SEMI-ANNUAL MEETING ANNOUNCEMENT
Rec. Corres. Secretary Robert L. Wise announces that the next Semi-Annual meeting of the membership will be held Sunday, March 30 at 1 p.m. on the USS Hornet in Alameda, Calif.

IMPORTANT ELECTION NOTICE
See pages 20 and 21 for important information regarding the election of Delegates and Alternate Delegates to the 36th International Convention.
For The Good & Welfare
By Don Doser, Business Manager & IUOE General Vice President

First and foremost: Thank you

I'd like to start this article with my profuse thanks to those members and volunteers who worked so hard during this past election. The phone banking, precinct walking and generous donations of time and money really paid off. To put it bluntly, we won big in California thanks to your support. Pro-labor candidates were elected to the offices of governor, lieutenant governor, secretary of state, controller, treasurer, attorney general, insurance commissioner and a congressional seat, to name a few. To the Local 3 members and staff who gave it their all, a very sincere thank you. It's amazing what we can accomplish when we all pitch in.

Union members in California can breathe a small sigh of relief with assurance that Gov. Gray Davis will do everything in his power to protect us during the next four years. We will particularly need his support during the next two years as national efforts to weaken unions become an unfortunate reality.

The national picture: Outlook not so good

While California may remain a haven for labor during the next four years, other states struggling for the right to organize will have a tough fight ahead. With anti-labor politicians in the driver's seat, we better hang on because it's going to be a wild ride. Much of the progress we've worked hard to make will now be challenged. Luckily the Davis-Bacon Act, which has protected prevailing wage since 1931, will likely survive, thanks to the number of its supporters who hold office. However, we'd be foolish to think that attempts won't be made to weaken it. Republican Steve King of Iowa, a former contractor and current member of the 5th Congressional District provides insight about what's in store for us regarding Davis Bacon.

"I tell people I don't get to die until that law [Davis Bacon] is repealed," King said.

There's no doubt about it, this new anti-union stronghold has an agenda, a "laundry list" as President Bush mentioned in a recent press conference. This is bad news for us, brothers and sisters, and we're going to have to fight like hell or else we'll be hung out to dry.

One of the unfortunate non-priorities of this new administration will be budgeting money for construction in the United States. For every $1 billion spent on infrastructure, 47,000 jobs are created, and half of them are in construction. There's no other way to put it, brothers and sisters: The results of this past election will cost us jobs. This is because the new administration won't have an appreciation for labor, for transportation, for aviation, and other building trades at the core of our livelihood. And without sustained infrastructure spending, our jobs, pocketbooks and families may ultimately pay the price.

Time to play defense:

As challenging as the upcoming years will be for labor, now's not the time to give up and sit back. We have work to do and gains to protect. It may mean playing defense, but we'd better roll up our sleeves and brace ourselves. This new administration isn't going to play nice- you can bet on it. But you can also bet we'll do our part to stay on guard and protect what's ours.

Never forget how hard and long we've fought for our rights as union members. We've come a long way, much too long to let two years take us back 50. Let's get to work.

Brothers and sisters, I'd like to wish each and every one of you a safe and happy holiday season.
In the News

Nancy Pelosi: New house minority leader makes history

WASHINGTON — Longtime friend to labor Nancy Pelosi was chosen in a lopsided 177-29 vote Thursday, Nov. 14 to be the next House Democratic minority leader, becoming the highest-ranking woman in the 213-year history of Congress, and the first woman ever to lead either party on Capitol Hill.

In October 2001 Pelosi was elected by her colleagues to be the highest-ranking woman ever in Congress as House Democratic whip, the party's No. 2 position. In her new position, Pelosi succeeds House Minority Leader Richard Gephardt of Missouri who held the job since 1995.

Pelosi is a fresh face who will lead the Democratic party back to the majority. She is now charged with the responsibility of reviving the party which was stunned by the Nov. 5 elections which left the White House and both houses of Congress controlled by Republicans.

"We have a big job to do, and we're ready for it," Pelosi said. "And we're getting ready for victory."

Pelosi's success is a triumph for the Democratic party and an inspiration to other women politicians.

"I didn't run as a woman," Pelosi said. "I ran as a seasoned politician and an experienced legislator. It just so happens that I am a woman and we have been waiting a long time for this moment."

Pelosi represented California's 8th Congressional District which includes most of San Francisco, since 1987. She is a 1962 graduate of D.C.'s Trinity College. She raised five children and became more politically involved as they grew up, finally running for Congress in 1987 when the youngest was in high school. Pelosi is the daughter of former Baltimore House Representative Thomas D'Allesandro and often fielded requests from her father's constituents at home.

Talking Points

By John Bonilla
Assistant Business Manager and President

Bustamante: a friend for four more

Congratulations and thanks are in order for the hardworking Local 3 volunteers who made California's statewide election sweep possible. The state's top positions are once again filled by labor-friendly, Local 3-backed leaders, and your drive and dedication constructed this reality.

We are pleased to have Gov. Gray Davis serving us for another term, and we are lucky to have returning to his side another true friend and staunch supporter of working families, Lt. Gov. Cruz Bustamante. Bustamante was re-elected Nov. 5 for a second term as California's lieutenant governor with 49.6 percent of the vote, defeating Republican Candidate Bruce McPherson by nearly 8 percent.

In my October column I asked Local 3 members to make a difference for themselves and for all Californians by doing everything possible to make Bustamante's re-election a success. Whether you walked precincts, phone banked, handed out literature, or most importantly, voted, you made it happen. Business Manager Don Doser and I, along with the other Local 3 officers, are proud, and working families across California thank you.

We can feel confident with a friend like Bustamante in office who ensures that our needs are heard and addressed. Since becoming involved in politics in 1972, he has been a loyal advocate for working families, fighting to make our lives better. Bustamante makes an impact for Local 3 by supporting legislation that provides employment opportunities for our members.

In 1999, Davis named Bustamante co-chair of the governor's Commission on Building for the 21st Century. He uses this position not only to better roads and buildings in the state, but most notably to create jobs for California's workers. Bustamante invited Doser to be a member of the technology committee for this commission which helped develop a long-term plan to address the state's critical infrastructure needs. The solutions for updating California's infrastructure will create thousands of jobs for Operating Engineers.

Brothers and sisters, we need a friend like Bustamante in office who listens and responds to our needs, and we are lucky to have him working with us and for us for an additional four years. Now let's ride our successes and strive to make these next four years work for us.
Calpine - online soon in a city near you

As the nation continues to grow, so does the need for electricity to light homes, run businesses and maintain lifestyles. In a continuing effort to keep America generated, the Calpine Corporation, a fully-integrated power company founded in 1984, builds, acquires, develops and operates modern energy centers.

Calpine is headquartered in San Jose, Calif., and comprises 64 energy centers with net ownership capacity of 12,100 megawatts. These energy centers are located in key power markets throughout the United States and produce enough energy to meet the electrical needs of 12 million households.

In an effort to keep California generated, Calpine now heads a power project in San Jose, Calif., that will supply power for a 10-million square foot facility called US Dataport, a company that provides Internet services for businesses requiring a secure data center or large database collection point through the internet.

The Calpine project will primarily generate power for US Dataport and the local area but will sell any extra power to the grid. The power project is anticipated to go online in early 2003 and will generate about 600 megawatts of power.

The project contractor is Marelick Mechanical Company in Hayward, Calif. There are about 600 craftworkers at this site. About 70 of them are equipment operators, and 14 are crane operators. The crew typically works nine hours or more a day, five to six days a week.

The project broke ground mid-July 2002. Work will likely last through February 2003 or later.

Rough start

Jurisdiction is an important issue for Operating Engineers on any project. Operators always have to look out for each other and make sure they are getting the work they are entitled to. Operating Engineers faced some jurisdictional challenges at the start of the Calpine project when most of the equipment was rented from Hertz. Renting the equipment was not beneficial for Operating Engineers. In fact, it took jobs away from Operating Engineers who normally would maintain and service the equipment. And this was not the only problem the Operating Engineers faced from the outset of
Operating the Gradeall forklift is Velvet Jofolah.

The initial steel structure work begins for the 460-megawatt power plant in San Jose.


the project. Another issue was that Pacific Gas & Electric provided electrical power needs but brought in its own excavation equipment to dig trenches for underground power. This jurisdictional problem also took jobs away from our operators.

Workers were unsatisfied as a result of these conditions and a picket ensued that shut the project down for seven days. Despite the hardships to other workers, all crafts stuck together and honored the picket. The picket resulted in negotiations that returned jobs to the Operating Engineers, and eleven more Local 3 members now have jobs at this project. These Local 3 members appreciated the unity displayed during the picket and said that is what being joined together in a union is all about.

Twenty-two-year Local 3 member and Lead Foreman for the Calpine project Chuck Kolbert said the support of the Local 3 administration was a major force in the picket negotiations.

"We won the picket action thanks to the efforts of Business Manager Don Doser, President John Bonilla, our District Rep. Fred Herschbach and all the business representatives at Local 5," Kolbert said.

Faces in the field

Kolbert heads the project for Mareliek Mechanical and is very familiar with power projects. Before working on the Calpine project, Kolbert worked for 16 months at the Moss Landing power project. But Kolbert’s experience is versatile — he also has more than 30 years experience on highway construction jobs and initially joined Local 3 as a gradesetter.

Assisting as equipment foreman is Greg Hill, a 14-year Local 3 member. Hill worked at the same Moss Landing power project with Kolbert, and worked on the Carquinez Bridge retrofit project and the bridge work on Hwy. 85.

Kolbert and Hill agreed that the biggest challenge on the Calpine project is making sure all crafts have the required equipment and cranes for the job when they are needed.

Tools of the trade

The project currently uses 11 cranes, many of which are provided by Maxim Crane Rental. The largest crane is a 330-ton Demag CC1800 crawler crane. This hefty lifter is operated by journey crane operator Bill Alger, a 24-year Local 3 member. His oiler is Second-Period Apprentice Ken Wentwork who joined the union a year and a half ago.

