Shiloh Wind Project
Operators power up the Montezuma Hills
2005 in review

Organized labor saw its share of ups and downs, twists and turns and bumps on the road in 2005. Although the ride for Local 3 was a bit smoother, we certainly encountered some roadblocks. Nevertheless, it was a good year for our work picture across the jurisdiction, and many battles were won in the field and at the table. In this, my final column of the year, I want to take a look back at what we accomplished in 2005. I think you’ll agree— it was a solid year for Local 3.

We said No

Last month, we celebrated a decisive victory against Gov. Arnold Schwarzenegger’s attack on working families in California. I don’t want to tell you how important it was for us to win this election. What I will tell you, friends, is CONGRATULATIONS and THANKS so much for your active involvement. We said NO to Arnold’s anti-worker initiatives (actually, we kicked his butt!), and I am proud of it. We should all be proud of what we accomplished on Nov. 8.

But this victory was for brothers and sisters. Every phone call made, every precinct walked, every dollar spent and every late night worked only secured what we already had. We are going to have our voice in very important decisions, and we made no gains in the constant struggle for dignity and respect in the workplace for our membership. We won the battle but not the war, and tomorrow there will be a new struggle to face. I’ll have more on this, our upcoming battles and Local 3’s agenda for 2006 in our upcoming battles and Local 3’s agenda for 2006 in our upcoming battles and Local 3’s agenda for 2006 in our upcoming battles and Local 3’s agenda for 2006.

Transportation funding secured

This year was an important milestone for us in terms of state and federal transportation funding. Congress reauthorized the Transportation Equity Act for the 21st Century (TEA-21) at $226 billion and approved the bill to include Davis-Bacon prevailing wage provisions. TEA-21 is huge for us, brothers and sisters. Not only does it include Davis-Bacon, the bill provides funding for every one of Local 3’s four states: $12.1 billion in California, $8.5 billion in Hawaii, $1.3 billion in Nevada and $1.8 billion in Utah.

More transportation funding came through in California with the state new budget including the full funding of Proposition 42. As you know, full funding of Prop. 42 puts billions of dollars into California’s highways and transit system, which secures a lot of good work for Operating Engineers. Local 3 supported the governor’s decision to fully fund Prop. 42, because it was a good decision for the majority of our membership. I’ve told you, I didn’t think going public with Arnold at that press conference was the right thing to do for our membership. Full funding of Prop. 42 combined with TEA-21 sets us up for an exceptional work picture in 2006.

Northern California Master Construction Agreement Extension

The membership approved the extension of the Northern California Master Construction Agreement this summer by a 95 percent majority vote. This extension agreement is good for us across the board on economics, non-escalations, and even more importantly, it benefits all Local 3 classifications, not just a few. The agreement includes increases of $2.5 over the base year extension, which amounts to the single largest raise we’ve ever secured in Master Agreement negotiations. Even though health and welfare is expected to increase no higher than 12 to 15 percent, there will be enough money to put at least $1 on your paycheck. We’ll be able to send allocation cards out in May 2006, something we haven’t been able to do in a long time.

Committed to health

News coverage of the national health care crisis and the effect of cost increases on our own plan have made all of us more aware of the importance of being proactive plan participants. In 2005, our membership continued to help themselves and our trust funds keep costs down by using generics rather than brand-name drugs, seeking network doctors and taking better care of themselves. I commend these efforts and encourage everyone to keep doing what you’re doing in working toward a healthier lifestyle.

Our member and staff health education continued in March, with an updated spread in the Engineers News and presentations at the March through May 2005 district and retiree’s meetings. We also spent time this year preparing for the introduction of Engineers Health News, a new section of the newsletter that will debut in January 2006. The purpose of this new section is to keep the membership educated and involved in health-related topics, as part of the union’s ongoing effort to contain escalating health care costs while maintaining quality health care.

Committed to training and organizing

In 2005, Local 3 extended its onsite training facilities to all four states, with the completion of our newest training facility in Hawaii and the official agreement completed for a training center in Yuba County’s historic Yuba Goldfields. The new training center is expected to be completed by August 2006. The new training center is expected to be completed by August 2006. Local 3 supported the governor’s decision to fully fund Prop. 42, in addition to reduced workers’ compensation rates.

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Basic Crafts Alliance

The national labor movement may be divided, but the alliance between us, the carpenters and laborers is strong. The Basic Crafts Alliance holds a strong bond in Northern California that has lighted the way to help as we continue to improve the hiring and training of our members. We will continue to improve the hiring and training of our members.

