarship Board of Directors understand that the workplace is rapidly changing, and many jobs require skills that can be attained only with a good education. Local 3 is dedicated to giving our young people the opportunity to succeed by providing them with the chance to further their education and training. For this reason, Local 3 awards annual scholarships to sons, daughters, stepchildren and foster children of Local 3 members.

ACADEMIC SCHOLARSHIPS

Four college scholarships will be awarded to children of Local 3 members: Two scholarships of $3,000 each will be awarded to the first-place female and male applicants; two scholarships of $2,000 each will be awarded to the second-place female and male applicants. These scholarships must be used for study at an accredited U.S. college or university.

Winners also receive an additional $1,000 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students.

The academic scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards, which do not rule out scholarship aid from other sources.

WHO MAY APPLY

Children of Local 3 members may apply for an academic scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.

Children of deceased Local 3 members are eligible to apply for the scholarships. The parent of the applicant must have been a Local 3 member in good standing for at least one year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2009) or 2) the spring semester (beginning in 2010), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved not less than a B cumulative average in their high school work.

Applications will be accepted between Jan. 1, 2010 and March 31, 2010.

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 of Berkeley Scholarship Selection Committee will submit recommendations for finalists to the Scholarship Foundation’s Board of Directors. The list of potential winners and their qualifications will be reviewed by the Board, and the winners will be selected.

Academic scholarship winners will be announced at Local 3’s June Executive Board meeting. Checks will be deposited in the winning students’ names at the college or university they plan to attend.

Applicants who are not selected for an academic scholarship will automatically be eligible for OE3 Merit Scholarships, which are discussed in detail at right.

INSTRUCTIONS

All of the following items must be received by March 31, 2010:

1. The application and essay are to be filled out and returned by the applicant.
2. The report on the applicant and transcript is 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.
3. One to three letters of recommendation giving information about the applicant’s character and ability from teachers, community leaders, family friends or others who know the applicant should be submitted with the application.
4. A recent photograph, preferably two inches by three inches, with the applicant’s name written on the back should be clear enough to reproduce in the Engineers News.
5. 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.

OE3 MERIT SCHOLARSHIPS

In addition to the four academic scholarships, Local 3’s Scholarship Foundation will award 20 $500 Merit Scholarships through a raffle drawing to be held at Local 3’s July Executive Board meeting. Applicants need not be present to win.

OE3 Merit Scholarships are available only to the sons, daughters, stepchildren and foster children of Local 3 members.

One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.

Children of deceased Local 3 members are eligible to apply for the scholarships if the parent was a Local 3 member for at least one year immediately preceding the date of death.

Children of Local 3 members who plan to attend college or a 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. A second application is not necessary.

Applications will be accepted from Jan. 1, 2010 to March 31, 2010. Previous winners are not eligible to apply.

The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

OE3 Academic and Merit Scholarship applications are available at the local’s district offices, credit union branches and online at www.oee3.org. It is the applicant’s responsibility to submit the application to the address below, which must be received no later than March 31, 2010:

Jim Sullivan
Recording-Corresponding Secretary
c/o Lisa Ward
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090
OE3 Scholarship Fund
Giving gifts that last a lifetime

A charity is only as strong as its contributors want it to be, and the Local 3 Scholarship Fund is no exception. Today the fund is strong, both financially and in the support it receives from Local 3. It has grown substantially in the last five years, with much of the success due to an increase in donations from members and the employer community. Many contributions are from longtime supporters, but new members and organizations have recently become acquainted with the fund.

If Local 3 has touched you or your family, please consider the scholarship fund as an opportunity to give back to the union. Gifts to the fund make it possible for members to play a role in helping young adults understand the importance and economic relevance of union membership. Every gift makes the scholarship fund stronger.

A partnership between Local 3, employers and related businesses created the scholarship fund to provide financial assistance for the children of Local 3 members and encourage and enable their academic success. The Thomas Morton Foundation and the Operating Engineers Federal Credit Union (OEFCU) each donated $5,000 to sponsor our second-place female and male winners.

As the demand for scholarships increased, Local 3 developed new fund-raising opportunities. In 2007, many Local 3 members participated in a cruise to Mexico with $50 of the fee earmarked as a donation to the scholarship fund. Members continued this opportunity with a special cruise to the Southern Caribbean in January 2008.