Another crane getting a big workout is the 140-ton Demag crawler crane operated by Journey-level Crane Operator James Samson and Oiler Dan Burton.

Loaders, excavators, backhoes, dozers, forklifts and material handling equipment are all part of this project.
Diabetes: staying up-to-date

In keeping with the Local 3 officers’ efforts to expand the preventive aspect of our health plan, this month we provide two articles from the American Diabetes Association (ADA). We hope the articles will be interesting and useful for our members and their families.

Diabetes risk test

Could you have diabetes and not know it? Sixteen million Americans have diabetes, and one out of three doesn’t even know. Take this test to see if you are at risk for having diabetes. Diabetes is more common in African Americans, Hispanics, Native Americans, Asian Americans and Pacific Islanders. If you are a member of one of these ethnic groups, you should pay special attention to this test.

To find out if you are at risk, write the points next to each statement that is true for you. If a statement is not true, write a zero. Then add all the points to get your total score.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My weight is equal to or above that listed in the chart at right.</td>
<td>5pts 0pts</td>
</tr>
<tr>
<td>2. I am under 65 years of age and I get little or no exercise during a usual day.</td>
<td>5pts 0pts</td>
</tr>
<tr>
<td>3. I am between 45 and 64 years of age.</td>
<td>5pts 0pts</td>
</tr>
<tr>
<td>4. I am 65 years old or older.</td>
<td>9pts 0pts</td>
</tr>
<tr>
<td>5. I am a woman who has had a baby weighing more than nine pounds at birth.</td>
<td>1pts 0pts</td>
</tr>
<tr>
<td>6. I have a sister or brother with diabetes.</td>
<td>1pts 0pts</td>
</tr>
<tr>
<td>7. I have a parent with diabetes.</td>
<td>1pts 0pts</td>
</tr>
</tbody>
</table>

Total Points: ___

Scoring 3-9 points

You are probably at low risk for having diabetes now. But don’t forget about it, especially if you are Hispanic, African American, Asian American or Pacific Islander. You may be at higher risk in the future. New guidelines recommend that everyone ages 45 and older consider being tested for the disease every three years. People at high risk should consider being tested at a younger age.

Scoring 10 or more points

You are at high risk for having diabetes. Your healthcare provider can determine if you have diabetes. See your healthcare provider soon and find out for sure.

At-risk weight chart

<table>
<thead>
<tr>
<th>Height in feet and inches without shoes</th>
<th>Weight in pounds without clothing</th>
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</thead>
<tbody>
<tr>
<td>4’10”</td>
<td>129</td>
</tr>
<tr>
<td>4’11”</td>
<td>133</td>
</tr>
<tr>
<td>5’0”</td>
<td>138</td>
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<tr>
<td>5’1”</td>
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<td>147</td>
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<tr>
<td>6’3”</td>
<td>216</td>
</tr>
<tr>
<td>6’4”</td>
<td>221</td>
</tr>
</tbody>
</table>

If you weigh the same or more than the amount listed for your height, you may be at risk for diabetes.

Diabetes facts you should know

Diabetes is a serious disease that can lead to blindness, heart disease, stroke, kidney failure and amputations. It kills more than 193,000 people each year. Some people with diabetes exhibit symptoms, some do not. If you have any of the following symptoms, contact your doctor:

- Extreme thirst
- Frequent urination
- Unexplained weight loss

For more information on diabetes, call the ADA at (800) DIABETE, or visit its Web site, www.diabetes.org.

The information contained in this ADA Web site is not a substitute for medical advice or treatment, and the ADA recommends consultation with your doctor or health care professional.

Pre-retirement meetings

Join us at the meeting in your area. Bring your spouse. We’ll have plenty of time to discuss the pension, retire medical and annuity plans with you. We’ll have plan booklets and applications available. Remember, it is never too early to plan for your retirement and learn a bit about the marvelous plans we have. See you there.

CONCORD
Concord Centre
5296 Clayton Rd., Concord, CA

FAIRFIELD
Thursday, Jan. 9, 2003
Operating Engineers Building
2540 North Wawney Way, Fairfield, CA

EUREKA
Tuesday, Jan. 14, 2003
Red Lion Hotel
1292 4th St., Eureka, CA

NOVATO
Tuesday, Jan. 22, 2003
Inn Marin
250 Entrada Dr., Novato, CA

REDWOOD CITY
Thursday, Jan. 16, 2003
Sutter-Yuba Board of Realtors Building
1558 Sutter Dr., Yuba City, CA

san francisco - san mateo
San Francisco
Wednesday, Jan. 22, 2003
7 p.m.
Machinists Hall
1511 Rollins Rd., Burlingame, CA

san jose
San Jose
Monday, Jan. 27, 2003
Masonic Temple
2500 Masonic Dr., San Jose, CA

watsonville
Tuesday, Jan. 28, 2003
7 p.m.
VFW Post 1716
1960 Freedom Blvd., Freedom, CA
Your credit union has very competitive interest rates on car loans. You could save money each month and pay less overall for the vehicle.

Service call center at (800) 877-4444 before shopping for your next vehicle.

Did you know that 0.0 percent financing limits are there to help car dealers and not consumers? For example, dealers have limited the kinds of vehicles for which 0.0 percent financing is offered. That means less choice for you. Dealers have also limited the 0.0 percent financing offer to short-term loans. Your budget may not be compatible with a short-term, high-monthly-payment loan, but with 0.0 percent financing you may not get much choice. You might want to take advantage of a dealer rebate for that truck or car you want, but 0.0 percent financing does not typically allow the use of rebates.

If limits aren't for you, check with any credit union branch or the member service call center at (800) 877-4444 before shopping for your next vehicle. Your credit union has very competitive interest rates on car loans. You could save money each month and pay less overall for the vehicle.

<table>
<thead>
<tr>
<th>Dealer</th>
<th>OEFCU</th>
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<tr>
<td>Financing at</td>
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<td>Price of vehicle</td>
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<tr>
<td>LESS dealer rebate</td>
<td>not applicable</td>
</tr>
<tr>
<td>Amount financed</td>
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<tr>
<td>Length of payment</td>
<td>36 months</td>
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<tr>
<td>Monthly payment</td>
<td>$555.56</td>
</tr>
<tr>
<td>Total for car</td>
<td>$20,000</td>
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Looking back on some good reasons to look ahead

Television, radio and newspapers don't seem to need any coaxing to review the past year when December rolls around, and neither do I. When I look back at this past year for credit union members, I find myself also looking ahead.

This is because Local 3's credit union, the Operating Engineers Local 3 Federal Credit Union (OEFCU), introduced additional products and services for its members this year that made looking ahead easier. To name just a few:

* Operating Engineers Insurance Services, LLC — It's easier to look ahead when you know your family's insurance needs are met without risking lack of coverage when you need it most. Your credit union helped when it began a service organization this year, Operating Engineers Insurance Services, LLC. As many of you already have discovered in just the short time since its introduction, this is a valuable resource that helps you rest assured that you are making the right premium, deductible and coverage choices for your auto, home and life insurance. More information is available by calling (800) 700-7474, 8 a.m. to 5 p.m. Pacific Standard Time.

* Branch network grows, improves to serve members — In 2002, OEFCU opened its 21st branch in Eureka, Calif. Responding to member needs, the credit union moved and remodeled other California branches. The Fresno branch relocated to a more convenient location within Fresno. OEFCU remodeled the Alameda branch for more room, and just recently moved the San Bruno branch for easier access and better parking in Burlingame.

* As an OEFCU member, you can use any of the credit union's branches in Northern California, Nevada, Hawaii, Oregon and Utah. You can conduct many credit union transactions at CU Service Center branches throughout the United States just as if you were at an OEFCU branch. The credit union's Web site, www.oefcu.org, lets you click on the ever-growing list of CU Service Centers, complete with branch hours and maps, or you can call (888) 287-9475.

* More Web site services — This year, for the first time, members were able to apply online at their convenience, anytime day or night, for a home equity loan at www.oefeu.org. That convenience helps when juggling a busy schedule because members can plan ahead for home improvement projects, debt consolidation or major purchases. Homeowners also enjoyed access to the credit union's online Mortgage Center in 2002, a must-see site for those buying or selling a home because of all the up-to-date information found there.

Also added to the Web site this year was a Consumer Corner for learning up-to-the-minute and practical information about such issues as identity theft (don't forget to take our "Are you at risk for identity theft?" quiz), personal finance tips, where to get a copy of your credit report and other informative topics.

* Good news for Visa Card members — OEFCU Visa holders had more good news in 2002: The "Verified by Visa" service came online. "Verified by Visa" helps ensure secure online shopping and is available to Visa holders at no extra charge by clicking on the "Verified by Visa" link at www.oefcu.org. Perhaps the best news of all, Visa Gold and Classic Card interest rates decreased, making a Visa card from your union credit union an even better value.

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Taking advantage of the credit union's full range of affordable products and services is a good way to look ahead with confidence that you get the most value possible when it comes to your banking needs. For more information, contact any branch, visit www.oefcu.org, or call (800) 877-4444 or (925) 829-4400.
A note of gratitude

Sometimes with all the work we're involved in we lose sight of the efforts put forth by those we work with and forget our manners. So I first want to extend a big thank you to all of the coordinators, support staff, instructors, catering and maintenance staff for participating in the many political arenas engaging our union today.

The CAT Program, headed by Political Training Director Cindy Tuttle, plays a vital role in protecting our jobs, which is just as important as training, upgrading our skills and maintaining a solid workforce. The Joint Apprenticeship Committee (JAC) has the awesome task of producing the most valuable commodity this union has to offer—the new worker.

You may not know that organizing helps increase the ranks of apprenticeship with new blood. Therefore I extend a big thank you to Vice President Bob Miller, Assistant Organizing Director Ras Stark and Organizing Director Todd Doser for their hard work in locating individuals and companies that desire to improve wages, benefits and conditions for their workers.

