

ENGINEERSnews

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"I tell people I don't get to die until that law [Davis Bacon] is repealed," King said.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



Forty-two-year Local 3 member and aerobatic pilot Eddie Andreini stands in his equipment yard behind his grading and paving company, Andreini Bros. . . . p. 11

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OPERATING ENGINEERS LOCAL UNION NO. 3

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In the News

Nancy Pelosi: New house minority leader makes history



Nancy Pelosi

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.



The Operating Engineers work crew at the Calpine power plant project.

Photos by Duane Reichley

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

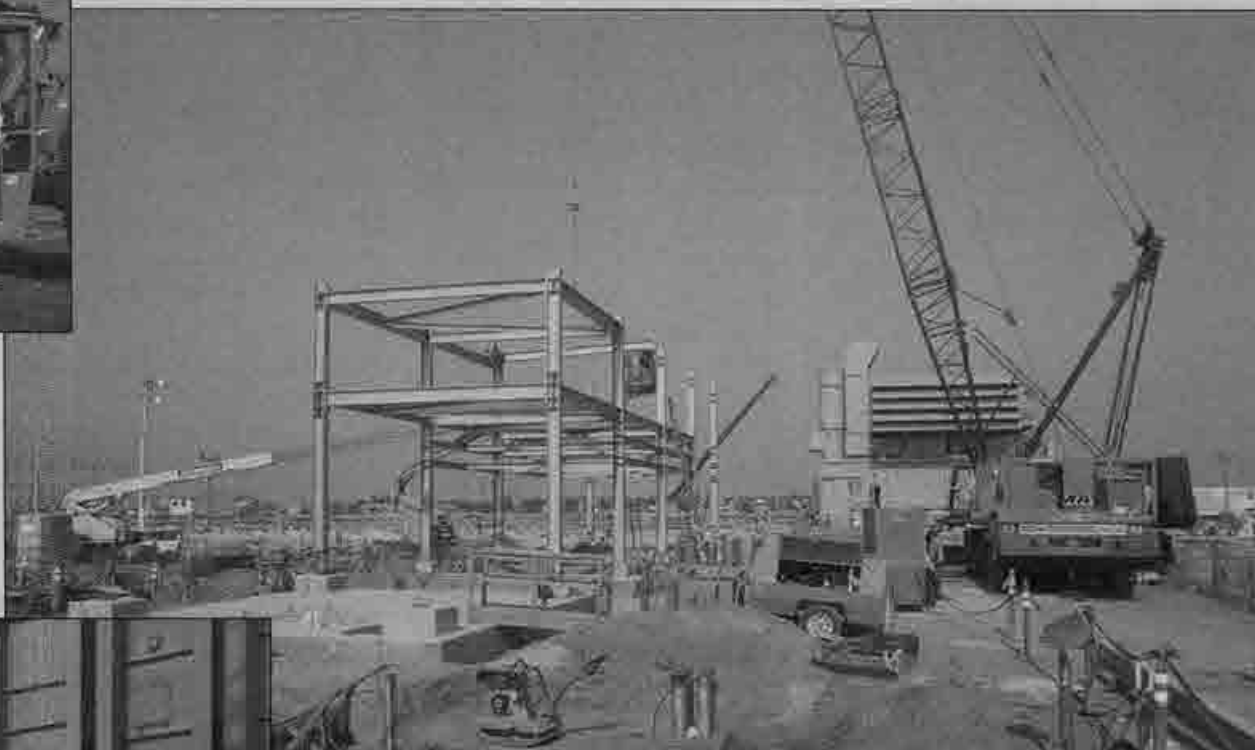
Jurisdiction is an important issue for Operating Engineers on any project. Operators always have to look out for each other and make sure they are getting the work they are entitled to. Operating Engineers faced some jurisdictional challenges at the start of the Calpine project when most of the equipment was rented from Hertz Rental. 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



Underground pipes lead to the heat generating units at the Calpine project.



Operating the Gradeall forklift is Velvet Jorolah.



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



At Left: Business Rep. Mike Dodgin, Foreman Chuck Kolbert, District Rep. Fred Herschbach and Business Rep. Milt Peterson.

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 3," Kolbert said.

Faces in the field

Kolbert heads the project for Marelick 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.



A Demag CC1800 holds a section of the heat generating unit in place.

Loaders, excavators, backhoes, dozers, forklifts and material handling equipment are all part of this project.



FRINGE BENEFITS

By Charlie Warren, Director

FRINGE BENEFITS DISTRICT VISITS

In a continuing effort to make benefits services more accessible to members, Fringe Benefits provides an opportunity for you to ask questions and receive personal attention on all matters relating to your health and welfare and pension benefits. Fringe Benefits staff will spend a day at each of the following district offices:

FAIRFIELD.....	Thursday, Jan. 9	FAIRFIELD.....	Thursday, Jan. 9
STOCKTON.....	Tuesday, Feb. 18	STOCKTON.....	Tuesday, Feb. 18
EUREKA & YUBA CITY.....	Tuesday, Jan. 14	EUREKA & YUBA CITY.....	Tuesday, Jan. 14
FRESNO.....	Wednesday, Feb. 19	FRESNO.....	Wednesday, Feb. 19
REDDING.....	Wednesday, Jan. 15	REDDING.....	Wednesday, Jan. 15
ROHNERT PARK.....	Tuesday, Jan. 7	CASPER.....	Wednesday, March 5
SAN JOSE.....	Tuesday, Jan. 28	SAN MATEO.....	Wednesday, Jan. 22
OAKLAND.....	Wednesday, Jan. 8	SALT LAKE CITY.....	Thursday, March 6
RENO.....	Thursday, Jan. 30	SACRAMENTO.....	Thursday, Jan. 23

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.

	Yes	No
1. My weight is equal to or above that listed in the chart at right.	5pts	0pts
2. I am under 65 years of age and I get little or no exercise during a usual day.	5pts	0pts
3. I am between 45 and 64 years of age.	5pts	0pts
4. I am 65 years old or older.	9pts	0pts
5. I am a woman who has had a baby weighing more than nine pounds at birth.	1pts	0pts
6. I have a sister or brother with diabetes.	1pts	0pts
7. I have a parent with diabetes.	1pts	0pts
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, American Indian, 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. Only your health care provider can determine if you have diabetes. See your health care provider soon and find out for sure.

At-risk weight chart

Height in feet and inches without shoes	Weight in pounds without clothing
4'10"	129
4'11"	133
5'0"	138
5'1"	143
5'2"	147
5'3"	152
5'4"	157
5'5"	162
5'6"	167
5'7"	172
5'8"	177
5'9"	182
5'10"	188
5'11"	193
6'0"	199
6'1"	204
6'2"	210
6'3"	216
6'4"	221

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

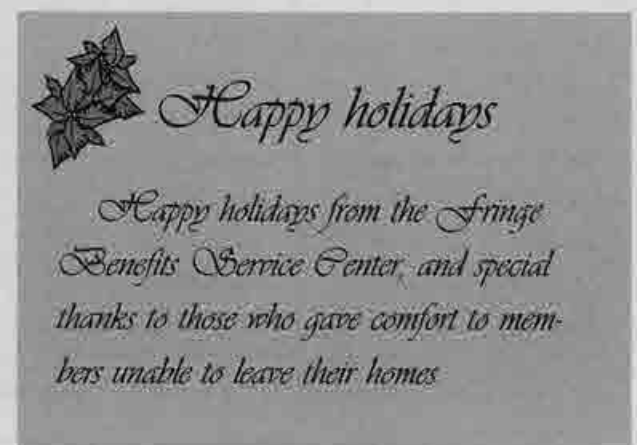
Diabetes facts you should know

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, retiree 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.

OAKLAND
Tuesday, Jan. 7, 2003 7 p.m.
Operating Engineers Building
1620 South Loop Rd., Alameda, CA

CONCORD
Wednesday, Jan. 8, 2003 7 p.m.
Concord Centre
5298 Clayton Rd., Concord, CA

FAIRFIELD
Thursday, Jan. 9, 2003 7 p.m.
Operating Engineers Building
2540 North Watney Way, Fairfield, CA

EUREKA
Tuesday, Jan. 14, 2003 7 p.m.
Red Lion Hotel
1929 4th St., Eureka, CA

REDDING
Wednesday, Jan. 15, 2003 7 p.m.
Operating Engineers Building
20308 Engineers Ln., Redding, CA

YUBA CITY
Thursday, Jan. 16, 2003 7 p.m.
Sutter-Yuba Board of Realtors Building
1558 Starr Dr., Yuba City, CA

NOVATO
Tuesday, Jan. 21, 2003 7 p.m.
Inn Marin
250 Entrada Dr., Novato, CA

SAN FRANCISCO - SAN MATEO
Wednesday, Jan. 22, 2003 7 p.m.
Machinists Hall
1511 Rollins Rd., Burlingame, CA

SAN JOSE
Thursday, Jan. 23, 2003 7 p.m.
Masonic Temple
2500 Masonic Dr., San Jose, CA

WATSONVILLE
Tuesday, Jan. 28, 2003 7 p.m.
VFW Post 1716
1960 Freedom Blvd., Freedom, CA



CREDIT UNION

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

Zero percent financing limits — Don't let your monthly budget get zapped by a zero!