The Tom Stapleton Golf Tournament is held annually in September and remains the biggest source of revenue for the fund. The 2009 tournament raised more than $154,000.

Most contributions come in the form of traditional cash donations, but some have chosen more creative donation methods. Because of tax considerations, some contributions can result in the donor being able to give a gift that is greater than he or she thought possible. These gifts help build the strength and future of the scholarship fund and allow the donor to experience giving the gift of a lifetime.

The Local 3 Scholarship Fund offers a variety of ways to contribute:

- **Cash gifts.** Gifts to the general scholarship fund can be in any amount.
- **Memorial and honor gifts.** You can contribute to the scholarship fund in memory or honor of a loved one, friend or colleague or to commemorate a special occasion. Written acknowledgment of your gift and the amount

will appear in scholarship and media correspondence. A $500 minimum is necessary to establish a named gift, and there are four donation levels:

- **Bronze** $500
- **Silver** $1,000
- **Gold** $5,000
- **Platinum** $6,000

- **Bequests.** Gifts made through your will allow you to retain control of your assets during your lifetime and distribute them as you wish upon your death. Our members and friends may choose to include a gift to the Local 3 Scholarship Fund. The most common types of bequests are leaving a fixed dollar amount or specific property. A charitable bequest may reduce your estate tax. Consulting an attorney is advisable any time you make or change a will.

- **Securities.** There may be an advantage to giving marketable securities – stocks, bonds or mutual funds – instead of cash. In some cases, you may receive a charitable deduction on your taxes, as well as avoid taxes on capital gains. Consult your financial adviser for details.

If you would like more information on donating to the scholarship fund, please contact the fund’s treasurer, Rec. Corres. Secretary Jim Sullivan, at (510) 748-7400.

### DISPATCHER’S DESK

District 17 Dispatcher Arley Nozawa stresses the importance of keeping your information current:

“I would like to please stress to our Hawaii members that they have to have current addresses, home phone numbers and, especially, cell phone numbers. I have been calling members for jobs, and their phone numbers are not current. I would also like to say that when a company calls and places a job order, I will go down the list until I find the company an operator. I know right now is slow, so more so, you have to keep your cell phones close by.

“Now that times are really slow, keep yourself physically active. Do that honey-do list or just go out and volunteer. Take care, and God bless.”

---

**MEETINGS & ANNOUNCEMENTS**

I would like to support the 2010 Operating Engineers Local 3 Scholarship Fund.

Enclosed is my contribution in the amount of:

- [ ] $20
- [ ] $50
- [ ] $100
- [ ] Other $ ________

Name: ___________________________ Phone: ___________________________

Address: ___________________________

City: ___________________________ Zip: ___________________________

State: ___________________________

Clip out and mail to: Jim Sullivan, Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Rd., Alameda, CA 94502
ELECTION OF BYLAWS COMMITTEE NOTICE:

Per Article XXX, Section 2 (a) of the Bylaws, the following eligibility requirements have been established for the Bylaws Committee member nomination and election to be held at the regular fourth-quarter district meetings in 2009 by secret ballot vote of those members present:

1) Must be a member in good standing
2) Must have been a member of the Parent Local of Operating Engineers Local 3 for five years next preceding his or her nomination and election
3) Must be a resident in the district, as indicated by the address shown on union records as of Oct. 23, 2009
4) Must be a registered voter in the district
5) Cannot be a registered apprentice
6) Cannot be an employer or an employee on the payroll of the local union or a related entity

The schedule of these meetings appears under District Meetings at left.

DECEMBER 2009

1st District 17: Maui
Maui Beach Hotel
170 Kaahumanu Ave.

2nd District 17: Hilo
Hilo ILWU Hall
100 W. Lamikaula St.

3rd District 17: Kona
King Kamehameha Kona Beach Hotel
75-5660 Palani Road

4th District 17: Kauai
Hilton Kauai Beach Resort
4331 Kauai Beach Drive

8th District 04: Suisun City
Veterans’ Memorial Building
427 Main St.

8th District 20: Concord
Concord Centre
5298 Clayton Road

9th District 11: Reno
Operating Engineers’ Building
1290 Corporate Blvd.

9th District 90: Morgan Hill
Operating Engineers’ Building
325 Digital Drive

10th District 01: Novato
Inn Marin
250 Entrada Drive

10th District 12: Salt Lake City
IBEW Local 354
3400 W. 2100 St.