It is our job at the JAC to make those who come to us for molding and training the best months. Of course, exceptions will be made—parties pulling together as one, we all lose. Not committed to training do not take up attuned people in the industry. Without all necessary to make sure that those who are involved in we lose sight of the efforts put forth by those we work with and forget our manners.

No-show policy for Js

One of the biggest issues (complaints) we encounter is the lack of availability of upgrade training opportunities at RMTC for journey-level operators. During the past year we have made great strides to address this issue, including creating advanced courses with the blade and grading classes, placing grading classes in the districts, bringing the crane simulator to the districts, bringing back the paving class, expanding the mechanic's shop and adding additional classrooms. With this said and done, we have opened the doors in anticipation of a successful season of winter training.

Journey-level operators interested in winter training should have already signed up at the hall so we can appropriately adjust our classes. But beware, if you are dispatched to the training center, you must be ready to accept the training opportunity given to you. Under the new "no-show" policy, any journey-level operator who fails to show up at RMTC at the required check-in time without giving advance notice of intended absence will forfeit training opportunities for six months. Of course, exceptions will be made for emergencies and sudden illnesses. This is necessary to make sure that those who are not committed to training do not take up space from those who are ready and willing to get the training they need. Like it now says in large print outside the Donald R. Doser Learning Center, "Can't do it ... can't stay!"

Apprenticeship graduates

<table>
<thead>
<tr>
<th>Operator</th>
<th>Branch of training</th>
<th>District</th>
<th>Date of completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arthur G. Garcia</td>
<td>Construction Equipment Operator</td>
<td>San Francisco</td>
<td>Oct. 21</td>
</tr>
<tr>
<td>Benny F. Lopez</td>
<td>Construction Equipment Operator</td>
<td>Stockton</td>
<td>Sept. 30</td>
</tr>
<tr>
<td>Joseph Aremin</td>
<td>Construction Equipment Operator</td>
<td>Oakland</td>
<td>Nov. 4</td>
</tr>
<tr>
<td>Martha Torres</td>
<td>Construction Equipment Operator</td>
<td>Redding</td>
<td>Oct. 24</td>
</tr>
<tr>
<td>Richard Sheppard</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Oct. 1</td>
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<tr>
<td>Robert S. Allen</td>
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<td>Sacramento</td>
<td>Oct. 3</td>
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<tr>
<td>Rodney C. Rivera</td>
<td>Construction Equipment Operator</td>
<td>Fresno</td>
<td>Oct. 7</td>
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<tr>
<td>William Brown</td>
<td>Construction Equipment Operator</td>
<td>Fresno</td>
<td>Aug. 2</td>
</tr>
</tbody>
</table>

Will your CCO Certification expire by these dates?

- March 2003
- March and April 2003
- April and May 2003
- July and November 2003

Then you need to apply for re-certification by these dates:

- Oct. 19, 2002
- Jan. 10, 2003
- Jan. 31, 2003
- April 4, 2003

To be eligible to take the re-certification exam on:

- Nov. 10, 2002
- Feb. 9, 2003
- March 2, 2003
- May 4, 2003

HAZMAT training schedule

**Eight-hour refresher**

<table>
<thead>
<tr>
<th>District</th>
<th>Location</th>
<th>Date of training</th>
</tr>
</thead>
<tbody>
<tr>
<td>90</td>
<td>San Jose Office</td>
<td>Dec. 7, Feb. 8</td>
</tr>
<tr>
<td>10</td>
<td>Rohnert Park</td>
<td>Dec. 14, Jan. 24</td>
</tr>
<tr>
<td>70</td>
<td>Redding</td>
<td>Dec. 21</td>
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<tr>
<td>20</td>
<td>Alameda</td>
<td>Jan. 3, 11 &amp; 18, Feb. 7</td>
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<tr>
<td>50</td>
<td>Fresno</td>
<td>Feb. 1</td>
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<tr>
<td>40</td>
<td>Bakersfield</td>
<td>Feb. 14</td>
</tr>
<tr>
<td>15</td>
<td>Casper, Wyo.</td>
<td>Feb. 22</td>
</tr>
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</table>

**10-hour class**

Rancho Murieta Training Center  Dec. 16 - 20

Casper, Wyo.  Feb. 24 - 28

**CCO Tests for New Candidates**

2002 CCO Written Test Dec. 15

2002 CCO Practical Test dates:

New CCO candidates and candidates who have passed the written portion of the CCO exam should contact Kim Carrillo at (916) 354-2029, ext. 232 to schedule an appointment or obtain CCO information on the Practical Test dates.
When it comes to organizing, Local 3 is one of the most successful unions in the country. Under the leadership of Business Manager Don Doser, we have assembled organizational resources and hired organizers who have the necessary skills and knowledge to succeed in organizing. But the most important ingredient in our success is the involvement of thousands of Local 3 members.

I want to use this opportunity to congratulate you. Your hard work and determination is an inspiration to me and the other Local 3 officers. Your commitment to organizing, to transforming workers' lives by bringing them into our union is unmatched in the history of this local. But much remains to be done if we are going to reclaim our dominance of the industries that employ Local 3 members.

More than five years ago, Doser started COMET I training for rank-and-file members. More than 3,000 members completed the program and left the training with a renewed commitment to their union. Taking advantage of further training offered in a COMET II program, many members volunteered to work as “salts” on non-union jobs. “Salting” was very effective for us, but as the work picture improved it was harder to get members to volunteer as salts when good union jobs were available.

With the construction work picture very strong in all of our states, new tactics were necessary. Local 3 organizers began to strip top hands from non-union employers. Local 3 had plenty of jobs to send them to. In many of our districts, signatory employers were doing all major work.

Top-down organizing also was very effective. Contractors clearly understood the value of being signatory with Local 3. Increased contracting opportunities and access to highly-skilled workers remained a strong selling point.

This year we have not experienced the continued increase in work that we saw during the past several years, but we shouldn't let this limit our organizing activity. Every new member strengthens our union, and every new contractor increases our market share.

With the flattening work picture we must again adjust our organizing tactics to fit market conditions. Salting will again become an effective tactic for us. But as before, we'll need the members' help to make it work. We have openings for salts in all districts. If you are interested in accepting the personal challenge of becoming a salt, call the Local 3 organizing department at (916) 927-0719. A member of the Local 3 organizing staff will match your skills with the salting possibilities closest to where you live. If your skills and interests match with the available work, you will be given the opportunity to become an important part of the Local 3 organizing team. Working as a salt will give you the chance to earn more than what unemployment pays, and it will help us continue to build our union and take back our markets.

Organizing is always a challenging task, even more so during a slowing economy. But Local 3 knows how to organize during tough times. With your help we did it before, and with your continued support and active participation we can do it again.
Jingle CATs

With the election behind us and the holiday season fast approaching, bells are ringing and more than 1,500 CAT participants throughout Local 3’s jurisdiction are singing the victory cry. In light of what happened at the national level on Nov. 5, you may be asking yourself, why? Within Local 3’s jurisdiction, election results were phenomenal with several key state and local races won. So don’t let the national scene dampen your spirits. Look at it as providing additional opportunities to bare our CAT claws. Here is a snapshot of some of the tremendous work put forth by Local 3 CATs to protect our pocketbooks, families, futures and communities.

Utah

Utah CATs won 13 of the 15 races they were involved with. One additional race is too close to call. A big, big reelection battle was won for Democratic Congressman Jim Matheson. News is that the Utah office is already starting on the next election. YIKES!

Nevada

Local 3’s own Debbie Smith lost her re-election bid by a mere 31 votes. This is a HUGE loss, not only for Local 3 but also working families throughout Nevada. It is unfortunately a shining example of what is meant by “every vote counts.” Knowing Smith however, she will bounce back and be out fighting for working families just as hard as before.

Wyoming

CAT flash! Dave Freudenthal, the Local 3-backed candidate for governor, won. This is a tremendous victory for workers in Wyoming. The Local 3 CAT definitely made its mark on Wyoming’s political scene.

Hawaii

Even though Mazie Hirono lost her bid for governor by a mere 4,500 votes, Hawaii celebrates several key wins locally and across the state. It is said that some Hawaii CATs sprouted fins and flippers overcoming the water barriers to provide support for working issues.
The fervor of flight
Aerobatic pilot and contractor lets nothing get in his way

Forty-two-year Local 3 member Eddie Andreini is a man of little regret. He is not a man who lets things happen; he makes them happen. And for Andreini, life is not something that passes you by, it's something you take charge of.

An ambitious entrepreneur
Andreini has spent his life following his professional and personal dreams, making the most of them. When he was a young boy he loved tractors. As a teenager he worked for various contractors such as L.G. Smith but the joy of driving them was not enough. He brought this love to a new level and started a paving and grading company called Andreini Bros. in 1959 in Half Moon Bay, Calif. with his brother Andrew.

"I loved driving the tractors, that was my bag, and it was my brother's too, so what we did was decide to start a construction company," Andreini said. "We bought some tractors and started learning how to do everything. We took care of this coast for about 20 years during a period of time that it was starting to grow and other contractors didn't want to come over here and work on it."

When Andreini Bros. started, Eddie and Andrew did all the jobs together with one other employee. Eddie Andreini bought out Andrew's share of the company in 1976 and today runs it successfully with the help of his sons, wife, and daughter-in-law. The company still thrives, hiring about 15 to 20 Operating Engineers at any given time. It expanded into the commercial market and now handles demolition, underground and recycling along with grading and paving, and services the entire Bay Area.

Andreini Bros. signed with Local 3 in 1974. Andreini said the union has really helped the company, especially with large projects by bringing in good hands with quality backgrounds. Andreini said the union was good for him as an operator and is good for the operators on his jobs by bringing them more security, better benefits and more work. Andreini does not have to run the family business anymore because his sons could take over, but he still enjoys it and plans to stick around as long as they'll let him.

Whatever it takes
Andreini successfully took his love of tractors to a greater level but there was another passion he had to pursue — planes. He was always fascinated by planes and the idea of flight, and nothing was going to stop him from pursuing his desire to fly, not even his own father.