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.

	Dealer	OEFCU
Financing at	0.0 percent APR	5.99 percent APR*
Price of vehicle	\$20,000	\$20,000
LESS dealer rebate	not applicable	\$2,000
Amount financed	\$20,000	\$18,000
Length of payment	36 months	36 months
Monthly payment	\$555.56	\$547.56
Total for car	\$20,000	\$19,710.52

	Dealer	OEFCU
Financing at	0.0 percent APR	5.99 percent APR
Price of vehicle	\$20,000	\$20,000
LESS dealer rebate	not applicable	\$2,000
Amount financed	\$20,000	\$18,000
Length of payment	36 months	60 months**
Monthly payment	\$555.56	\$347.95

Don't let your monthly budget get zapped by a zero! Dealership 0.0 percent loans typically are short-term, resulting in higher monthly payments.

*APR stands for Annual Percentage Rate. Your rate may vary based on credit worthiness. Rate includes a 0.5 percent discount for automatic payment method.

**Not available for 0.0 percent financing.

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 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 also 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.oefcu.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 identify 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.

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.



RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operator

By Curtis Brooks, Director



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, cafeteria 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 operators, union members and politically-attuned people in the industry. Without all parties pulling together as one, we all lose. Again, thank you to all the officers and to Business Manager Don Doser.

May you and yours have a very prosperous new year!

No-show policy for J's

One of the biggest issues (complaints) we encounter is the lack of availability of upgrade training opportunities at RMTTC 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 gradesetting classes, placing gradesetting 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 RMTTC 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!"



Mechanics Corner

By David DeWilde

Let's take a look at the CAT 4C8195 control service tool. Its primary function is to control electronic transmission's diagnostic modes. It is an inexpensive way to change modes, scroll through and clear faults in machines equipped with on-board diagnostics.

It comes with the control box (sometimes referred to as the "clicker box"), three adapter cables and a set of instructions for a little more than \$200.

It doesn't replace a laptop computer, but it does enough to troubleshoot most diagnostic functions. What it does is give you the right connectors and a one-handed way of troubleshooting through the diagnostics.

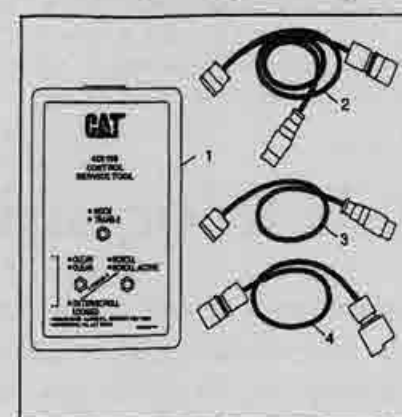


Illustration 1. Control Service Tool and Cables.
(1) 4C-8195 Tool. (2) 4C-8198 Cable. (3) 4C-8197 Cable. (4) 138-7795 Cable.

Internally it connects specific wires on the machine to ground. You could do this with a couple of jumpers and some pins, but this is easier and you have less chance of making a mistake that could be costly. I wouldn't recommend this unless you fully understand the system. Grounding the wrong wires could damage the processor.

Next month read to find out: What does SOS stand for?

Apprenticeship graduates

Operator	Branch of training	District	Date of completion
Arthur C. Garcia	Construction Equipment Operator	San Francisco	Oct. 21
Benny F. Lopez	Construction Equipment Operator	Stockton	Sept. 30
Joseph Aromin	Construction Equipment Operator	Oakland	Nov. 4
Martha Torres	Construction Equipment Operator	Redding	Oct. 24
Richard Sheppard	Construction Equipment Operator	Sacramento	Oct. 1
Robert S. Allen	Construction Equipment Operator	Sacramento	Oct. 3
Rodney C. Rivera	Construction Equipment Operator	Fresno	Oct. 7
William Brown	Construction Equipment Operator	Fresno	Aug. 2

HAZMAT training schedule

Eight-hour refreshers

District	Location	Training date
90	San Jose Office	Dec. 7, Feb. 8
10	Rohnert Park	Dec. 14, Jan. 24
70	Redding	Dec. 21
20	Alameda	Jan. 3, 11 & 18, Feb. 7
50	Fresno	Feb. 1
40	Eureka	Feb. 14
15	Casper, Wyo.	Feb. 22

40-hour class

Rancho Murieta Training Center	Dec. 16 - 20
Casper, Wyo.	Feb. 24 - 28

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

CCO Tests for New Candidates

2002 CCO Written Test Dec. 15
2003 Jan. 19, March 23, June 29, Sep. 21 and Dec. 14

2002 CCO Practical Test dates:

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



ORGANIZING

By Bob Miller, Local 3 Vice President



The organizing department from left: Art Loya, Robert Fleckenstein, Duane Wright, H.K. Pang, Gearld Searle, Hank Munroe, Organizing Director Ras Stark, Steve Harris, Assistant Organizing Director Todd Doser, Vice President Bob Miller, Mike Conway, Frank Rodriguez, Don Corson, Treasurer Frank Herrera, President and Assistant Business Manager John Bonilla.

Shifting sands in organizing

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.



OE CAT

By Cindy Tuttle, Political Training Director

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 re-election 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.

California

Victory, victory, hear our cry, V-I-C-T-O-R-Y! Working families sweep in the golden state! The Local 3 CAT was too much for California's anti-union forces. There were no CATnaps here as activists made a whopping 23,503 phone calls to educate Local 3 households, walked hundreds of precincts, and made more than 8,000 get-out-the-vote calls for the re-election of Gov. Gray Davis and others. In addition, several local bond measures — job-generating politics as we call it — were passed including Measure A, a \$4-billion project in the greater Bay Area. The San Jose District 90 boasts a 100-percent win on its endorsements. You sure can't beat that!

All you CATsters deserve a big dose of CATnip for your valiant efforts. Dust off the sleigh bells, whip out the jingle bells, join the celebration and jingle all the way!

CAT Captain meeting schedule

All meetings are scheduled at the same location as the district meetings. Refreshments will be served.

District	Time	Date
01 Daly City	5:30 p.m.	Thursday, Feb. 6, 2003
04 Fairfield	5:30 p.m.	Thursday, Jan. 16, 2003
10 Rohnert Park	5:30 p.m.	Thursday, March 20, 2003
11 Nevada	5:30 p.m.	Thursday, Nov. 14, 2002
12 Utah	TBA	TBA
15 Wyoming	TBA	TBA
17 Hawaii		
Honolulu	5:30 p.m.	Tuesday, Dec. 10, 2002
Maui	5:30 p.m.	Wednesday, Dec. 11, 2002
Hilo	5:30 p.m.	Thursday, Dec. 12, 2002
Kona	5:30 p.m.	Friday, Dec. 13, 2002
20 Oakland	5:30 p.m.	Thursday, Dec. 5, 2002
30 Stockton	5:30 p.m.	Thursday, Jan. 16, 2003
40 Eureka	5:30 p.m.	Tuesday, Jan. 28, 2003
50 Fresno	5:30 p.m.	Thursday, Feb. 20, 2003
60 Yuba City	TBA	TBA
70 Redding	5:30 p.m.	Wednesday, Jan. 29, 2003
80 Sacramento	5:30 p.m.	Thursday, Jan. 9, 2003
90 San Jose	TBA	TBA



Courtesy photo

Eddie Andreini performs one of his trademark stunts, the "ribbon cut," in his "Super" Stearman biplane. To perform this stunt, Andreini flies under the ribbon, does a loop around it, then comes back under the ribbon again upside down, 15 feet off the ground, and cuts the ribbon, usually by hooking the ribbon on the wing.

The fervor of flight

Aerobatic pilot and contractor lets nothing get in his way

Story and photos by Kelly Walker, associate editor

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.C. 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's permit



Andreini shakes hands with Local 3 Business Rep. Pete Figueiredo in Andreini's equipment yard.