Hurricane Katrina Relief Fund

Our membership stepped up to the plate this summer to help our brothers and sisters in need in the Gulf Coast. Your overwhelming response to giving generously to the IUOE Hurricane Katrina Relief Fund is a true testament to the power of socialism, that our money in one is an injury to all. Thank you for your generous financial support.

In closing, I want to thank you again for the continued support of your union and officers. Your active involvement and participation means everything to the success and prosperity of this local union. We could not have achieved all we did in 2005 without you. Let’s keep it up.

My best wishes to you and yours for a safe and happy holiday season. See you in the new year.
In the News

Congrats, we won!

The voters sent a strong message to Gov. Arnold Schwarzenegger on Nov. 8 by soundly rejecting his entire special election agenda. Labor's voice was not silenced, brothers and sisters, we spoke loud and clear.

This victory was the result of a massive effort by our own Operating Engineers Community Action Team (OE CAT) and all of California's union members. Business Manager John Bonilla and the Local 3 officer team thank you and congratulate you on the tremendous work you did for this campaign.

Now that the election is behind us, we call on the governor to put divisiveness aside. We challenge him to work with us to improve California for all, not just for his corporate special interests.

Labor will continue to work to build better transportation, improve our schools, create good jobs and provide good health care for all Californians.

Again, thanks for all of your tremendous work that led to this victory.

Talking Points

By Bob Miller, President

A change for the better?

At recent district meetings, Business Manager John Bonilla mentioned developing changes in the U.S. labor movement. I thought I'd use my column to further discuss them. In short, the reasons for the changes are honest differences of opinion over the best way for the labor movement to regain momentum and the strength to rebuild itself.

A number of unions have formed a new labor federation called Change To Win (CTW). CTW unions are the Service Employees' International Union (SEIU), Teamsters, United Food and Commercial Workers (UFCW), UNITE HERE, Laborers, Carpenters and the United Farm Workers. Together, they have about six million members. Two of them currently remain part of the AFL-CIO - the Laborers and the United Farm Workers. The others have left the AFL-CIO.

CTW unions believe the AFL-CIO has placed too much emphasis on political activity as a way to regain labor's clout. Instead, they argue more time and money should be spent on organizing. The CTW intends to spend three-quarters of its money on organizing campaigns. They have also pledged mutual support to each other and agreed not to raid other unions.

The leadership of the AFL-CIO, now with about eight million members, recently pledged to work cooperatively with CTW-affiliated unions. An agreement was reached on "solidarity charters" allowing CTW local unions to participate in AFL-CIO state and local labor bodies. Details of cost sharing for the plan have yet to be worked out.

Local 3's officers believe that both organizing and political action are necessary activities to improve workers' lives and increase market share. We have built our union and its programs around this belief. However, we also realize new approaches are needed to successfully overcome the serious challenges we face.

One approach from Business Manager John Bonilla is the Basic Crafts Alliance (BCA), a coalition of Operating Engineers, Laborers and Carpenters. In Northern California, the BCA works together with three employer associations - the Associated General Contractors (AGC), the Engineering & Utility Contractors' Association (EUCA) and the Association of Engineering Construction Employers (AECCE) - to resolve jurisdictional issues, to increase strength in negotiating with health care providers and to provide cost effective workers' compensation benefits for injured workers. Differences among unions had to be put aside for everyone to gain. The BCA is proving successful, and our International and many local unions are considering similar efforts.

Local 3 remains committed to work with every union, regardless of their affiliation, to further the best interests of our membership. We believe in organizing the unorganized, not each other. We'll stand shoulder to shoulder with all to raise standards for pay, health care, pensions and working conditions. The stakes couldn't be higher - the future of America's working families!
River Islands at Lathrop – dirt is the word

Story and photos by Mandy Jessup, associate editor

The current view of the 5,000-acre island in the San Joaquin River Delta in Lathrop, Calif., is one of a vast field of dirt and dust and a few scattered pumpkins. Originally farmland for alfalfa, tomatoes and pumpkins, the land is bordered by riparian habitats and the natural landscape of the San Joaquin River Delta.

The current view also offers a variety of earth-moving equipment: scrapers, compactors, dozers, excavators, backhoes, water pulls and blades, all operated by some 30 to 45 Local 3 members.