Andreini began flying at age 16 when he was in high school, but only after tricking his father into signing his student application allowing him to take lessons at the airport. His parents were required to sign because he was underage.

"My father didn't like planes, but my mother was pretty good but she couldn't read or write very well. So when I asked them to sign the paper they asked, 'what's it for, school?' and I said 'yeah,' so they signed it, and that's how I got my student permit.

Continued on page 12
The fervor of flight
Aerobatic pilot and contractor lets nothing get in his way

and learned how to fly, "Andreini explained with a sly smile on his face.
Andreini flew an L2 Taylorcraft that he purchased jointly with a friend for $600. His parents were not at first aware that he was taking flying lessons or that he purchased a plane, but it didn't take them long to find out.
"Boy (my father) was really mad at me," Andreini said. "But you know, he didn't purchase it for me, I did it on my own and I worked for it."

Getting tricky in the sky
After learning to fly on the L2 Taylorcraft, Andreini purchased and sold two other planes before buying a BT-13 World War II trainer with another man at the airport who was a crop-duster but also was into aerobatic flying.
"He started to do airshows and I flew with him all the time," Andreini said. "I was going for an aerobatic ride every time I went with him, whether I liked it or not. So I ended up learning how to do it and liking it. It was not something I was going to go do, it was just something that happened."

Becoming a performer
As Andreini learned and practiced aerobatics, he continually got better and was noticed by a man at the airport who ended up furthering his career in flight.
"A guy at the airport caught me doing aerobatics and told me to come to his office," Andreini said. "And then he ended up giving me a license to do airshows."
Andreini performed in his first airshow in the late 1960s and is now a world-renowned aerobatic pilot, one of 80 major airshow pilots in the nation. His piloting began with a joy of flying and turned into a profession. He now works with promoters and advertises in several magazines as a mainstream performer.

"I'm very professional," Andreini stated. "I don't look at myself as a weekender doing it for fun because it's gone to a level much beyond that."
Although a true professional and after 50 years of flying, Andreini still gets a case of the butterflies before each performance.
"If you get nervous you stay on the ground," Andreini said. "I don't get nervous, but I still get butterflies. It's that same type of excited feeling and it doesn't go away because flying is a very intense thing. There's a lot of things you have to be aware of and so many things and conditions you have to take into consideration."
He added that after so many years of flying, it has never become routine, it is still exciting every time he gets in a plane, and the reward of being watched and admired by onlookers at the shows is always worth it.
"It's a rush," he said. "All these years doing it and it's still a rush, it's a high. That's what these airshow pilots are feeling. It's very rewarding for people to come see you — little kids and older people — and they come and thank you for doing something that you love doing."
Although he has performed in more than 1,000 airshows all over the United States and in Canada, Alaska and Australia, Andreini still takes time to practice before every show.
"It's kind of like riding a bike, you really don't forget," Andreini said. "But to do aerobatics and do an airshow you really have to be in tune to the airplane."

Andreini sits proudly on the wing of a World War II Russian fighter he reproduces every detail of the original war. It has been slightly modified for air show performances.

Top: Andreini keeps an airshow route mounted inside his plane for performances and practices. Seen here is a typical routine for the seasoned pilot.

Andreini lodges his two performance planes, the Yak-9U fighter and the "Super" Stearman biplane in a hangar at the Half Moon Bay airport.

Continued from page 11
Andreini's love for planes is apparent even in the office which is decorated with posters from past performances and other flight memorabilia. Above: Andreini stands in front of an exact model of his "Super" Stearman Biplane.

The "Super" Stearman is a one-of-a-kind, completely restored 1944 Stearman biplane. The propeller is 10 feet across. The plane also features a two place canopy designed and built by Andreini. The Stearman has been significantly modified by Andreini to increase its performance and flight capabilities.

It's very important that you stay in tune with the plane and the routine."

**Flying machine facts**

Andreini now performs in two planes that he owns, a PT-13 "Super" Stearman World War II trainer biplane that he has flown since 1983, and a Yak-9U fighter that he purchased 10 years ago. Both planes were modified by Andreini to increase their performance and flight capabilities.

The Yak-9U is an exact replica of the famous and most popular World War II Russian trainer, the Yak-52, and was built by the same factory that built the Yak-52 during the war. The Yak had not been built since World War II and Andreini received the first new model produced. The factory has since produced eight others.

Andreini knows his planes inside and out but said they are very different from each other.

"I can literally do anything with the biplane because I know the integrity of it and I know the plane — I can literally do anything," Andreini explained. "But the fighter, when I get in it I have to use a different mental state because the airplane is much more delicate believe it or not. So when I get in it I have to say, ok, this is the Yak, I fly it this way."

"One plane's over here and one's over here," Andreini said stretching his arms out wide. "For me that makes it more interesting."

**Never a dull moment**

Flying has remained interesting and exciting for Andreini for decades, and he does not plan on leaving the airshow business anytime soon. As long as he can perform at the same level he has performed at for years, there is no reason to stop.

"When I'm going to quit I don't know," he said. "I think I'm very fortunate that I'm still doing it and enjoying it because a lot of people just don't last as long as I have. But you have to maintain a level, you can't keep going downhill and just perform every year and not do as well as the last. When that happens you need to stop."

In 2002 Andreini performed in 15 airshows which means he was gone for 15 weekends. He said it can be overwhelming at times running his contracting business and making time for the shows but his family is fully capable of running the business while he's away.

"They probably like it when I'm gone," he joked.

**And it's good for you, too**

Managing a business is not always easy, Andreini said, and he often uses flying as a sort of therapy. He said it has been beneficial for him mentally and physically, helping him keep a straight frame of mind and retain a fresh outlook on life.

"Let me tell you something, when you fly, you are not thinking of anything else, nothing else," Andreini explained. "When you land, it's just like flushing your body out. You come back with a totally different outlook. For me, the reason I'm still doing this today is because of that reason. Because it gives me an escape, all these years, an escape. It definitely cleans up your mind. Maybe some people have to go drink or play golf, no, I go flying."
**A stable outlook for District 60**

Work has been fairly steady this last quarter for most hands in District 60. Baldwin Contracting in Marysville and Chico has had some overtime.

Teichert in Hallwood worked two shifts all summer long and is really busy in the aggregate plant. Teichert also started stripping for its new rock plant on Hammonton-Smartsville Road. It plans to be up and running sometime next spring. Word has it that Teichert would like to process somewhere around $4 million next year. That should keep a few hands busy for awhile.

Patterson Sand & Gravel in Sheridan works one shift now after working two shifts all summer long.

Western Aggregates has not signed an agreement yet, but thanks to the help of our members, we have been successful in getting Hammonton Road opened. This should open the Hammonton Gold Fields for other contractors interested in mining that region.

Work for equipment dealers has been like a window shade all season for these hands, up and down, up and down. Let's hope their work will pick up when the contractors slow down for the rainy season.

Thank you to the folks involved with the CAT program. The CAT team was a big help this political season. Thanks to all of you who exercised your right to vote and made your voices heard Nov. 5.

We at District 60 wish you and your families a safe and happy Christmas season.

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**Fifty-year members receive watches**

We would like to offer congratulations to our 50-year members who received watches this year at the District 12 annual picnic.

**Successful organizing in Utah**

Organizing in Utah is going well with an election date set for Nov. 15 with Sunbelt Rentals. Three other “bottom-up” campaigns have card drives in the process. We also have several “top-down” prospects in the works and will report on those as they progress.

A huge amount of information comes to us from members working in the field. This information is appreciated. I encourage everyone to become more involved. Members are a very powerful resource when it comes to organizing. I also like to commend those who donated their time to political activities. Their dedication makes a difference for the success of Local 3.

**Salt Lake Valley**

With many obstacles in the way, such as subdivisions, commercial businesses and some major thoroughfares, the pipeline project is moving forward. Our skilled operators were able to make an exceptional job in a narrow area and kept the inspectors happy by not going out of the right-of-way. We are still dispatching to the pipeline job and steadily bring in new members.

On another note, W.W. Clyde winds down its work on the Rose Crest Project near Herriman.

Wheeler Machinery members allocated an additional 10 cents to their pension, bringing it up to $1,900 in anticipation of the day retirement rolls around. ICM Equipment merged with H & E Equipment, and a new contract was signed with ease because of the new successor language.

Jason Taylor received the OE CAT “Volunteer of the Year” award for his 30-plus hours of phone banking and precision walking to help Wes Losser win the mayoral race for South Salt Lake. Taylor sends his thanks and appreciation for this beautiful award.

**Kenneecott negotiations still in the works**

Kenneecott negotiations have stalled after 41 straight days of negotiations with Kennecott declaring an impasse the evening of Sept. 30, the last day of the contract.

Although the coordinated bargaining committee consisting of Local 3, several steelworker locals, two IBEW locals, OPEIU, and IAM feels we are far from impasse, the company implemented its last, best and final at midnight Sept. 30.

Because of this implementation, several charges were filed with the National Labor Relations Board (NLRB). As we go through the process with the NLRB, our members continue on the job. Although the process is time consuming, we hope to get back to the bargaining table soon.

**From Utah**

Plenty of fall work in southern Utah

On the three spreads of the Kearns River Pipeline Project, Gregory and Cook and Sheehan cover about 300 miles, and all of them are working close to their scheduled finish time.

W.W. Clyde began removing and installing 120-inch waterline. With good weather, this will last until late spring. W.W. Clyde will work through the winter on the Pine Dam Restoration.

**Fifty-year members stand proud after receiving their watches.** From left: Dewey Lund, Nyle Reese, Jim Sullivan, Vice President Bob Miller, Pat Sivazo, Clyde Olson and Rec. Corps, Secretary Rob Wise.

The Obayashi and W.W. Clyde joint venture waits for the arrival of a new tunnel-boring machine and would like to see it in operation by mid-December.

**Congratulations to Rick Nielsen**

We would like to extend our congratulations to Rick Nielsen, a business representative for the Salt Lake District office since March 2001. He retired November 2002 after being an active member for 38 years. Nielsen worked on many projects in Nevada and spent many years as an oiler working for Granite in Utah. We wish him well.