Continued on page 12

The fervor of flight

Aerobatic pilot and contractor lets nothing get in his way



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



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

Continued from page 11

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.

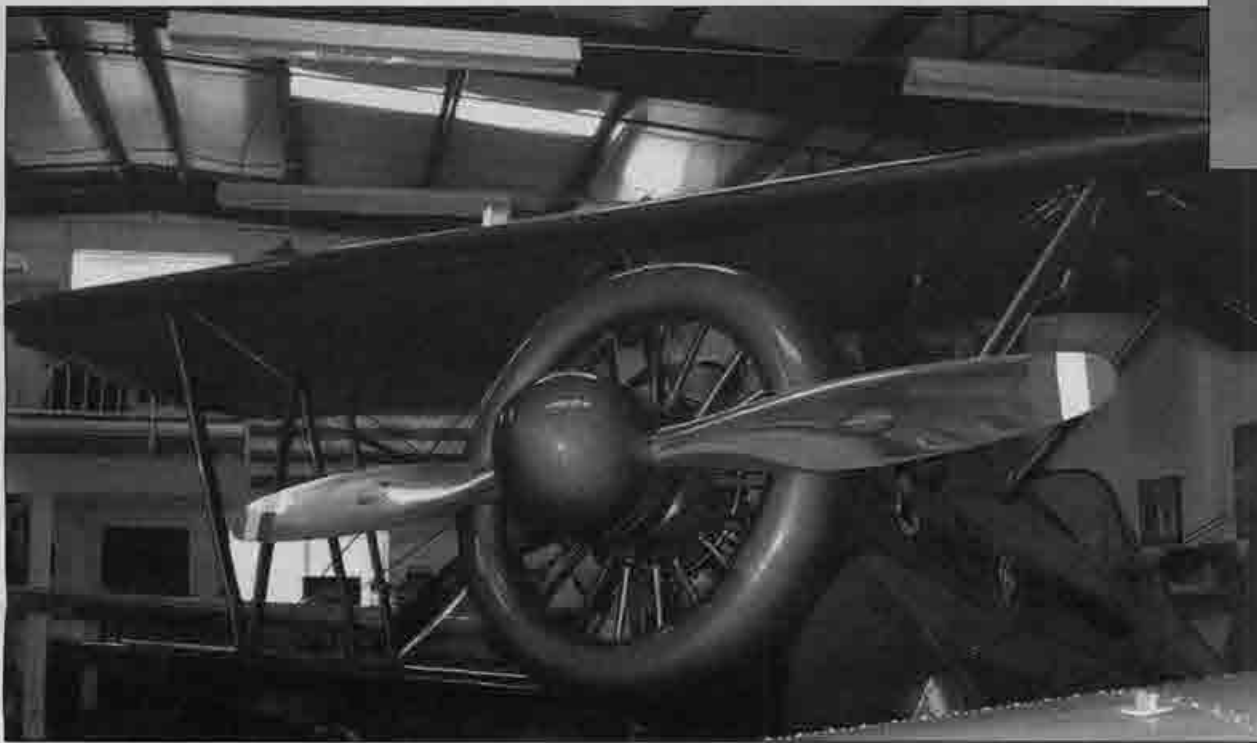
"It's a rush," he said. "All these years doing it and it's still a rush, it's a high. That's what these airshow pilots are feeling. It's very rewarding for people to come see you — little kids and older people — and they come and thank you for doing something that you love doing."

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 restored. The plane is a BT-13, the most famous air battles in the almost every detail to the original the war. It has been slightly modified for air show performances.



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 clears up your mind. Maybe some people have to go drink or play golf, no, I go flying."



of his newest performer, the Yak-9U, named the "Barbarossa" after one of war. The "Barbarossa" is authentic in Yak-9 fighter that was flown during ed with upgrades for safety and for

FROM YUBA CITY

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.

FROM UTAH

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 would 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 do 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 \$1.90 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

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

Kennecott negotiations still in the works

Kennecott 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.



Work stays busy at the Welded pipeline spread in Coalville, Utah.

Plenty of fall work in southern Utah

On the three spreads of the Kearn 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 Piute Dam Restoration.



Fifty-year members stand proud after receiving their watches. From left: Dewey Lund, Nyle Reese, Jim Sullivan, Vice President Bob Miller, Pat Suazo, Clyde Olson and Rec. Corres. 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 gradesetting 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.

FROM REDDING

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 paves in Etna 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**Gradesetting**

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

Natural Gas Safety

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

First Aid

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

Forklift Certification

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

Forty-hour Hazmat

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

Eight-hour Hazmat Refresher

Saturday	Feb. 8, 2003	8 a.m. - 5 p.m.
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Eight-hour MSHA

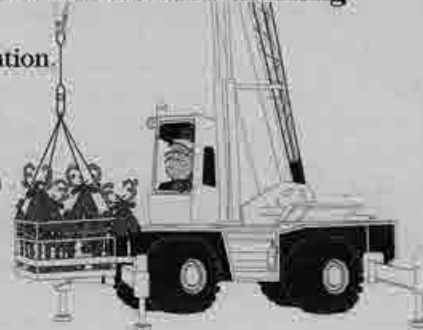
Saturday	Feb. 22, 2003	8 a.m. - 5 p.m.
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Commercial Drivers License Training

Ongoing -

Call for information.

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



FROM WYOMING

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 weak 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 precinct 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

Robert Abbott	08/46
Alfred Alviso	08/51
Gosta M. Anderson	05/51
Clyde D. Anderson	04/51
Les Arnett	09/51
Oliver Ashworth	08/51
Billy J. Austin	10/51
Stephen Baginsky	09/51
Chester Bailey	04/51
W. J. Barker	09/51
Robert V. Bauman	01/48
Everett Beckwith	07/51
William Bettencourt	02/51
W. R. Biester	10/42
Milton Birkhahn	07/51
Charles H. Bloom	11/51
Raymond Bond	04/51
Harold Brackett	01/51
Obie Brandon	01/51
William D. Briggs	05/51
Keith E. Bryant	11/51
William W. Bunting	10/51
Ronald Burns	11/51
Billy Burns	04/51
Leland Burton	05/51
Tom Butterfield	09/51
Kirby Butts	10/51
Lecile Cantrell	02/51
M. A. Cerri	07/51
Silvest Cervantes, Jr.	03/51
Randall Chrisholm	07/51
Don T. Christensen	10/51
George O. Clough	05/51
William C. Cole	07/51
Eugene Collinge	09/51
William C. Connolly	06/51
Manuel Contreras	08/51
Arnold Cook	08/51
Donald Cooper	10/51
Eddie Cox	12/45
Travis Crain	05/51
Jack Croll	05/51
W. M. Crump	09/51
Charles B. Cunningham	10/51
Don Cushman	06/51
Dan Dark	11/51
Lloyd A. Davidson	12/51
Byron Deleuw	07/51
Edward A. Dilday	09/51
James K. Doolen	09/51
William Duile	11/51
Charles W. Dwigins	07/51
Oneil Eastin	04/51
Benjamin Edelman	07/51
Samuel Eversole	05/51
Tom Farmer	07/51
Mel V. Fauvor	02/51
Harry Fowler	02/51
James S. Francis	11/51
Fred Freitas	12/51
Norman Gotberg	10/51
Eldon Grimm	07/51
Phillip Hanson	07/51
Judd Harrison	09/49
Russell Haskin	07/51
Oroville Hastings	10/51
Van A. Heaps	08/51
Maurice Hereford	07/51
Herbert Hooper	07/51
Harold Humphers	11/57
Gil G. Ice	10/51
Roy A. Ickes	09/51
George Jacobs	11/50
E. C. Jarvis	12/50