NEW MEMBERS

Fairfield: District 04
J. Walker White

Oakland: District 20
Andrew Keyes
Craig A. Morgan
Irene Nikola

Stockton: District 30
Christina Maxey

Fresno: District 50
Jake Crippen
Willard Puckett

Sacramento: District 80
Jamie Johnston
Dimitriy Okunev

‘Parent Local’ defined

Operating Engineers Local 3 consists of the Parent Local Union No. 3 and its subdivisions. It operates under the district form of government.

Members of the Parent Local pay the full card cost of membership fees and dues, qualifying them to run for an elected office. Subdivision members pay less fees and as a result, have a card value below that of the Parent Local, therefore not qualifying them to run for an elected office.

Any member of the local who qualifies for any subdivision may opt to upgrade his or her card to become a member of the Parent Local.

HONORARY MEMBERSHIP

The following retirees have 35 or more years of membership in Local 3 as of September and were eligible for Honorary Membership effective Oct. 1, 2009.

Manuel Alves 1606589 District 40: Eureka
Roy Greene Sr. 1575840 District 17: Hawaii
Roy Honda 1528537 District 17: Hawaii
Robert L. James 1229850 District 99: Out Of Area
Elbert McCray 1276999 District 60: Yuba City
Manfred Rohde 1144728 District 90: Morgan Hill

From left: Hawaii District Rep. Gino Soquena congratulates Retiree Joseph Haia, who recently received his 40-year service pin.
### DEPARTED MEMBERS

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>District</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alva, Estevan</td>
<td>Sunnyvale, CA</td>
<td>District 90</td>
<td>07-17-09</td>
</tr>
<tr>
<td>Berg, Mel</td>
<td>Salome, AZ</td>
<td>District 99</td>
<td>07-22-09</td>
</tr>
<tr>
<td>Burke, Richard</td>
<td>Sun Valley, NV</td>
<td>District 11</td>
<td>07-01-09</td>
</tr>
<tr>
<td>Chisum, Charles</td>
<td>San Bruno, CA</td>
<td>District 01</td>
<td>07-12-09</td>
</tr>
<tr>
<td>Dick, Leroy</td>
<td>Cottonwood, CA</td>
<td>District 70</td>
<td>06-27-09</td>
</tr>
<tr>
<td>Fox, Merlin</td>
<td>Springville, UT</td>
<td>District 12</td>
<td>07-14-09</td>
</tr>
<tr>
<td>Fuller, Arthur</td>
<td>Midvale, UT</td>
<td>District 12</td>
<td>07-23-09</td>
</tr>
<tr>
<td>Geigle, Richard</td>
<td>Lodi, CA</td>
<td>District 30</td>
<td>07-24-09</td>
</tr>
<tr>
<td>Gribble, Jerry</td>
<td>Magalia, CA</td>
<td>District 60</td>
<td>06-25-09</td>
</tr>
<tr>
<td>Halverson, Steve</td>
<td>Spring Creek, NV</td>
<td>District 11</td>
<td>06-06-09</td>
</tr>
<tr>
<td>Hinchman, Daniel</td>
<td>Oakland, CA</td>
<td>District 30</td>
<td>08-03-09</td>
</tr>
<tr>
<td>Jones, Denny</td>
<td>Escalon, CA</td>
<td>District 30</td>
<td>07-06-09</td>
</tr>
<tr>
<td>Madeira, Abel</td>
<td>Aiea, HI</td>
<td>District 17</td>
<td>06-29-09</td>
</tr>
<tr>
<td>Meyer, Timothy</td>
<td>Shingle Springs, CA</td>
<td>District 80</td>
<td>07-25-09</td>
</tr>
<tr>
<td>Reeves, Dudley</td>
<td>Vallejo, CA</td>
<td>District 04</td>
<td>05-25-09</td>
</tr>
<tr>
<td>Seacord, Howard</td>
<td>Santa Rosa, CA</td>
<td>District 10</td>
<td>07-17-09</td>
</tr>
<tr>
<td>Simas, Manuel</td>
<td>Thornton, CA</td>
<td>District 30</td>
<td>07-10-09</td>
</tr>
<tr>
<td>Smith, Sheila</td>
<td>Oakland, CA</td>
<td>District 20</td>
<td>04-06-09</td>
</tr>
<tr>
<td>Stafford, William</td>
<td>Laytonville, CA</td>
<td>District 10</td>
<td>07-18-09</td>
</tr>
</tbody>
</table>