**Northern Utah work slows**

Northern Utah construction continues to stay at a slower pace than last year with Granite Construction picking up a few small jobs. The Welded pipeline spread at Coalville is scheduled for completion around the end of November. The Utah Department of Transportation postponed a bid for work of about $4.5 million in the Tremonton area.

**Utah Training schedule**

- 40-hour grad当选ing class . . . . . . . . . . . . . . . Jan. 13-17
- Crane certification classes . . . . . . . . . . . Feb. 15, 22 and 23
- Eight-hour refresher for HAZMAT . . . . . . March 1 and 8
- 40-hour HAZMAT . . . . . . . . . . . . . . . . . March 3-7

For more information on this or any other training, contact Phil McChesney at (801) 596-7785 or (801) 509-5801.
District 70 prepares for winter season

Most of the projects in District 70 are either shutting down for the winter or winding down. Jake Meyers Construction works toward the completion of the Anderson Landfill, and Tullis & Heller completed the Shasta County overlays and should be paving for Ladd & Associates in Red Bluff.

In October, Roy Ladd Construction prepared to pave the new overpass and interchange in Red Bluff. Ladd also had work in Southern Trinity County. JF Shea should be done paving on Hwy. 89 and the Knighton Road job. Ron Hale Construction started the dig outs for JF Shea on Hwy. 299 and also paved in Emu for River City Construction putting the finishing touches on the job. Shasta Constructors works on the Cottonwood Creek and Sacramento River Bridge jobs.

District 70 would like to report that Caltrans announced that over the next few years it will do $83 million worth of work in the Redding area. These jobs include changing the routes of Hwy. 299 and Hwy. 44 through downtown Redding, improving North Market Street, creating new freeway access from Hilltop Drive, and widening Hwy. 299 (soon to be Hwy. 44) between I-5 and downtown Redding. These projects also include widening Hwy. 44 from Airport Road to Deschutes in Palo Cedro, a job long overdue. With the city and county work, it looks like we will have some good work in the near future.

In closing, Jim Horan and the Redding District 70 office staff would like to wish the members and their families a wonderful holiday season and a prosperous new year.

FROM NEVADA JAC

Journey-level upgrade classes

<table>
<thead>
<tr>
<th>Gradssetting</th>
<th>First Aid</th>
<th>Eight-hour MSHA</th>
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<tbody>
<tr>
<td>Wednesday Dec. 4</td>
<td>6 p.m. - 9 p.m.</td>
<td>Saturday Feb. 22, 2003 8 a.m. - 5 p.m.</td>
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<td>Saturday Dec. 7</td>
<td>8 a.m. - 5 p.m.</td>
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<td>Saturday Dec. 14</td>
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<td>Wednesday March 5, 2003</td>
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<tr>
<td>Saturday March 8, 2003</td>
<td>8 a.m. - 5 p.m.</td>
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<td>Wednesday March 12, 2003</td>
<td>6 p.m. - 9 p.m.</td>
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<tr>
<td>Saturday March 15, 2003</td>
<td>8 a.m. - 5 p.m.</td>
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Natural Gas Safety

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<tr>
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<th>Ongoing - Call for information</th>
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<tbody>
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<tr>
<td>Saturday Dec. 14</td>
<td>7:30 a.m. - 11:30 a.m.</td>
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<tr>
<td></td>
<td>12:30 p.m. - 4:30 p.m.</td>
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Eight-hour MSHA

<table>
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<tr>
<th>Forklift Certification</th>
<th>Commercial Drivers License Training</th>
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<tr>
<td>Wednesday Jan. 8, 2003</td>
<td>Saturday Feb. 22, 2003 8 a.m. - 5 p.m.</td>
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<tr>
<td>April 5, 2003</td>
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<tr>
<th>Forty-hour Hazmat Refresher</th>
<th>Ongoing - Call for information</th>
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</thead>
<tbody>
<tr>
<td>Week of Feb. 3 to Feb. 7, 2003</td>
<td>8 a.m. - 5 p.m.</td>
</tr>
<tr>
<td>Saturday Feb. 8, 2003</td>
<td>8 a.m. - 5 p.m.</td>
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Wet winter weather hits Wyoming

It’s that time of year in the great state of Wyoming — cold, windy and wet. But there still is a lot going on to help our members improve their well-being. In Casper, JTL Group is in negotiations. In past years, membership at JTL was low, but since 2001, numbers have dramatically increased from 32 percent of employees to 80 percent. Hats off to all Local 3 members of JTL for helping increase these numbers. As often said, “Where there are numbers, there is strength.”

Wyoming Machinery (Caterpillar) also is growing, not only in membership but with business as well. The company recently completed a substantially large component rebuild center that provided more jobs. Wyoming Machinery has a total of three shops located in Casper, Cheyenne and Gillette. The bargaining unit is at about 350. In November 2001, membership was at a week 19 percent, but with help and dedication of Local 3 members, internal numbers have grown significantly to 37 percent with a goal of 40 percent and higher by the end of the year. Keep up the good work!

We at Local 3 would like to thank the OE CAT committee, activists and members for your support, precise walking and phone banking. Your dedication is very much appreciated. For information on the OE CAT program in Wyoming, please contact Tonya Tweedy at (307) 265-1397.

In closing, the District 15 staff would like to wish the officers and members of Local 3 a happy and safe holiday season!

For District 15 staff

We eagerly anticipate the printing and mailing of the Summary Plan Descriptions for the active employees under the Operating Engineers Health & Welfare Trust Fund. Our public employees received theirs in October, and the active plan should be out by Christmas. Be sure to watch your mail for the booklets.

You should have received your new medical cards by now as well. Now that we are a year into our program, please make sure you present these cards to your medical and dental providers. If you need cards or extras, please call the Casper office toll free at (877) 720-9100.

Vice President Bob Miller and Wyoming district staff.
Congratulations 51-plus members

There are 4,288 35-year Honorary Members with gold cards and about 175 members who will receive a 50-year gold watch next year. Our 50-year members will be announced in the July 2003 edition of Engineers News.

Operating Engineers Local 3 wishes all of its members and their families happy holidays and a prosperous new year. We especially want to recognize the following members with 51-plus years of membership:

### 51 YEARS OF MEMBERSHIP

<table>
<thead>
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<th>Name</th>
<th>Years of Membership</th>
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<td>E. Schilf, Jr.</td>
<td>09/51</td>
</tr>
<tr>
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<td>10/51</td>
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<td>Edward F. Wilkinson</td>
<td>12/51</td>
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<td>Kenneth L. Currie</td>
<td>05/51</td>
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<td>Eugene Lake</td>
<td>07/51</td>
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<td>Roland L. Leipold</td>
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<td>Henry Little</td>
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<td>Ronald Bucholtz</td>
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<td>Brian Bruce</td>
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<td>L. M. Hsu</td>
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<td>Donald J. McComb</td>
<td>05/51</td>
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<td>Michael K. Mitchell</td>
<td>12/51</td>
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<td>Clair E. McManus</td>
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<td>Donald L. Martin</td>
<td>06/50</td>
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<tr>
<td>Robert J. Matlock</td>
<td>11/46</td>
</tr>
<tr>
<td>John E. Murray</td>
<td>11/46</td>
</tr>
<tr>
<td>Robert J. Moore</td>
<td>07/49</td>
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<tr>
<td>Robert J. Neumann</td>
<td>12/49</td>
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<td>Robert R. Neumann</td>
<td>05/49</td>
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<td>Robert R. Neumann</td>
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<td>Robert R. Neumann</td>
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### 52 YEARS OF MEMBERSHIP

<table>
<thead>
<tr>
<th>Name</th>
<th>Years of Membership</th>
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</thead>
<tbody>
<tr>
<td>Stenak Aetzel</td>
<td>06/50</td>
</tr>
<tr>
<td>Dylee Adams</td>
<td>06/50</td>
</tr>
<tr>
<td>Daniel Abramov</td>
<td>06/50</td>
</tr>
<tr>
<td>Robert Abbot</td>
<td>05/50</td>
</tr>
</tbody>
</table>

The following members with 55-plus years of membership will be announced in the July 2003 edition of Engineers News.
Scholarship Contest Rules for 2003

Applications available at district offices and credit union branches

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

ACADEMIC SCHOLARSHIP

Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of $5,000 each will be awarded to the first place female and male applicants. Two scholarships of $2,000 each will be awarded to the runner-up female and male applicants. These scholarships must be used for study at any accredited U.S. college or university.

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

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

WHO MAY APPLY

- Sons and daughters of members of Local 3 may apply for an academic scholarship. One parent of the applicant must have been a member of Local 3 for at least one year immediately preceding the date of the application.

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

- The applicants must be senior high school students who have, or will be, graduated at the end of either the fall semester (beginning in 2002) or the spring semester (beginning in 2003), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year, and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

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

AWARDING ACADEMIC SCHOLARSHIPS

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

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

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

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

RANDOM-DRAW SCHOLARSHIPS

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

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

- Sons and daughters of Local 3 members may apply for the scholarship. One parent of the applicant must be a member of Local 3 at least one year immediately preceding the date of the application.

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

- Sons and daughters of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the Local 3 Academic Scholarships and do not win will automatically qualify for this drawing.

- Applications will be accepted until March 31, 2003. Previous winners are not eligible to apply.

- Winners will be determined by a random drawing to be held at the July Executive Board meeting. Applicants do not need to be present to win.

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

WHERE TO GET APPLICATIONS

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

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

Instructions to Publishers

1. Complete and return this form with your publication by November 10, 2002, to receive the discount for this one-time insertion.
2. These rules are subject to change. If any rules conflict, the rules printed on the form will govern.
3. Complete and return this form to: D. L. F. Washington, 4000 University Drive, Suite 310, Orange, CA 92868. Fax: (714) 995-3526. The names of all applicants will be entered into a drawing to be held at the July Executive Board meeting. Applicants need not be present to win. The scholarships are available only to the sons and daughters of Local 3 members.
HONORARY MEMBERS

The following retirees have 35 or more years of membership in the local union as of October 2002, and are eligible for Honorary Membership effective Jan. 1, 2003 unless otherwise noted (*).