L. Jolliff, Jr.	09/51
Claude C. Jordan	10/51
Frank Knuedler	10/51
Charles Koehn	05/51
Kenneth L. Koontz	04/51
Eugene Lake	07/51
Rodney Lawley	03/51
Alford Ledbetter	10/51
Henry Little	06/51
Charles Lucchetti	04/51
Elmo V. Maggiora	10/51
Roy G. Manas	12/51
Byron Mason	08/51
Edwin H. Matlock	11/46
A. W. Maxwell	09/49
Floyd McEmore, Jr.	12/48
Leslie Mears	07/51
Mike Mecca	10/51
Donald A. Medford	11/51
Robert L. Miller	06/51
Bid Miller	11/51
Donald Mitchell	07/51
Attilio Molinari	06/51
Glenn H. Moore	11/51
Dewey Moore	05/51
Roy Moore	09/51
Henry Morales	09/51
Harold Morgan	09/48
William E. Morton	09/51
George Nelson	03/43
Fred P. Njirich	10/51
Morris Pace	09/51
Charles Pedro	04/51
Edward Petschauer	03/51
Clyde W. Pitts	12/51
Elmer Powell	10/48
Martin Radke	07/51
W. A. Ragsdale	05/51
Dennie Reynolds	02/50
Earl J. Rogers	11/51
Anthony Roma	11/51
Clement Sala	10/51
Gordon Santos	05/51
Darrell T. Schmidt	07/51
Gene H. Scott	03/51
Orville Seegraves	08/50
Leon Sewell	05/51
John Small	04/51
James M. Smallin	11/51
Robert Soderlund	09/50
Peter F. Storch, Jr.	06/51
Ray L. Strickland	11/50
Jay C. Sulser	10/49
Devaun Tait	08/51
Robert P. Theron	10/50
Bill Trammell	08/51
Oscar S. Underwood	08/51
George Varozza	06/51
Weldon Vozna	12/51
Jessy Vincent	10/51
Henry J. Vonbargen	05/51
Vernon Voss	09/49
Walter Walley	05/51
Carl Wellman	11/51
Elmer White	08/50
F. D. Wilkinson	07/51
Lester Williams	04/51
Ron Wilson	01/51
Joseph Winingham	12/51
Robert Wright	06/51

52 YEARS OF MEMBERSHIP

Nicola Ackel	06/50
Dyle Adams	02/50
Daniel Alameda	06/50
Robert Alsdurf	07/50

George Azevedo	05/50
Mario Banchoero	03/50
Ernest Bean	12/49
Fred Beneake	01/50
Paul Bertalla	07/50
Jay Betts	08/50
Griff Bowles, Jr.	10/50
Ernest Brookins	01/49
Cecil Brown	10/50
Ronald Bucholz	12/49
Art Burman	08/50
Peter Burum	11/50
Clifford Campbell	10/50
William Carmichael	10/50
Joe Correia	08/48
William Daugherty	01/50
Donald Davis	10/50
John Dorton	11/48
Boyd Dresser	07/50
Ora Elliott	09/50
Eugene Foster	07/50
Julian Frazer	06/50
Robert Garland	03/50
Eric Glasgow	10/50
Milton Griffith	02/48
E. J. Halm	03/50
Glenn Hardy	06/50
L. J. Harper	08/50
L. W. Haymond	05/50
Lester Heath	11/50
John Helms	03/50
Rollin Henriques	04/47
Charles Ingraham	02/50
M. D. Jeffries	10/49
James Johnson	10/50
Lawrence Johnson	11/50
John Kennedy	08/50
C. A. Kisse	08/50
Donald Lebon	05/50
David Lopez	03/50
Donald Luba	08/50
Isaac Manley	07/47
J. Paul McFadden	08/50
Junior McKinney	04/50
Paul McQueen	12/47
Paul Menefee	03/50
Elton Mongold	10/50
Raymond Monteverdi	05/50
Medford Montgomery	10/50
Roy Moore	07/50
Sudduth Moore	11/47
Elmer Nicholson	08/48
Charles Norton	03/50
Charles Page	01/50
Kenneth Palmer	08/50
Salvato Papetti	05/49
Donald Peck	07/50
Alfred Perry	10/48
Robert Perry	10/50
Henry Petersen, Jr.	08/49
Frank Rees	10/50
Richard Rego	11/50
Cecil Ross	11/50
Neal Russell	10/50
Prim Simmons	01/50
William Slagle	05/50
Charles Spaulding	05/50
William Squibb	09/50
Layton Stephens	10/50
Joe Stockton	05/50
Russell Strain	09/48
John Tabacco	12/49
E. R. Taff	10/50
Warren Thompson	10/50
James Thornton	05/50
Hosie Turner	11/50

Randal Turpin	10/50
Floyd Webb	09/50
Jess Whitledge	08/50
Jack Williams	10/49
Oliver Wilson	09/50
Don Wood	07/50
Ray Wymore	07/50
Leon Yates	04/49
William Yoakum	09/50

53 YEARS OF MEMBERSHIP

Elmer Andreason	08/49
Richard Avilez	04/49
Jay Baker	01/49
Earl Bartlett	05/49
Elmer Bateman	02/49
Paul Bauer	09/49
E. R. Bell	02/49
Adam Bickel	06/49
Roy Bird	08/48
Kenneth Bowersmith	01/49
Charles Carlton	12/48
Richard Davidson	07/49
Darell Didericksen	08/49
Gilbert Downer	12/48
Ernie Dugan	09/49
William Evans	10/48
James Everett	10/48
Tone Fife	05/49
Luther Gray	12/48
Clinton Green	08/49
Roger Hall	07/49
Clarence Harris	10/49
Ernest Henriques	09/49
Fred Hoffman	08/49
Ken Holthus	06/49
James Hopper	12/48
William Hoskins	09/49
Woodrow Hunter	09/49
Calvin Jolley	10/47
L. H. Kerr	07/49
Leo King	11/47
Joe Krpan	05/49
Roland Lange	08/49
Marvin Lewis	05/47
William Lewis	11/48
John Magnasco	08/49
Frank Marasco	03/49
Norman Martin	06/49
Rex Matthews	04/49
David McNeilly	04/49
James J. McNickle	07/44
Arthur Medina	12/48
Warren Miller	12/48
George Morcel	11/49
Carlton Park	12/47
William Pastorelli	12/48
Duane Peterson	11/49
Raymond Piombo	07/48
Jack Powell	10/48
Glen Prater	09/49
Carl Prescott	08/49
James Primmore	03/48
Alfred Reid	12/47
James Reynolds	11/47
Rex Roggash	10/49
Clifford Roper	02/47
Omer Rorrer	08/49
C. H. Rumbaugh	09/47
Wallace Schissler	08/49
Howard Seacord	06/44
Jack Simmons	08/49
Edward Swan	11/48
Clay Thompson	05/49
William Tullis	08/49
William Valente	10/49

Ernest Walker	04/48
Kenneth Williams	10/49
Max Winter, Jr.	02/49
R. C. Withers	12/48
Lloyd Wooley	02/49
Paul Woznick	07/49

54 YEARS OF MEMBERSHIP

Virgil Arnett	11/47
Herbert Bailey	08/48
Dale Barney	08/48
Albert Boardman	02/48
Dayton Byrd	06/48
Ronald Campbell	08/47
Thomas Carter	07/47
Scotty Collins	10/47
William Conner	08/48
Ray Cooper	02/48
Arthur Dasanmartino	06/48
Vincent Delaney	12/47
Paul Delay	09/48
Ralph DeWayne	02/48
John Fenrich	01/48
Lewis Fitzsimmons	05/48
Frank Freitas	09/48
Lawrence George	11/48
Henry Gwynn	08/48
Theodor Halbach	09/48
William Harris	11/48
Ralph Hoffman	08/48
John Huiting	08/47
Claude Hunt	09/47
Robert Ivie	07/48
Louie Jenkins	02/47
Clyde Keeter	10/48
Asa Keltner	07/48
Harold Lane	10/48
Floyd Lewis	02/48
Manuel Martinez	06/48
Henry Matoza, Jr.	02/48
Keith Mayne	06/48
Al McKinney	10/48
Thomas Miota	07/48
Alfred Montrose	10/48
G. A. Mucke	09/47
Robert Newey	09/48
John Palacio	11/48
Leonard Palmatier	02/47
John Patchett	05/47
Lucien Peterson	07/48
Alvin Petrie	01/48
Marvin Reed	09/48
Ray Reed	10/48
Jack Reeves	10/48
Pat Rice	01/48
Vernon Rose	02/48
Herb Sales	04/48
Arthur Sandoval	12/47
Joseph Sausedo	02/48
Troy Searberry	03/48
Frank Shay	06/48
Cy Shephard	11/48
Arnold Silva	08/47
Robert Skidgel	12/47
James Standley, Jr.	10/48
Tommy Stover	12/47
Robert Strickell	08/48
Louie Tabiayo	04/47
Leo Terry	09/48
E. L. Thompson	12/47
John Thornton	02/48
M. W. Totman	02/48
Chester Turley	09/48
Buck Valentine	01/46
Wayne Wells	09/47
Rudy Williams	08/47

Lionel Wall, Jr.	06/48
Rodolph Walters, Jr.	08/48
William Wright	05/48
Sidney Yeary	02/48