### DECEASED DEPENDENTS

<table>
<thead>
<tr>
<th>Name</th>
<th>Relationship to Member</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Derner, Ellen</td>
<td>Wife of Derner, Edward</td>
<td>08-13-09</td>
</tr>
<tr>
<td>Dickson, Rita</td>
<td>Wife of Dickson, Gary</td>
<td>08-18-09</td>
</tr>
<tr>
<td>Galaviz, Dora</td>
<td>Wife of Galaviz, Arthur</td>
<td>08-26-09</td>
</tr>
<tr>
<td>Jensen, Judy</td>
<td>Wife of Jensen, Gary</td>
<td>08-10-09</td>
</tr>
<tr>
<td>Locatelli, Carol</td>
<td>Wife of Locatelli, Robert</td>
<td>07-17-09</td>
</tr>
<tr>
<td>Lopez, Jeannie</td>
<td>Wife of Lopez, Andrew</td>
<td>08-15-09</td>
</tr>
<tr>
<td>Pedemonte, Susie</td>
<td>Wife of Pedemonte, Gus</td>
<td>08-20-09</td>
</tr>
<tr>
<td>Pratt, Jamie</td>
<td>Wife of Pratt, Jason</td>
<td>05-09-06</td>
</tr>
<tr>
<td>Shelton, Renske</td>
<td>Wife of Shelton, James R.</td>
<td>07-14-09</td>
</tr>
<tr>
<td>Washbaugh, Helen</td>
<td>Wife of Washbaugh, Cramer</td>
<td>09-07-09</td>
</tr>
<tr>
<td>Whitehead, Mary</td>
<td>Wife of Whitehead, James</td>
<td>03-24-09</td>
</tr>
<tr>
<td>Wright, Jolene</td>
<td>Wife of Wright, Bill W</td>
<td>08-27-09</td>
</tr>
</tbody>
</table>

---

**USPS statement for Engineers News**

The U.S. Postal Service (USPS) requires publication of the following statement of ownership, management and circulation for all newsletters having periodical mailing privileges, such as Engineers News. Please note the circulation numbers listed reflect the body of initiated Local 3 members in good standing with the union.

### Statement of Ownership, Management, and Circulation

<table>
<thead>
<tr>
<th>Publication Title</th>
<th>Full Name</th>
<th>Complete Mailing Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineers News</td>
<td>Derner, Ellen</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Dickson, Rita</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Galaviz, Dora</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Jensen, Judy</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Locatelli, Carol</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Lopez, Jeannie</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Pedemonte, Susie</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Pratt, Jamie</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Shelton, Renske</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Washbaugh, Helen</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Whitehead, Mary</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
<tr>
<td></td>
<td>Wright, Jolene</td>
<td>1620 South Loop Rd, Alameda, CA 94502</td>
</tr>
</tbody>
</table>

---

**MEETINGS & ANNOUNCEMENTS**

November 2009 | 29
Members ‘weigh in’ on improving quality of life

By Mandy Jessup, managing editor

Did you know that U.S. residents live an average of 77.6 years, and people living to be at least 100 years old make up the fastest-growing segment of the population? You probably also didn’t know that, according to the National Institute of Health (NIH), the U.S. population aged 65 and over is expected to double within the next 25 years. What does that mean to you? For Local 3, that means more members will join the ranks of retirement, and in retirement, they will live longer, fuller lives – provided they maintain healthy habits.

According to Retiree Charlie Garabedian, “Our diet isn’t fit to feed a pedigree pig.” A member since the Engineers News’ 1943 inception, he’s lived through enough dietary trends and heard enough “healthy-living tips” to be somewhat of an expert.

“We need to lay off the sugar and chemicals, and eat more fresh fruits and vegetables.”

He isn’t the only retiree touting such practices. Retiree Joe Athenour lives on a fine diet of “good food, vegetables and fruits,” which he credits to his personal chef, wife Alice. Many retirees are getting healthier in retirement, such as Denny Dennis, who lost 45 pounds after he retired. The extra time off allowed him to walk up and down the mountains in Pollock Pines. “Don’t let your stomach get over your belt buckle,” he warns.