Kenneth Anderson ........ 1067237
Antonio Gomes ........... 1305597
Richard Reynolds ........ 1296314
Michael Baskovski Jr. .... 1181523
Edward Goodsmith ....... 1301450
Gary Rose ................. 1305646
Charles Bogart ........... 1225868
Jack Hager ............... 1166710
Christo Santiago ......... 1304833
Dehner Burgos ........... 0859997
Denise Kempton .......... 1216309
Ronald Sullivan ........... 1305682
Miguel Chacon ........... 1305583
David Koons .............. 1309068
James Weckl .............. 0736435
Scott Collins ............ 1006682
Del Lundberg ............. 1256835
Roy Duncan ............... 1192924
Roger McCarty ............ 1291266
Eugene Widick ............. 1144763
Samuel Ruvosole ......... 0679100
Wayne Miller .............. 1242988
J. W. Windham ............. 0950837
Mike Piérros .............. 1051406
Gerard Orme ............... 1230292
Percy Wraught ............ 1195819
Robert Garolis .......... 1196410
Carl Powell .............. 1230325

Departed Members

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

Aquilar, Robert ........... Court Dalene, ID ....... 10-05-02
Howard, Buck .......... Billings, MT ........ 09-22-02
Avila, Frank .............. Monteot, CA ........ 09-25-02
Howard, Dave ............. Sacramento, CA .... 10-15-02
Beasley, Charles ......... Hornbrook, CA .... 01-04-02
Hubley, William .......... Ohio, AR ........ 09-29-02
Benberg, Arthur ......... Vallejo, CA ......... 10-01-02
Kiemle, Donald .......... Hingham, CA .... 09-27-02
Bisson, J ................. 10-10-02
Blaney, Richard ......... Hope, ID ........ 10-03-02
Blume, Robert .......... 10-03-02
Blover, Richard .......... Pleasonton, CA .... 10-06-01
Blye, George ............ Roseburg, OR ....... 10-18-02
Bourque, Robert ......... Santa Rosa, CA ....... 10-24-02
Brady, Ken ............... 10-06-02
Brown, Charle .......... 10-09-02
Everett, Melvin .......... Arcata, CA ...... 10-09-02
Miller, Warren .......... 10-19-02
Felix, Ernest ............. Arcata, CA ...... 10-28-02
Murray, Terry .......... 10-02-02
Frederick, Richard ...... Sutter Creek, CA .... 10-15-02
Newell, Dennis .......... Penn Valley, CA .... 09-24-02
Friscoe, James .......... Silver Springs, NV .... 09-18-02
Pagett, Myron .......... 10-13-02
Gabriel, Wendell ......... Eureka, CA .... 09-07-02
Peterson, John .......... Indianapolis, IN .... 09-29-02
Garrett, William Jr. ...... Clovis, CA ....... 09-04-01
Pic, Darrell .......... 10-12-02
George, Ernest .......... Roseburg, OR ....... 10-18-02
Quigg, Harold .......... 10-13-02
Haberman, Theodore ...... Tenino, WA ....... 10-04-02
Raetz, Robert ............ Waterford, CA ....... 10-17-02
Harris, James ............ Kuna, TX ......... 09-25-02
Raef, Robert .......... 10-21-02
Harrop, Donald .......... Elko Grove, CA ....... 10-26-02
Ratokin, Edward ......... Manteca, CA ...... 08-12-02
Hart, William ............ Redding, CA ....... 10-13-02
Rivas, Albie .......... 10-04-02

Deceased Dependents

Allen, Phyllis, wife of Allen, Oliver .... 09-01-02
Andrade, Veronica, wife of Andrade, Augustine (Dec) .... 09-13-02
Brow, Helen, wife of Brown, Roy A. .... 08-16-02
Caldwell, Laverne, wife of Caldwell, Pat (Dec) .... 07-31-02
Cheekwick, Allot, wife of Cheekwick, Les .... 07-14-02
Childress, Nora, wife of Childress, Hermon .... 09-13-02
Emery, Georgia, wife of Emery, Louis A. (Dec) .... 09-01-02
Gough, Wanda, wife of Gough, Ken .... 08-30-02
Jennings, Linda, wife of Jennings, Joe .... 09-04-02
Lewis, Rozene, wife of Lewis, William .... 06-19-02
Malone, Naomi, wife of Malcolm, Gilbert .... 07-22-02
Pittard, Leona, wife of Pittard, George .... 09-04-02
Powell, Emily, wife of Powell, Elmer .... 09-12-02
Roy, Valerie, wife of Roy, Paul (Dec) .... 09-02-02
Roberts, Mary, wife of Roberts, William .... 08-22-02
Stackhousner, Ramona, wife of Stankhousner, George (Dec) .... 09-16-02
Tallman, Emily, wife of Tallman, Beverly (Dec) .... 08-12-02
Walker, Sharran, wife of Walker, Edward .... 08-05-02
Walker, Helen, wife of Walker, Stanley (Dec) .... 07-24-02
Williams, Jane, wife of Williams, Wayne .... 08-25-02
Zehndle, Margaret, wife of Zehnle, Lawrence .... 08-28-02
Zierovich, Pamela, wife of Zierovich, Casey .... 08-01-02
OFFICIAL ELECTION NOTICE:
Nomination rules for the election of delegates and alternate delegates to the 36th IUOE Convention

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

• NOTICE OF RIGHT TO NOMINATE:
  Article XII, Elections, Section 2(d)
  Eligibility of Members to Nominate: Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for non-payment of dues preceding the first nominating meeting shall have the right to nominate.

• NOMINATION FORMS:
  Article XII, Elections, Section 2(e)
  Nominations shall be in writing and signed by one or more nominators giving each nominator’s Social Security Number and Register Number in the form following:

  SINGLE NOMINATOR

  I hereby nominate ____________________________ Register No. ____________
  Social Security No. ____________ for ____________________________
  Signature ____________________________ Social Security No. ____________
  Register No. ____________________________

  MULTIPLE NOMINATORS

  We hereby nominate ____________________________ Register No. ____________
  Social Security No. ____________ for ____________________________
  Signature ____________________________ Social Security No. ____________
  Register No. ____________________________

• NUMBER OF NOMINATORS REQUIRED
  Article XII, Elections, Section 1(a) and Article XIII, International Convention Delegates, Section 1(a)
  The minimum number of eligible nominators required for a Delegate or Alternate Delegate based on the Local Union Membership (excluding Registered Apprentices) on August 30, 2002 of 36,776 is thirty-seven (37).

• INTERNATIONAL CONVENTION DELEGATES
  Article XIII, International Convention Delegates, Section 1
  Delegates and Alternate Delegates to the International Convention other than the President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer and Business Manager (who shall be Delegates by virtue of their election to Office) shall be nominated and elected in the same manner as provided in Article XII of these Bylaws, except that:

  (a) Eligibility shall be the same as that for a Constitutional Officer other than Business Manager.
  (b) Except as provided in (e) of this Section, the Election Committee shall be nominated and elected at the regular quarterly or special District and Sub-district Meetings in the months of September, October and November of the year next preceding the election.

  (c) Each Nominee shall have the right to list one of the following after his or her name on the ballot: his or her Office, or his or her Position, or his or her collective bargaining agreement classification.
  (d) Except as provided in (c) of this Section, nominations will be held in the month of December, and the election will be held in the month of February.
  (e) The Candidates, numbered one (1) through 36 shall be declared elected as Alternate Delegates and Alternate Delegates to such International Convention shall take place concurrently with the nomination and election of Officers.

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

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

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

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

  In the event the average number of members on which the Local Union is entitled to a lesser number of Delegates, the Delegate who had been third (3rd) Alternate would no longer be a Delegate.
ELECTION OF DELEGATES & ALTERNATE DELEGATES TO THE 35TH IUOE CONVENTION

### 2002 NOMINATION MEETING SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Meeting Type</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DECEMBER 2, 2002</strong></td>
<td>District 04</td>
<td>Special called meeting</td>
<td>Engineers Building 2540 N. Wainey Way Fairfield, CA</td>
</tr>
<tr>
<td><strong>DECEMBER 3, 2002</strong></td>
<td>District 50</td>
<td>Special called meeting</td>
<td>Cedar Lanes 3131 N. Cedar Fresno, CA</td>
</tr>
<tr>
<td><strong>DECEMBER 4, 2002</strong></td>
<td>District 80</td>
<td>Special called meeting</td>
<td>Engineers Building 4044 N. Freeway Blvd. Sacramento, CA</td>
</tr>
<tr>
<td><strong>DECEMBER 5, 2002</strong></td>
<td>District 30</td>
<td>Special called meeting</td>
<td>Waterloo Gun &amp; Bocci Club 4343 N. Ashley Ln. Stockton, CA</td>
</tr>
<tr>
<td><strong>DECEMBER 9, 2002</strong></td>
<td>District 17</td>
<td>Regular district meeting</td>
<td>Kauai High School cafeteria Lihue, HI</td>
</tr>
<tr>
<td><strong>DECEMBER 10, 2002</strong></td>
<td>District 17</td>
<td>Regular district meeting</td>
<td>Washington Intermediate School cafeteria 1633 So. King St Honolulu, HI</td>
</tr>
<tr>
<td><strong>DECEMBER 11, 2002</strong></td>
<td>District 17</td>
<td>Regular district meeting</td>
<td>Maui Beach Hotel 170 Nahukuana Ave. Kahului, HI</td>
</tr>
<tr>
<td><strong>DECEMBER 12, 2002</strong></td>
<td>District 17</td>
<td>Regular district meeting</td>
<td>Hilo ILWU Hall 100 W. Lankaua St. Hilo, HI</td>
</tr>
<tr>
<td><strong>DECEMBER 13, 2002</strong></td>
<td>District 17</td>
<td>Regular district meeting</td>
<td>VFW 205 1960 Freedom Blvd. Freedom, CA</td>
</tr>
</tbody>
</table>

Reminder:
Bring your dues card
Rec. Corres. Secretary Robert L. Wise reminds you to carry your current Local 3 membership card as proof of your good standing and identification as a member of Local 3. Having a current card with you allows you to participate and vote at meetings.