55 YEARS OF MEMBERSHIP

William Adams	06/46
Joseph Athenour	11/47
Wesley Bowman	09/47
David Byerrum	02/47
Charles Campbell	06/47
Bill Canion	08/47
John Cardoza	11/47
Charles Casarotti	06/47
Anthony Costa	01/47
Robert Daniels	11/47
Otto Davis	07/47
Angelo Delago	08/47
John Dent	09/47
Wayne Desnoyer	10/47
Daniel Dickson	08/47
M. J. Dunham	11/47
Robert Ely	07/47
Albert Erickson	01/47
Ralph Farnham	01/47
Paul Fittro	07/47
Louie Gandolfi	01/47
M. A. Geister	02/47
Joseph Gill	05/47
Albert Hallett	02/47
Thomas Herzog	01/47
Johnnie Hipp	07/47
T. L. Huff	06/47
Dean Hyder	09/47
John Jaquish	01/47
I. B. Jensen	08/42
Samuel Jernigan	08/47
William Jones, Jr.	08/47
Eugene Keeley	05/47
Everett Lakey	04/47
Billy Lees	06/47
Peter Madrid	06/47
Robert Mann	02/47
Nick Mastoris	06/47
Edward McPherson	06/47
Frederick Montee	05/47
Robert Parker	02/47
Robert Pierce	02/47
Anthony Pisano	04/47
C. N. Prince	07/47
Harold Ragan	03/47
James Ray	11/47
Robert Romiti	03/47
James Rowlette	04/47
Manuel Santos	12/47
William Silva	04/47
Raphael Simeroth	01/47
Richard Snow	08/47
Robert Spittler	05/47
George Storrs	01/47
Carl Straub	06/47
Francis Stubbs	05/47
Eldon Sutherland	05/43
William Swain	04/47
George Swicegood	06/47
Simon Taylor	05/47
James H. Toole	05/46
William Vaughn	06/47
Edward Vismara	08/47
Merle Warner	04/47
Arden Watkins	02/47
Gilbert Wheeler	08/47
John Willey	02/47
Carl Williams	09/42
Ray Wright	09/47
George Youngblood	09/47
Nicholas Zaccagnino	08/47

56 YEARS OF MEMBERSHIP

M. W. Abernathy	04/46
A. O. Allmendinger	01/46
Mitchel Batrich	07/46
Louis Baumann	12/46
James L. Benson	09/46

Virgil Berstler	09/46
Ivan E. Blauser	11/46
August Bohlmann	10/46
Robert Bothun	09/46
Joseph Bonne	10/46
Ivan Carden	02/46
Marion Carlotta	09/46
Norris Casey	08/46
Maurice Dadone	03/46
William A. Dawson	02/46
B. J. Demison, Jr.	06/46
William Derby	11/46
Leo Dulle	07/46
Harvey Edwards	07/46
Bennie Ellsworth	09/46
Logan C. Elston	05/46
Quincy Fautt	06/46
Frank Ferguson	09/46
Dennis Flint	04/46
Everett Galvin	10/46
Edward W. Gnading	03/46
Lloyd Goff	10/46
James D. Grant	01/46
Zack P. Hall	08/41
Lloyd Haskins	04/46
Edward Hearne	12/46
Gordon Heyborne	11/46
Ray M. Holt	08/46
Ben E. Hutcheson	04/46
Elijah F. Inman	09/46
Joe Isonio	08/46
Moses R. Jardin	10/46
James Johnson	07/46
Louis Katen	04/46
Merlin Kern	04/46
Lambert F. Kresmer	10/46
Frank A. Lawrence	10/46
Owen Laws	03/46
Harvey L. Leabo	09/46
Roy Ledbetter	12/46
Sterlin Lima	07/46
Martin Lovrin	08/46
Lance Lowry	08/46
Gilbert Machado	08/46
Arnold Maggetti	11/46
W. E. Matuska	07/46
Ed McDonald	04/46
George McBride	09/41
William O. McGeehon	12/46
Dino J. Mencarini	03/46
Elbert H. Mendenhall	06/46
William Minner	09/46
Thomas Monahan	10/46
C. E. Moreland	11/46
Erwin S. Mueller	03/46
Harry M. Orton	08/46
Donald Ostrom	08/46
Herman Parker	09/46
Albert Parker	11/46
Russ W. Phillips	05/46
Elmer L. Pike	08/46
James P. Redd	09/46
Arnold Rush	08/46
Wilfred Sarazen	08/46
Everett Sasser	10/46
Andrew Schultze	06/46
Calvin Scolari	12/46
George W. Sheridan	10/46
Robert Shields	10/46
Jack W. Skinner	05/46
Elbert Spalinger	08/46
D. E. Stacey	03/46
T. J. Stapleton	05/46
Leroy G. Stark	09/46
Arvin V. Stratton	12/46
Dan S. Street	08/46
Ernest Sutton	12/40
Jens M. Svendsen	06/46
Swen Swenson	03/46
Lee Thompson	01/45
Troy C. Turley	04/46
Bob Vaughn	03/46
Daniel Waters	07/46
George Wells	09/46

57 YEARS OF MEMBERSHIP

Odus Adams	09/45
Murray Allen	12/45
Wallace Arnall	01/45
Elwood Bickford	03/45
B. T. Bowman	05/45
Herman Carl	12/45
J. F. Church	12/45
Albert Dalton	11/45
B. J. Elston	10/45
Vincent Forment	07/45
Charles Frasier	10/45
Bernard Hammond	12/38
William Hart	10/45
Holger Jessen	11/45
Lawrence Mehaffey	07/45
James Monroe	10/45
Robert Montgomery	11/45
Norman Moreland	09/45
L. R. Moulster	05/37
Jasper Muccia	09/45
Robert Nichols	10/45
William Norris	07/45
Lonnie Pike	08/45
George Poli	12/45
Harry Porter	09/42
Harold Puckeylow	04/45
Alex Radke	05/42
Coleman Seal	11/41
Harlan Shackelford	10/45
Darrell Simmons	09/45
Donald Streitz	08/45
Billy Wilhelm	01/45
Neal Willingham	01/45
B. E. Yarnell	09/45

58 YEARS OF MEMBERSHIP

Alfred Becker	07/44
Frank Bishop	08/44
John Bullock	08/44
Glenn Copher	10/44
Toby Epperheimer	07/41
Martin Ericson	05/44
Stanley Garber	10/44
Freeman Haas	08/44
J. C. Hardin	11/44
Byron Johnson	01/44
Merle Laughlin	11/44
Ellsworth London	07/42
Leo Lowery	09/44
F. E. Motter	05/40
Gordon Paddle	10/44
Angelo Pardini	08/44
William Roberson	07/44
Paul Ruble	07/44
Philip Speck	07/44
Ben Turkovich	12/44

59 YEARS OF MEMBERSHIP

C. Anderson	12/43
Elmer Aydelott	06/43
Oscar Barnes	08/42
Al Christensen	12/43
George Dupree	05/43
John Escover	02/43
Owen Foster	01/43
Arthur Gilstrap	07/43
Leo Harrison	07/43
Harold Huston	08/43
Leroy James	06/43
Sidney Jones	06/43
Louis Landes	03/43
Percy Laws	12/43
Otto Lenhart	03/43
Gerald Lowrey	08/40
Harold Malcolm	08/43
Kenneth Norris	05/43

Earl Petersen	11/43
John Peterson, Sr.	09/39
A. G. Ransom	12/43
Robert Rasmussen	12/43
Arthur Reynolds	02/40
Gail Reynoldson	06/43
Jess Schmetder	09/43
Jesse Schraek	11/40
Virgil Smoot	12/40
Edward Springer	10/43
Travis Stover	10/43
Medford Wood	02/43
Ivan Woodford	06/43

60 YEARS OF MEMBERSHIP

Fred Adams	03/42
Charles Aldredge	10/42
John Bell	10/42
Edward Bettencourt	09/42
S. Price Brownlee	07/42
Fred Burns	09/42
Pete Ceasari	07/42
Nick Chorak	02/42
Merle Clark	07/42
Bert Dahl	06/42
Harold Darewit	06/42
R. B. Decker, Jr.	09/42
Elmer Dufloth	06/41
E. T. Engler	04/42
Leo Farmer	07/42
M. R. Ferreira	06/42
Nick Gavrilko	03/42
Max Getz	07/42
G. W. Hafely	09/42
Larry Hagle	06/42
N. J. Hammersmith	02/42
W. L. Havens	03/42
Henry Henderson	06/42
Elbert Hill	05/42
John Holmen	04/42
Ernest Jones	02/42
Robert Kelley	11/42
Clyde Kepley	03/42
Cyrus King	10/42
Abe Koop	04/39
John Lodin	08/41
Lawrence Luevano	04/42
Carrol Madsen	10/42
William Malcolm	03/42
Charles Marines	11/42
Dale Marr	04/42
L. G. Mathews	03/42
Andrew Matus	07/42
Warren Miles	11/37
Lloyd Northup	07/37
R. T. Oleary	04/42
Edward Ortiz	08/42
Merle Parker	06/42
D. J. Pitto	10/42
Irvin Porter	06/42
Ernest Rains	02/42
Woodrow Ramos	11/42
Robert Ray	07/42
Theodore Rife, Jr.	01/42
Charles Russell	11/42
Ishmael Sheats	05/42
A. A. Snyder	07/42
J. M. Speyer	03/42
Frank Toles	08/42
George Tuso	07/42
Ralph Underwood	07/42
John Vonsalden	09/42
James Voss	01/42
Robert Wagnon	02/42
Don Wigle	06/41
Ray Williams	07/42
Leonard Young	02/42