Though little is discernible now among the dust, pumpkins and equipment, this expanse of land is phase one of one of the largest land development projects in Northern California: River Islands at Lathrop - a future development intended to feature 11,000 new homes, a 300-acre employment center, a 150-acre town center, hundreds of acres of parks and trails, new schools and a preserved environment characteristic of the San Joaquin River Delta.

Located northeast of Tracy, Lathrop was once viewed as a truck stop, holding only 14,000 residents. But the town’s location between interstates 5, 205 and Hwy. 120 make it in the path of the San Francisco Bay Area boom with an expected growth increase of nearly 68,000 by 2025.

It is also in the path of massive floods, the last major one in 1997. Since 1971, the levee has broken 43 times on 36 islands in the delta because of the confluence of two major rivers. But the developers of River Islands claim the building of “super” levees - 300-feet-wide - will reduce the chance that flood water might undermine them. River Islands will also preserve the riparian habitats surrounding the delta and incorporate a system of back bays intended to create new wildlife habitat for the endangered Riparian Brush Rabbit.
These scrapers operate in push pull to pick up large loads of dirt.

This is all in the unforeseeable future. Phase one deals only with Local 3’s construction of a temporary six-mile protective levee, road and drainage system, so that work can begin in phase two. Independent Construction is providing the dirt moving and Teichert is doing some of the underground work.

Local 3’s 15-year member Dion Doll is far more appreciative of the location of this project than its outcome, since it allows him a shorter commute than he’s used to. Seven-year Mechanic Josh McCulley agrees and points to the rows of scrapers and dozers behind him.

“We have to know about every piece of equipment on this jobsite in order to tune them up when they need it,” McCulley said.

This is said with a smile, though, since McCulley is also closer to home.

All Local 3 members seem to be smiling, and it’s in part because of the benefits the union offers, said Gradesetter Amy Hensley and part due to the fact that Foreman John Steck keeps a good crew.

“My crews always work hard but have a good time,” said Steck. His wife and seven-year member, Kathleen, said this is true. She also works on the River Islands job.

Though no one can be certain how this project will look in the years ahead, Local 3 members know that they will have good hours through December and maybe into January. Their job is not to worry about levee breaks or home construction just yet. For now, they work only with the dirt. And work is good.

From left: Four-year member Eddie Acosta and 22-year member Howard Sullivan take a break on the River Islands at Lathrop levee job. Both gradesetters started work at this jobsite in September.

Seven-year member Kathleen Steck operates the compactor at the River Islands project.
Brain teaser

Problem 95: Hailey sets up her instrument on a tangent 86.8° from the beginning of a curb return and measures 18°33' to the end of the return as shown, while Jeff and Kelly measure the length of the arc as 87.24'. What is the radius and the central angle of the curve?

Problem 96: Most surveyors are familiar with bearing-bearing intersections. Given Point P1 and Point P2 and azimuths A1 and A2, derive an equation for an azimuth-azimuth intersection.

Solutions can be found at www.profsurv.com. Click on the puzzle piece icon titled “Problem Corner.”

NEW APPRENTICES

Back row, from left: Yvette Amaya, Apprenticeship Coordinator Sherry Chapin, Marla Cox. Front row, from left: Lee Warren, Adriel Miller, Um-Allah Perry, Joshua Menchaca, Craig Nagle, Testing, Inspection and Surveying Director Dean Dye and Instructor Marc Chapin.

OE CAT

By Cindy Tuttle, Political Director

Roast corporate pork

Voters tell Schwarzenegger NO

On Nov. 8, labor unions feasted on a tasty meal of “roast corporate pork” after defeating Gov. Arnold Schwarzenegger and his anti-union special election agenda. All of his four initiatives failed, including the most heatedly debated one affecting all unions in the state of California, Proposition 75. Its defeat was the biggest victory for working families, proving that despite the favorable image Schwarzenegger may have once held, his power-grabbing days and big spending ways were halted by the strong voices of working people. Voters also soundly defeated his other power grabs: curbing state spending, redrawing California’s political map and lengthening the time it takes teachers to get tenure.