### Election of market and geographic area committee members

Business Manager Don Doser has announced the election of Market and Geographic Area Committee Members at each of the regularly scheduled district meetings in Northern California and Reno during the first quarter of 2003.

Eligibility rules are as follows:

1. Members must live in the committee's geographical area.
2. Members must make a living working in the industry in that area.
3. Members must be an 'A' journey-level grade operator.
4. Member must be in good standing.
5. Members cannot be owner-operators.

No member shall be nominated unless they are present at the meeting and accept the nomination and, if elected, assume the position.

No member is allowed to serve more than two consecutive terms on the Market and Geographic Area Committee.

The schedule of the meetings in which these elections will be held appears in the district meetings schedule on page 19.

### 2003 Grievance Committee Election

Rec. Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 2003.

The schedule of the meetings in which these elections will be held appears in the district meetings schedule on page 19.
Work remains strong for District 10

District 10 would like to thank the OE CAT volunteers who worked the phone banks and precinct walks this election season. They took time out of their schedules to help the Rohnert Park office get out the vote for labor-friendly candidates and issues. Because of their efforts, many OE-endorsed candidates in the district and state were elected. Again, thank you from the district representative, business representatives, coordinator and dispatcher for your participation in helping your union.

As winter draws near, most of the bigger projects in Sonoma, Mendocino and Lake counties are nearing completion. Granite Construction’s Willits Ridge Hwy, 101 realignment project had the finish paving done at the end of October. Subcontractor MBI was getting ready to place the concrete center divider. The company’s Caltrans Hwy, 101 Hopland realignment and widening job had all the base rock down, and two paving crews started to pave the four-mile stretch of the two northbound lanes the first week in November. The company still had underground crews and surface crews working on two school sites in Ukiah and Laytonville.

North Bay Construction’s River Rock Casino project had most of the major work done by the October deadline but still had some operators doing extra work. North Bay Construction’s Morton Property’s subdivision in Healdsburg was just about completed and still had a few operators working on the commercial building site “The Point at Foss Creek” in downtown Healdsburg.

Oak Grove Construction has 12 projects on the books with a composite crew of 29 Operating Engineers on the payroll. The company broke ground the last week of October on the Medlock Ames Winery in Windsor, and was low bidder for site work on the Mendocino College extension and a water main upgrade for the Wikip Water District.

Ghilotti Construction put the finishing touches on the 80-lot subdivision in Cloverdale and just started the rough grading and pipe work on a small development for Christopherson Homes in “Skyhawk” east of Santa Rosa. Its service and underground crews were busy trying to beat the rain on the first phase of an exclusive private development in the foothills of the Sonoma Valley.

Argonaut Constructors was low bidder on a small Caltrans highway resurfacing project near Calpella. It also picked up an overlay and bike lane project in Healdsburg.

Siri Grading and Paving reported it still has a composite crew of six to eight Operating Engineers working on about six small private projects in Sonoma County. It was just finishing up the Montecito Shopping Center in Santa Rosa and starting the site work for the Exchange Bank in Montgomery Village.

The Rohnert Park office wishes our members and their families a happy and safe holiday.

From Fairfield

Work continues on the Carquinez Bridge

Tower Crane Operator Tim Plowsman and OE3 Organizer H.K. Pan stand on top of the tower crane boom overlooking the San Pablo Bay. Benicia is seen on the left and Crockett on the right.

Local 9 member Dave Burnham operates the 4100 Manitowoc Crane.

It's a long way down — an operator looks off the top of the tower of the new Carquinez Bridge.

Operator Don Lee stands on the dredge barge as the drill bit dump's its load.
**District 17 members ratify contract**

Throughout the state, members in Hilo, Kona, Maui and Oahu unanimously ratified the newly-proposed Master Construction Agreement. The proposed agreement is for five years and went to the GCLA-BILA for ratification.

**Bringing the Hoga home**

![Image of Hoga](image)

Eleven-year Local 3 member Dave Ford is personally spearheading an effort to bring home to Pearl Harbor the tugboat USS Hoga. It is one of the last three surviving ships from the Dec. 7, 1941 attack. The Hoga currently sits in disrepair at a San Francisco Navy dock. Each passing year brings it closer to an ignoble end in a scrap heap.

The tugboat responded bravely during the battle at Pearl Harbor by fighting fires on the USS Arizona, Vestal, Nevada, Oglala, Maryland and the Tennessee, and by rescuing sailors from the oily waters. The tugboat pushed the USS Nevada shore, keeping the stricken battleship from blocking the harbor entrance. The tugboat still has a crease in its bow from this difficult and dangerous maneuver. The ship is listed as one of the top 11 most endangered historic sites in the United States by the National Trust for Historic Preservation.

Five groups across the country are vying to save it. One group, the Tugboat Hoga Preservation Society, headed by its president, Dave Ford, is scrambling to bring the Hoga home to Pearl Harbor. The other groups who are trying to take the Hoga to their respective areas include two groups from Florida, one from San Francisco and one from Little Rock, Ark.

Letters supporting the effort have been received from International Union of Operating Engineers General President Frank Hanley, Local 3 Business Manager Don Doer, Local 3 President and Assistant Business Manager John Bonilla, and Local 3 Financial Secretary Harold K. Lewis.

"We're still struggling to accomplish our goal and need all the help we can get, both in bodies and finances," Ford said.

For more information, write to:

Tugboat Hoga Preservation Society
1164 Bishop St., Suite 146
Honolulu, HI 96813

Or visit the Web site, www.pacifichistory.net/HOGAFILE/HOGA.HTML.

**Political action**

District 17 staff and OE CAT members were busy in the days prior to the primary and general elections.

![Image of political action](image)

Financial Secretary Harold K. Lewis with Local 3-endorsed governor and lieutenant governor candidates Mazie Hirono and Matt Matsunaga.

From left: Stabilization Fund Administrator Allan Parker oversees OE CAT members Angel Julian, Mel Horner and Kekai Romero in preparing literature for a mailout.

Assistant District Rep. Kalani Mahoe and OE CAT members stuff envelopes in preparation for a mailout to members.

Before starting the workday, staff and OE CAT members take turns signing.

Above: The Hoga as it is today. Inset: The Hoga fights fire on the USS Nevada.
Who and what is the union?

By Tina Marie Love, business representative

Each time you hear the county say, “the union won’t let us do this” or “the union makes us do that,” or, “it’s because the union...” it is trying to get you to depersonalize your understanding of your union, as well as the concept of unionism. The county would have you believe “the union” is an evil and corrupt organization that enslaves you and won’t let you do whatever it is it thinks it should be able to do for your own good. The county would certainly like the freedom to be able to pay you what it thinks you deserve, or to give bonuses only to those it thinks deserve them. And what is the measuring stick the county would use to determine who gets paid what, or who receives additional bonuses? One can only imagine.

Who really is the union?

You are. By definition, a union is an alliance of individuals joined together for a common cause, collectively benefiting the group as a whole, demonstrated through its strength in membership and sharing one united voice. Each and every member of your union comprises your union, while united by the understanding that together we have strength and support.

The union is a very powerful bond that binds us together in a way that gives us power. This power of collective strength is what enables us to improve our working conditions, our compensation, benefits and protection. The union is the collective power of you.

When you see individuals who don’t recognize the value of supporting their local union, don’t be critical of them. Instead, recognize that they do not yet understand how collective strength works.

Imagine what life in the new world would be like if we did not have the union of independent states we know as the United States of America. Now imagine how much strength we would forfeit if California were a separate country from Nevada or Oregon. We would have no strength at all. Washington, Jefferson and Lincoln fought hard to develop the ideals of unionism and unity in this country. Our union is what makes us strong.

For centuries the British empire employed the tactical strategy of divide and conquer. It found this approach so successful that it was able to assemble a vast empire that encircled the globe. Worldwide, the British Empire was known as the empire where the sun never set. It knew if it could break the unity of a people, it would be able to easily conquer and control them. Sadly, this same approach is still used today in the area of labor relations.

We must not allow ourselves to be conquered by unrest and division. Our struggle for all that is right, fair and equitable takes courage and perseverance. Be patient. Be strong. And stay united.

So when you hear all that buzzing about “the union this” or “the union that,” gently remind yourself, you are the union and you are part of that demonstrated group of strength, solidarity and purpose that stretches around the world and embraces more than 45,000 fellow Local 3 members.
Files of Memories

This month I break from the standard work-related article and focus on something even more important: family. Many of us put in long hours at work with lots of late nights, early mornings, hundreds of phone calls, pages, meetings and the endless errands that need to be done. In addition we have to get the kids to school, buy the groceries, complete the long-overdue repairs, spend time with our spouse, hope to make it to the kids games, doctors appointments and hundreds of other things we never seem to find time to complete.

It's about family

The above list could go on and on, as many of you know. You may have a different list of things but the problem is all the same. We find it the first time in a long time and be raucous on New Year's. family's life. Take time to spend with your family during these holidays and bustle, with excuses that this or that are not done and can't wait. Our minds are fogged with the belief that it must be done and done now. So we skip the kids games, dinner at home, putting the kids to bed, taking our significant others on a date, visiting our parents, teaching our kids how to fish, hunt or play sports. Or just sitting on a dock or a balcony overlooking the ocean or a lake and taking the time to relax and enjoy life or our family. Well it's the time of the year to stop it.