61 YEARS OF MEMBERSHIP

Normal Abel	07/41
Howard Blair	06/41
Afton Bohn	01/41
Herb Comer	05/41
Wilbur Durfey	10/41

Walter Eaglemant	10/40
Elbert Evans	12/40
Ernest Freitas	03/40
Ralph M. Glover	09/41
Henry P. Gondola	09/41
Gilbert Hager	09/41
J. E. Hemhorn	07/41
Donald Johns	04/41
M. E. Jones	11/41
Roy M. Kingery	06/41
D. N. Margetts	04/41
Melvin McDaniels	09/41
Earl McWilliams	11/37
Robert Pollard	05/41
Rex C. Richardson	11/41
W. A. Seemann	02/41
Tom M. Shaw	09/41
Lyle Smith	12/41
Harry D. Smith	04/41
Harry D. Sonnikson	01/41
John Spikula	12/41
L. W. Straight	05/41
Henry C. Wade	06/41
Richard Zimmerman	07/41

62 YEARS OF MEMBERSHIP

Frank Aidnik	08/40
Ramon Andrade	11/40
William Conner	11/40
Edwin Conner	08/40
Merle Eikenberry	12/40
Paul Hantzsche	06/40
Everett Hibbard	02/40
Clinton Jones	09/40
Ralph McGowan	09/40
Marvin Paul	09/40
Russell Swanson	07/40
Walter Talbot	08/40
Alphons Thomas	05/40
Danny Tucevich	12/40
John White	12/40
Henry Wyman	12/38

63 YEARS OF MEMBERSHIP

Francis Bell	03/38
Danny Dees	04/39
Ernest Fagundes	04/39
Charles Gondola	01/37
Henry Larson	03/39
Wayne Morris	10/38
William Petschauer	08/39
Charles Sears	12/39
William Vierra	02/38
Lawrence Zehnle	05/37

64 YEARS OF MEMBERSHIP

William Drummond	02/38
Peter Haugnes	09/38
Milton Jacobs	10/38
Walter Marci	06/38
Eugene Merrill	02/38
Fred Schalesky	07/38

65 YEARS OF MEMBERSHIP

Vernon Bright	08/37
E. L. McBurney	05/37
Ed Park	05/37
Marshal Swanson	07/37

66 YEARS OF MEMBERSHIP

David V. Dickinson	11/36
Norman Houge	05/36
Robert G. Meyers	09/36
E. P. Squarzano	04/36

67 YEARS OF MEMBERSHIP

Robert P. Brogden	09/35
Richard A. Wellman	01/35

68 YEARS OF MEMBERSHIP

P. L. Brown	10/33
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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 \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants. These scholarships must be used for study at any accredited U.S. college or university.

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

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

WHO MAY APPLY

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

the university or college of their choice. Students selected for scholarship must have achieved not less than a "B" average in their high school work.

Applications will be accepted between 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 one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
- Photographs. A recent color photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the *Engineers News*.
- Media information. Provide the name, address and phone number of the applicant's local newspaper for the purpose of sending a press release on behalf of each winner.

RANDOM-DRAW SCHOLARSHIPS

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

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

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

WHERE TO GET APPLICATIONS

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

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

United States Postal Service

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7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4)		8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer)
3920 LENNANE SACRAMENTO, CA 95834		SAME
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank)		
Publisher (Name and complete mailing address) OPERATING ENGINEERS LOCAL UNION NO. 3		
Editor (Name and complete mailing address) DONALD R. DOSER		
Managing Editor (Name and complete mailing address) AMY A. HODUN		
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)		
Full Name	Complete Mailing Address	
OPERATING ENGINEERS LOCAL 3	3920 LENNANE, SACRAMENTO, CA, 95834	
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box <input checked="" type="checkbox"/> None		
Full Name	Complete Mailing Address	
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)		
<input type="checkbox"/> The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes:		
<input type="checkbox"/> Has Not Changed During Preceding 12 Months		
<input type="checkbox"/> Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)		

PS Form 3526, October 1999

(See Instructions on Reverse)

13. Publication Title	14. Issue Date for Circulation Data Below
15. Extent and Nature of Circulation	
a. Total Number of Copies (Not press run)	Average No. Copies Each Issue During Preceding 12 Months
(1) Paid (Requested Outside-County Mail Subscriptions Stated on Form 3541, (Include advertiser's proof and exchange copies)	40,000
(2) Paid In-County Subscriptions Stated on Form 3541 (Include advertiser's proof and exchange copies)	32,400
(3) Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Non-USPS Paid Distribution	0
(4) Other Classes Mailed Through the USPS	0
b. Total Paid and Requested Circulation (Sum of 15b(1), (2), (3), and (4))	32,400
c. Free Distribution by Mail (Samples, complimentary, and other free)	None
(1) Outside-County as Stated on Form 3541	None
(2) In-County as Stated on Form 3541	None
(3) Other Classes Mailed Through the USPS	None
d. Free Distribution Outside the Mail (Carriers or other means)	None
e. Total Free Distribution (Sum of 15c and 15d)	None
f. Total Distribution (Sum of 15b and 15e)	32,400
g. Copies not Distributed	200
h. Total (Sum of 15f and g)	32,600
i. Percent Paid and Requested Circulation (15b divided by 15h times 100)	100%
16. Publication of Statement of Ownership (15c, divided by 15g times 100)	
Publication required. Will be printed in the November issue of this publication	<input type="checkbox"/> Publication not required
Signature and Title of Editor, Publisher, Business Manager, or Owner	Date
<i>Donald R. Doser</i>	11/21/02

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

Instructions to Publishers

- Complete and file one copy of this form with your postmaster annually on or before October 1. Keep a copy of the completed form for your records.
- In cases where the stockholder or security holder is a trustee, include in items 10 and 11 the name of the person or corporation for whom the trustee is acting. Also include the names and addresses of individuals who are stockholders who own or hold 1 percent or more of the total amount of bonds, mortgages, or other securities of the publishing corporation. In item 11, if none, check the box. Use blank sheets if more space is required.
- Be sure to furnish all circulation information called for in item 15. Free circulation must be shown in items 15d, e, and f.
- Item 15h. Copies not Distributed, must include (1) newspaper copies originally stated on Form 3541, and returned to the publisher, (2) estimated returns from news agents, and (3) copies for office use, leftovers, spoiled, and all other copies not distributed.
- If the publication had Periodicals authorization as a general or requester publication, this Statement of Ownership, Management, and Circulation must be published; it must be printed in any issue in October or, if the publication is not published during October, the first issue printed after October.
- In item 16, indicate the date of the issue in which this Statement of Ownership will be published.
- Item 17 must be signed.

Failure to file or publish a statement of ownership may lead to suspension of Periodicals authorization.