Both retirees and actives talk about “life in the seat,” which offers little exercise. Member Ronnie Jones packs a lunch with healthy items for just this reason – “As an operator, you sit in the seat all day.” Members Brett Sullivan and Ed Hackworth do too. Sullivan packs fresh fruits, and Hackworth packs homemade shrimp salad. What’s in your lunch? Do you eat from the “Roach Coach,” which peddles fried foods quickly and cheaply to jobsites?

Not all operators sit in the seat, however. Retiree Dale Fourtner recalls his days as a surveyor, when he would walk two to three miles a day. But even with that activity and his naturally lean build, Fourtner underwent open-heart surgery three years ago to unclog five blockages, a problem he credits to genetics.

“I’m still functioning, still alive,” said Fourtner, whose cholesterol is down thanks to the drug Lipitor, but “I could be better.”

The experience sparked an interest in Fourtner, since he researches “matters of medicine” and has lived on a vegetarian diet for several years. His advice for those younger than he is: “Eat Omega-3 fatty acids and get plenty of exercise. ... It’s so simple: Eat a healthy diet, get plenty of exercise, but it’s tough to do.”

That’s where the frustration of so many Americans comes to pass. We know what we’re supposed to do, but real change in a habit of any kind is difficult, and we all want an easy path to health.

The phrase “60 is the new 40” is commonly heard nowadays, but that only rings true for people blessed with good health in their later years. Not only is good health a must for an active life, it is also financially beneficial, since health-care benefits become a growing concern for older Americans, as the cost of doctor visits and prescriptions rises. These rises in health-care costs affect active members too.

Engineers News wants to hear from you. What’s your solution? What’s in your lunch? How have you improved your quality of life? Yoga? Hiking hills? Or, if you’re having trouble maintaining a healthy lifestyle, send us your questions, and maybe we can find some answers.

Call us at (916) 993-2047, ext. 2505, send us an e-mail at m Jessup@oe3.org or write us a letter at Engineers News, 3920 Lennane Drive, Sacramento, CA 95834.
It’s official: After rallies at several Road Machinery facilities beginning in May, union members felt they had no choice but to go on strike Sept. 15 to protest the company’s continuing violation of federal labor laws and its refusal to offer its workers a fair contract. Employees from the Redding, West Sacramento and Fresno facilities have worked without a contract since May, and now the company is trying to force them out of the Pension Plan that’s been in place for decades, as well as reduce their wages and benefits by $3.50 an hour.

Local 3 won’t have it, and the general public now knows the full story, since the *Sacramento Bee* published a story on the front page of the business section Sept. 16.

Longtime mechanic and former Road Machinery employee Jerry Schrank commented: “The National Labor Relations Board (NLRB) strike vote was unanimously 100 percent because nothing was being done and the company is stalling.” According to Schrank, “Road Machinery members are a good, tight niche, a second family – we’re all part of this and have supported each other for 35 years – these people [members] have supported me and my family.”

Member and striker Shane Walthers agreed and commented: “We could see the writing on the wall, nothing was being done. We’re here until they deal with us.”

Since the issues surfaced, the Fresno shop has closed down, and “We’ve decimated the West Sac shop,” said Director of Special Operations Bob Miller.

Road Machinery strikers held a booth at the past Semi-Annual and raised nearly $3,000 for the OE3 Strike Fund. Donations continue to pour in.

At the time of this writing, strikers have walked the line for four weeks. Stay tuned for more updates and the photo collage of a Halloween Rally held Oct. 30.

A special thanks to all who’ve walked the line with these members. According to District 70 Business Rep. Bob Vanderpol, “We will prevail and it is an honor to stand beside one another each and every day to accomplish the task that has been set forth.”

---

**As the strikers gather while the sun rises, Local 3 Attorney Michael Nelson instructs them.**

---

**Vice President Carl Goff visits the strikers in West Sacramento.**

---

**Striker Jeremy Figueroa, a 12-year member, stands with his father, strike supporter Larry.**

---

**From left: Members Greg Plympton and Rick Knight walk the line in Redding.**

---

**Member Erigelberto Fernandez is a member and striker from Fresno.**

---

**Member Rodney Hill worked in the parts department at the Road Machinery facility in Fresno.**