Your memories

I imagine all of you have fond memories of events throughout your life. Maybe they were when you were a child during Christmas or Thanksgiving having that special dinner or gift exchange. The raucous annual New Year's Eve parties with family or friends. How many of you remember your high school homecoming or senior ball? Maybe it was when you hit a home run in little league or softball. Maybe it was when you got your first bicycle or pet. Maybe it was your wedding or your child being born. Maybe it was the simple things such as your child's first step or reaching them walk. Seeing your significant other smile when you walk in the room or seeing someone you've coached achieve goals. Maybe it's talking around the campfire during a family camping trip. Maybe it's just lying on the couch with the family watching old movies.

Whatever it is, you have it filed away in your memory banks for a reason. It appealed to you, and it stuck in your head because it was important. It made an impression upon your memory. I remember my first bike, my first puppy, my wedding day, fishing with my dad, coaching my kids, during my wife, my first boxing match win, listening to my grandfathers stories and my mom cheering for me in sports and doctoring me when I was sick. I have many other special memories as I am sure that many of you do.

Take the time

You get those great memories from building them. Now it's time to make more memories. It's time for you to get out of that office and away from that job or duty and spend time at home to do those extra things that you need to do with your family. Put the briefcase away, the cell phone down and experience the important things in life. See those kids achieve, date your significant other, gather the family together for the first time in a long time and be raucous on New Year's. Go to your kid's game and cheer like it is the championship. Take your mom or dad out for lunch or dinner. Hug your kids and tell them you love them. Get your kids or your significant other the gift they have wanted for a long time. After all, isn't the smile worth it? Be involved with your family's life. Pick something that you have in common with each of your kids and do it with your kids. Plan a regular date night with your significant other. Get a regular schedule to visit your parents or grandparents. You already use that calendar or palm pilot to schedule your life, so schedule your family in there and stick to it. Would you cancel an important meeting for just anything? So why is it so easy to cancel things with your family for just work. Take the time at least during this holiday season to hug your kids. Listen, really listen to what your kids have to say. It is so easy to shake your head and say "uh-huh" when they talk and yet you never really hear what they say. Spend time with your significant other and go on a nice date like you did when you were dating years ago. If you go on vacation, then go on vacation. Leave the laptop at home.

Family does have a meaning

F Fun with your family
A Always take time to listen to your kids or significant other
M Make time to tuck the kids or date your significant other
I Involve yourself in the lives of your family
L Love and listening is something your family needs constantly
Y Your family is more important than anything

The alternative is unspeakable

All too often many of us take our families or maybe time for granted. We assume time does not pass quickly, and we think we can get it done tomorrow. Or we think we can take our kids out next week or next month because we are busy right now. Let's face it, are we not actually busy all the time anyway? How do we realize all to late that our kids are grown and we missed their childhood. We have not paid attention to our significant others and divorce or a poor relationship looms in the future. Or worse yet as we saw recently, something terrible happens like Sept. 11 or the sniper killings in Washington, D.C., or maybe serious health problems or a vehicular accident takes a cherished family member from us.

We are then left wondering if we should have spent more time with our families or we feel guilty that we did not.

Just do it!

I am sure many of you have heard this Nike catch phrase. It seems to fit in this article as I close. Put all the excuses away and just do it. Spend time with your family members. Be important in their lives. There is no better compliment than being remembered for something you did long after you are gone. There are so many small things that we always worry about. There is a book I recommend for everyone. It is authored by Richard Carlson, Ph.D. It is called, "Don't sweat the small stuff." Too often we cannot let the lawn go, or the laundry or the painting to spend time with our families. I leave you with these questions: What would you do or say to yourself if you were told you had one week to live? Would you go to work and answer your cell phone and fax hundreds of papers? What would you do if you knew that a member of your family had one week to live? Would you spend time with them, or would you be too busy with those all-important meetings? I am not suggesting you ignore your work. What I am saying is don't ignore your family. To me family can hold many different meanings like love, listening, support, helping, laughs and making a difference in family's life. Take time to spend with your family during these holidays and throughout the year. I wish you the best during Christmas and New Year's and look forward to the coming year.

God bless you and be safe.

- Kurt Benfield

Kurt Benfield
Director of public employee division
South Dakota, an untapped resource

By Norm Montgomery and Dean Cofer, business representatives

South Dakota, while one of the so-called right-to-work states, has surprisingly good labor laws. South Dakota law allows public employees to organize and bargain collectively, and allows unions to file unfair labor practice charges that are then heard and adjudicated by administrative law judges.

Operating Engineers Local 3 is responsible for organizing and representing public and private employees in 22 counties in South Dakota, and we currently represent members located in six of those counties.

OE3 is proud to represent members employed by the following employers: city of Bell Fourche, Miscellaneous Unit, city of Bell Fourche Police, Custer County Highway Department, Deadwood City employees, Deadwood Police Department, city of Edgemont, Meade County Sheriffs Department, Meade County Road Department, Pennington County deputies and sergeants, Sturgis City employees, Western Dakota VocTech, Humane Society of the Black Hills, and the city of Spearfish.

OE3 also has a certification petition with 70 percent of eligible signatures filed for an election at the Hot Springs School District. Organizing campaigns proceed well at the Butte County Highway Department and the Meade County School District for an additional 101 potential members.

In addition to being the home of the Mount Rushmore and Crazy Horse monuments, the Black Hills, the annual Sturgis motorcycle rally, and great hunting and fishing, South Dakota is an untapped organizing oasis for OE3. Public and private employees in the state of South Dakota are striving for the type of union representation that our local union is famous for providing.

South Dakota is proud of being a part of OE3, and with the continued support of Business Manager Don Doser and officers, the membership in South Dakota will continue to grow.

In closing, the staff and members in South Dakota want to wish you and yours a merry Christmas and a very prosperous and happy new year.

New feature starting in January

Starting in January 2002 the Public Employee News will have a new and exciting addition, a new regular monthly feature called "The Legal Edge" which will describe and provide actual examples of cases or new case law and legislation. This new article will prove to be invaluable to our members as a monthly update on recent legislation or cases that have been through the legal system, providing our members with a first-hand look at the legal system and labor representation. New laws or legislation that may have an impact on our members will be reviewed or summarized as they are passed or utilized. Important cases handled by Local 3 also will be printed in this column. The column will be written by various labor attorneys from our outstanding law firm Van Bourg, Weinberg, Roger and Rosenfeld.

As many of you know, the Van Bourg law firm is now the largest labor law firm in the United States. The Van Bourg firm employs more than 40 labor law attorneys who are experts in a whole host of other important labor statutes, laws and decisions to best represent the members of Local 3. Private law firms simply do not have the resources or thousands of cases that are being through the legal system by more than 40 attorneys to pull from for experience. The word is spreading that Local 3 is once again the king of the hill. The Public Employee News looks forward to this new feature.
Santa Cruz Dispatch Joins Local 3

By Bob Titus, organizer

Many other labor providers have represented the employees of the Santa Cruz County Public Safety Dispatchers. They have been represented by AFSCME, private law firms and most recently were represented by COPS (California Organization of Police and Sheriffs). The Local 3 reputation in Santa Cruz and Monterey County preceded us with the Santa Cruz County Dispatchers. Recently the dispatchers heard and saw our Business Rep. Don Dietrich in action while representing the other Local 3 units in the area. The many successes in bargaining, in addition to Local 3’s political successes, made the decision an easy one for the dispatchers. The recent election was unanimous for the dispatchers in favor of Local 3 as the exclusive representative. Local 3 to this day remains the only “full-service” labor representative available. We congratulate the Santa Cruz Public Safety Dispatchers on their decision, and we welcome them to our growing Public Employee family.

Welcome Vicky Trevillyan

By Dean Cofer, business representative

The Public Employee Division is pleased to announce that Vicky Trevillyan joined the staff as an organizer. Until she was tapped last month for organizing duties, Trevillyan was the Public Employee Division secretary in Modesto for the past eight years. Many OE3 members in the San Joaquin Valley know Trevillyan as a vibrant, friendly presence who has always been ready and willing to assist them. Trevillyan has been assigned to assist the business representatives in Calaveras and Tuolumne counties by conducting internal organizing campaigns. Local 3 has qualified for Agency Shop elections in both counties, and Trevillyan’s task is to organize enough new members to ensure victory when OE3 files for elections. The officers and staff of OE3 are committed to organizing the unorganized both internally and externally. Membership equals strength at the bargaining table and in all other representational dealings with employers.

Welcome Vicky – and we look forward to your success in organizing the unorganized in Calaveras and Tuolumne counties.

Did you vote?

By Joe Santella, business representative

Did you vote? Every election year most of us are bombarded by campaign rhetoric from all sides. Vote for this candidate, vote for this initiative, sign this petition – it seems like it never ends. But while the temptation may be to become apathetic and ignore the whole thing, for public employees it becomes increasingly important that we are political.

Nothing is more precious to our fundamental rights as Americans than the right to vote. It is the way our voices can be heard and our issues receive the attention they deserve. For a long time, those of us in public employment had very little to concern ourselves with. Government work used to be safe and very stable, but in recent years with the specter of government downsizing and privatization, there are real reasons why we in public employment need to be concerned with each and every political race. Candidates for city councils, boards of supervisors, and boards of directors are all looking to reduce the size of government, and with that the benefits and stability of employment that we have long fought for.

Nowhere is this trend more egregious than in Stockton, where the city council is courting a form of privatization called public-private partnership. This potential change in city employment will have an impact on approximately 120 soon-to-be former city employees. What is appalling in this scenario is that a group of concerned citizens circulated a petition to place an initiative on the ballot to allow the citizens of Stockton to vote on whether or not they are interested in entering into a partnership with a private firm, and the city council on technical issues refused to allow the initiative to be of any real determining factor in its decision by placing it on a special election that will take place after the decision is already made. Democracy in action!

Each OE3 district has a well-organized political action plan. Volunteer your time, it doesn’t take much – just a couple of hours on a weeknight to phone bank at the district office, a commitment of as little as four hours on a Saturday to walk precincts, and even more effective, joining and receiving training in the Operating Engineers Community Action Team (OECAT) program. Check Engineers News for recommendations, be informed on issues that affect your union and your job, and most importantly – VOTE! Ask your business representative about how you can help, volunteer your time, make your union strong and protect your job.