PS Form 3526, October 1999 (Reverse)

DISTRICT MEETINGS

DECEMBER 2002

- 5th** District 20: Martinez, CA
Plumbers 159
1304 Roman Way
Martinez, CA
- 9th** District 17: Kauai, HI
Kauai High School cafeteria
Lihue, HI
- 10th** District 17: Honolulu, HI
Washington Intermediate
School cafeteria
1633 So. King St.
Honolulu, HI
- 11th** District 17: Maui, HI
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului, HI
- 11th** District 10: Lakeport, CA
Yacht Club
55 - 5th St.
Lakeport, CA
- 12th** District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
Hilo, HI
- 12th** District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Freedom, CA
- 13th** District 17: Kona, HI
King Kamehameha
Kona Beach Hotel
75-5660 Palani Rd.
Kailua-Kona, HI

JANUARY 2003

- 9th** District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd.
Sacramento, CA
- 16th** District 30: Stockton, CA
Italian Athletic Club
3514 Cherryland Dr.
Stockton, CA
- 28th** District 40: Eureka, CA
Red Lion Hotel
1929 4th St.
Eureka, CA
- 29th** District 70: Redding, CA
Engineers Building
20308 Engineers Ln.
Redding, CA
- 30th** District 60: Oroville, CA
Fraternal Order of Eagles
2010 Montgomery St.
Oroville, CA

FEBRUARY 2003

- 20th** District 50: Fresno, CA
Cedar Lanes
3131 N. Cedar
Fresno, CA
- 20th** District 20: Oakland, CA
Warehouse Union Local 6
99 Hegenberger Rd.
Oakland, CA
- 27th** District 01: Burlingame, CA
Machinists Hall
1511 Rollins Rd.
Burlingame, CA
- 27th** District 10: Lakeport, CA
Yacht Club
55 - 5th St.
Lakeport, CA

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	1067357	Antonio Gomes	1305597	Richard Reynolds	1296314
Michael Backovich Sr.	1181523	Darrell Gouldsmith	1301450	Gary Rose	1305646
Charles Bogart	1225968	Jack Hager	1166710	Christo Santiago	1144833
Delmer Burgess	0879977	Denny Kempton *	1216309	Ronald Sullivan	1305652
Miguel Chacon	1305583	David Koani	1309008	James Welch	0736435
Scott Collins	1006682	Del Lundberg	1276835	Eugene Widick	1144763
Roy Duncan	1199241	Roger McCarthy	1291266	J. W. Windham	0950837
Samuel Eversole	0679100	Wayne Miller	1242988	Percy Wraught	1159519
Mike Fierros	1051406	Gerard Orme	1230292		
Robert Garcia	1196410	Carl Powell	1230325		

* Effective Oct. 1, 2002

Departed Members

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

Aguilar, Robert	Coeur Dalene, ID	10-05-02	Howard, Buck	Billings, MT	09-22-02
Avilla, Frank	Manteca, CA	09-25-02	Howard, Dave	Sacramento, CA	10-15-02
Beasley, Charles	Hornbrook, CA	04-04-02	Hulsey, William	Ola, AR	09-29-02
Benberg, Arthur	Vallejo, CA	10-01-02	Kiemele, Donald	Hughson, CA	09-27-02
Bisson, J	Los Banos, CA	10-10-02	King, Arlen N.	Elko, NV	07-13-02
Blaney, Richard	Hope, ID	10-03-02	Knouse, Earl	Chico, CA	10-08-02
Cloyd, James	Pleasanton, CA	09-24-02	Lindell, Dennis	Greenville, CA	09-02-02
Cortez, John	Ashland, OR	10-03-02	Luna, Jose Jr.	Modesto, CA	10-06-02
Crosby, Robert	Santa Rosa, CA	10-24-02	Malcolm, Robert	Redwood City, CA	10-18-02
Dulle, Leo	Napa, CA	10-06-02	Miller, Lane	Wells, NV	10-08-02
Everett, Melvin	Arcata, CA	10-09-02	Miller, Warren	Chico, CA	10-19-02
Filippini, Ernest	Arcata, CA	09-28-02	Murray, Terry	Oakland, CA	10-02-02
Frederick, Richard	Sutter Creek, CA	10-15-02	Newell, Dennis	Penn Valley, CA	09-24-02
Fristoe, James	Silver Springs, NV	09-18-02	Pagett, Myron	Casper, WY	10-13-02
Gabriel, Wendell	Kapolei, HI	09-07-02	Peterson, John Sr.	Indianapolis, IN	09-29-02
Garrett, William Jr.	Clovis, CA	09-04-02	Poe, Rupert	Yerington, NV	10-12-02
George, Ernest	Roseburg, OR	10-18-02	Quigg, Harold	Live Oak, CA	09-13-02
Haberman, Theodore	Tenino, WA	10-03-02	Raef, Robert	Waterford, CA	10-17-02
Harris, James	Krum, TX	09-25-02	Rafeiro, Albert	Courtenay, BC	09-21-02
Harrop, Donald	Elk Grove, CA	10-28-02	Ratekin, Edward	Manteca, CA	08-12-02
Hart, William	Redding, CA	10-13-02	Rivas, Alvino	Concord, CA	10-04-02

Deceased Dependents

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

OFFICIAL ELECTION NOTICE:

Nomination rules for the election of delegates and alternate delegates to the 36th IUOE Convention

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

• NOTICE OF RIGHT TO NOMINATE:

Article XII, Elections, Section 2(i)

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

• NOMINATION FORMS:

Article XII, Elections, Section 2(e)

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

SINGLE NOMINATOR

I hereby nominate _____ Register No. _____
Social Security No. _____ - _____ - _____, for _____
(Insert Delegate or Alternate Delegate)

Signature _____ Social Security No. _____

Register No. _____ PRINT Name _____

MULTIPLE NOMINATORS

We hereby nominate _____ Register No. _____
Social Security No. _____ - _____ - _____, for _____
(Insert Delegate or Alternate Delegate)

Signature _____ Social Security No. _____ Register No. _____

• NUMBER OF NOMINATORS REQUIRED

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

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

• INTERNATIONAL CONVENTION DELEGATES

Article XIII, International Convention Delegates, Section 1

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

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

- Each Nominee shall have the right to list one of the following after his or her name on the ballot: his or her Office, or his or her Position, or his or her collective bargaining agreement classification.
- Except as provided in (e) of this Section, nominations will be held in the month of December, and the election will be held in the month of February.
- When the International Convention is to occur during the year next following an election of Officers under Article XII of these Bylaws, the nomination and election of Delegates and Alternates to such International Convention shall take place concurrently with the nomination and election of Officers.
- Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

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

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

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

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

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

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

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



ELECTION COMMITTEE: Back row from left: Rec. Corres. Secretary, Rob Wise; Jerry White, Yuba City District; Raymond Perres, San Francisco District; James Caumiant, Nevada District; Bob Taylor, San Jose District; Gene Lake, Eureka District; Gil Anderson, Oakland District; Don Patton, Wyoming District; Gary Morthole, Sacramento District; Terry Farris, Fresno District; Virgil Blair, Utah District; and Bob Bagg, Stockton District. Seated from left: Don Incardona, District 99; Leon Calkins, Rohnert Park District; Tom Hester, Redding District; Jack Short, Fairfield District; and Sonny Bergau, Hawaii District.

ELECTION OF DELEGATES & ALTERNATE DELEGATES TO THE 36TH IUOE CONVENTION

2002 NOMINATION MEETING SCHEDULE

DECEMBER 2, 2002

District 04
Special called meeting
Engineers Building
2540 N. Watney Way
Fairfield, CA

DECEMBER 3, 2002

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

District 40
Special called meeting
Best Western Bayshore Inn
3500 Broadway
Eureka, CA

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

DECEMBER 4, 2002

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

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

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

DECEMBER 5, 2002

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

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

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

DECEMBER 9, 2002

District 17
Regular district meeting
Kauai High School cafeteria
Lihue, HI

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

DECEMBER 10, 2002

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

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

DECEMBER 11, 2002

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

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

DECEMBER 12, 2002

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

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

DECEMBER 13, 2002

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

All meetings will convene at 7 p.m.

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.

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

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

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

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

Or e-mail to: www.oe3.org

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

FOR SALE: 2000 Holiday Rambler, 30' travel trailer with double slideout, many extras, non-smokers. Pulled less than 10k miles. Very nice cond. \$18000 firm. 928-704-5199. Reg.#0796005

FOR SALE: HP 712 desk jet printer \$20. HP scanner \$20. Bike beach cruiser \$30. 17" Ford rim and hub caps off of 98 F150 4x4 \$50. VIBER plate never used \$1200. 1971 water truck diesel engine front, side, rear sprays runs good \$1100.00 OBO. 209-952-3903. Reg.#2024136

FOR SALE: CatD4 track rails good condition 4400. Three point hitch speed sprayer 32" fan \$400. (530) 346-2918 or farmerj@cwnet.com. Reg.#1271053

FOR SALE: By original owner (in Fremont), IBM Selectric III correcting typewriter with 2 font balls GREAT DEAL! \$300 OBO. Great condition! Please reply to zoobies49@yahoo.com. Reg.#2174515

WANTED: AUBURN CONSTRUCTORS/AUBURN DAM FOUNDATION REUNION - Looking for people who worked Auburn Dam '74-'79 interested in attending a reunion scheduled for Spring 2003. Please contact with your

current phone #, address, e-mail. Contact Bill Waltz 530-268-1236 or Joe Scanlon 916-663-3235 or e-mail jscanlon@cwia.com. Reg.#1054933

FOR SALE: 1979 F150, 4x4, short box, 4 speed, camper shell, CB, less than 20000 miles on 400m engine and clutch. New brakes/drums, etc. Many extras. \$2,000. without winch. \$2,500. with warn winch. 209-634-0941. Reg.#2332848

FOR SALE: Closed cooling system for Chev V-8 boat engine \$250. 209-634-0941. Reg.#2332848

FOR SALE: 1976 GMC 6500 18' flatbed, big block 5 spd trans with 2 spd read end. 2 years old very good shape! 1800.00 OBO. Also 1992 GMC Yukon SLE 2dr 75K miles. VERY CLEAN. Orig. owner. 8000.00. After 5:00 p.m. 209-736-0704. Reg.#2123401

FOR SALE: 27ft Prowler Regal 5th wheel with front living room. New upholstery - very clean and recently serviced. Everything works, AC heater, water heater, stereo, microwave. Sleeps 6. All oak cabinetry - beautiful condition. \$7,500 or trade for motor home of equal or more value. 209-754-6703 or e-mail lizecastor@netscape.net. for pictures or more info. Reg.#2151622

FOR SALE: 1958 Ford Edsel, Black and White very good condition. Original Garage Kept. 28,000 original miles. 804-333-4831.

FOR SALE: 1964 Dodge Polara with a 383 wedge. Golden Anniversary edition. Original chrome & interior, runs good! 530-243-6563. Reg.#2346525

Hi, could you please lower the asking price for the 2001 Tundra to \$19995. Thanks, Matt. 510-886-4274. Reg.#2182295

FOR SALE: A great home for the first time buyer or OE3 retiree. Reno/Sparks 1500 sq.ft. Located 10 minutes east of Reno. 3 bedroom/2bath, 2 car attached garage. Fenced backyard. Owners motivated to sell. Will consider any reasonable offer or lease option/owner carry. Charlie or Tamera 1-775-673-0604 or e-mail charlesodb31@cs.com. \$139,900.00. Reg.#2375021

FOR SALE: 4 graves at Rose Hills Memorial Park in Whittier, Ca. Highly desirable area. Lot #2929, plots 1-4. Valued at \$12,000, will take \$7,000 or best offer. Must

sell, great profit opportunity. Call 530-842-2916. Reg.#2441357

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

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

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

FOR SALE: 11.75 acres. \$1,010,500. for all, will not split up acres, irrigation water sold separate. Description: small orchard, 6 bedroom, 2-story house, 2 small garages, 1 large shop in Bluffdale, Utah. Call Orin at (801) 254-3076 or email at sharseal@aol.com. Reg.#0950667

FOR SALE: 2001 Honda CR250, immaculate with all the extras and spares. Must see. \$4000 OBO. Call (775) 720-7641 anytime or for information and pictures, email lidentity@aol.com. Reg.#1689693

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

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

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

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

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

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

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

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

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

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

FOR SALE: 2001 Toyota Tundra 2WD, 4 door access cab, 6.5 ft. bed, 4.7L, 32 valve, V8, auto trans., fully loaded, power rack and pinion steering, power windows, locks, mirrors, ABS brakes, dual airbags, 28K low miles, drives/rides excellently. \$19995

OBO. Call (510) 886-4274. Reg.#2182295

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

FOR RENT: Located 10 minutes east of Reno off Interstate 80. Anglers Heaven. 3 bdrm, 2 bath, 2 car garage, 1500 sq. ft., all appliances included, a/c, fireplace, deck, fenced yard, kennel, pet on approval, 24-hour security, pool, spa, community center. Grammar school close by. \$1175/month includes garbage, cable TV, water and lawn service. First, last plus \$500 security and cleaning deposit. Call Charlie or Tamera at (775) 342-0604. Reg.#2375021

FOR SALE: Ho Scale brass steam locomotives and cars. All Southern Pacific RR prototype. Brass passenger and head end cars. Some spectrum plastic diesels, buildings unbuilt, detail parts, freight car kits. Buy it all or a piece at a time. Call Charlie at (775) 342-0604. Reg.#2375021

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

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

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

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

FROM ROHNERT PARK

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 OE3-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 north-bound 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 Wikiup 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.

REMINDER:

Saturday, Dec. 14,
HAZMAT Eight-hour
Refresher Course at the
Rohnert Park District Office

HOLIDAY SCHEDULE

Monday, Dec. 23 to Wednesday, Dec. 25
and
Monday, Dec. 30 to Wednesday, Jan. 1
Closed all day

FROM FAIRFIELD

Work continues on the Carquinez Bridge



Tower Crane Operator Tim Plowman 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.



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



Local 3 member Dave Burnham operates the 4100 Manitowoc Crane.



Operator Don Lee stands on the dredge barge as the drill bit dumps its load.

FROM HAWAII

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

From left: Charles Hinman of the Historic Bowfin Museum, Burl Burlingame from the Honolulu Star Bulletin, and Dave Ford of the Hoga Preservation Society.

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 cur-

rently 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 Doser, 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.



Above: The Hoga as it is today. Inset: The Hoga fights fire on the USS Nevada.

Political action

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



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



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



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 sign waving.

Public Employee News

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

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 support-

ing 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.

NEWS FROM THE public employees



by

KURT BENFIELD

Director of public
employee division

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 do not take time to stop and smell the roses. Too much hustle 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 steps or watching 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, dating 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? Soon we realize all too 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 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 saying to 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 then 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

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 Sheriff's Department, Meade County Road Department, Pennington County deputies and sergeants, Sturgis City employees, Western Dakota Votek, Human 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, along with great hunting and fishing, South Dakota is an untapped organizing oasis for OE3. Public and private employees in the state of South Dakota are starving 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.

A solidifying experience

By Bob Highbaugh, business representative

There are more than 10,000 public employee members of Operating Engineers Local 3. Although many of these are law enforcement professionals, most are employees in public works departments and other non-law enforcement governmental agencies. These people are responsible for maintaining and repairing roads, tree trimming, flood control, water pollution control and other essential government services. Many employees are operators of heavy equipment just like their brothers and sisters in the "construction" side of Operating Engineers. However, because of the nature of their employment, there is not much contact between the public employees and the operators working for private companies. Although few public employee members can be seen at traditional union functions, they still have a strong sense of unionism.

For three weeks this past August and September, Local 3 conducted a 15-day informational picket as a precursor to a strike against Granite rock. Business representatives from all over the local worked the strike lines at each Granite rock location. The business representatives in the San Jose Public Employee office also supported the strike. We made frantic calls to all 32 agencies we represent in an attempt to cancel meetings and reschedule as many disciplinary proceedings as was possible until after the strike.

While making contact with our agencies, many of our members asked if there was some way they could help out with

the strike. Since most public agencies prohibit their members to strike as a matter of law, I thought of an alternate way for public employee members to support their union brothers and sisters.

The 32 agencies serviced from the San Jose Public Employee Office are comprised of more than 4,000 members. Most live in the area and at one time or another have purchased goods and services from Granite rock. I sent out a fax to each agency represented by our office, urging each member to support the action and boycott Granite rock.

Not only did we receive personal pledges from many members to not patronize this employer, some went one step further. Two agencies I represent, the City of Fremont Maintenance and Recreation Services Department and the San Mateo County Harbor District, canceled their orders for base and aggregates from Granite rock the day they received my fax. The employees of these agencies were proud to tell Granite rock that they too were Operating Engineers and supported their union brothers and sisters.



The financial impact that these cancellations had on the company is unknown. What is known is the impact this incident on solidifying the membership.

New feature starting in January

Starting in January 2003 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 cannot compete with a maximum of six labor attorneys in the largest firm. The bulk of these private law firms are made up of workers' compensation and personal injury attorneys, which does members no good if they are terminated or otherwise disciplined. These private law firms simply do not have the resources or thousands of cases that are be put 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 Division looks forward to this new feature.

NEWS
FROM THE

public
employees

NEWS FROM THE public employees

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Asst. Business Manager
& President

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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 court-ing 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.

Public Employee Division Offices

CALIFORNIA

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Headquarters**
(510) 748-7438

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(530) 743-9254

Modesto
(209) 529-7377

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(530) 222-6093

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Central Office
(916) 565-8140

San Francisco
(650) 758-3700

Stockton
(209) 944-5601

San Jose
(408) 289-9691

HAWAII

Honolulu
(808) 845-7871

NEVADA

Reno
(775) 329-5333

Elko
(775) 753-8761

SOUTH DAKOTA

Rapid City
(605) 737-1196

UTAH

Salt Lake City
(801) 596-2677

WYOMING

Casper
(307) 265-1397