What does this mean to Local 3? It means that roast corporate pork tastes good. It means that the voice of corporate giants and their big spending political devices to silence workers’ voices has been halted by the mobilizing efforts of all of you, all Local 3 members and their families who spent long Saturdays precinct walking, long evenings phone banking and cold afternoons rallying and shouting to end Arnold’s ridiculous and expensive power grab. Studies show this special election created the costliest campaign in the history of California. Its defeat was the biggest victory for labor in the state of California, Proposition 75. The voters have sent a strong message to Gov. Schwarzenegger and his corporate allies. We must vow to continue to fight for our members and for quality education, public safety and all issues regarding working people. The coalitions formed to fight these initiatives will stay together, and we will work to continue to give teachers, nurses, firefighters, police officers, construction workers, public employees and all union workers a voice and the best representation possible. Congratulations and thank you to all who helped defeat Prop. 75. Round two begins now.

Six tips for smart and stress-free holiday spending

Have you ever experienced that day-after-the-holidays knot in your stomach? Do you beat yourself up wondering why you spent so much money? Are you still paying off the bills from that knotted-stomach holiday? It doesn’t have to be that way. Believe it or not, you can enjoy a stress-free holiday with a little smart planning. I’ve put together six tips to help you keep your cool, your perspective and more of your money this holiday season.

1. Beware of retail store financing.

“Would you like to save 15 percent on your purchase today by opening a store credit account?” You hear this often while shopping. It’s tempting, but the question should be: “Would you like to pay 21 percent interest on this purchase for months and months?” If you have budgeted for a major purchase, financing is fine. But in most cases, retail store financing and credit cards have brutal terms. Also be wary of the “no interest” offers that abound this time of year. These loans are no more than easily sprung traps. Often, they require payment in full by a certain date. If you fail to pay off the loan on time, all of the interest you want—despite all of the circled items in your list—will be tacked onto your loan balance in one large lump sum, and the interest rate will likely be well over 25 percent.

2. Remember, holiday expenses include more than gifts.

Don’t forget to budget in extra money for all of those extra holiday events. You’re bound to spend money on charitable contributions (save your receipts), festive food, party clothes, entertaining, extra traveling—not to mention extra daycare costs while the kids are out of school.

3. Create a plan and a budget.

First, decide the maximum you can spend. Then write down each person on your list and how much you plan to spend on each person’s gift. Also, be sure to budget in an extra person or two—an abundance of holiday spirit or extra guests is bound to pop up. Do not forget charitable contributions, festive food, party clothes, entertaining, extra traveling and daycare costs while the kids are out of school. Add up your list and make sure it’s no more than your maximum overall spending limit. Adjust as necessary. You may find that by reducing each person’s gift amount by $5, you’ll save. If you do spend over your budget on one person, be sure to reduce the allowed amount for someone else or spread it across several gift recipients.


Sure, we all know people who routinely have their shopping done in October. (Is this why stores put up holiday decorations before Halloween?) If you’re in a rush, you’ll be more likely to overspend for fear you won’t find any other gift. Plus, the closer you get to crunch time, the less selection you’ll find.

5. Don’t stress.

It’s cliché, but it’s important to remember that money does not equal love. It’s easy to get caught up in the spirit of giving, but stress from spending too much can linger around for months after the holidays. A gift doesn’t have to be expensive to be appreciated. People appreciate knowing that you took the time to think about them. What about your kids? What they really want—despite all of the circled items in various catalogs and ads— is time with you. Taking the time to enjoy your special holiday traditions is what makes the best holiday memories.

6. Plan now for next year.

When you’re done with your shopping, evaluate the total amount you spent. Did your budget work? If not, add or subtract accordingly. Then take the total amount you spent and divide it by the number of paydays you have in 12 months. Now, go straight to your friendly payroll person and set up a payroll deduction in that amount to your Operating Engineers Federal Credit Union (OEFCU) savings account. Why not earn interest on your holiday funds instead of paying it? If you don’t have an OEFCU savings account, you can open one for as little as $5! Give them a call today at (800) 877-4444.

If you are still paying off high interest credit cards from last year, you may want to consider consolidating them into one lower rate credit card or loan. Once again, your union-member-owned credit union is an excellent resource for getting the best rates on any type of consolidation.

Finally, I’d like to wish you and your loved ones a happy, safe and stress-free holiday season!
Blood glucose meters

Getting the most out of your meter

Although blood glucose meters are generally reliable, they are not perfect. The meters are not as accurate as testing done in a hospital or a doctor's office. Your blood glucose meter may give a wrong reading if you are dehydrated, in shock or have a high red blood cell count. Even a low blood glucose level can cause an incorrect reading. Follow these tips to get the most accurate results from your meter:

Preparing to test
• Read and save all instructions for your meter and test strips.
• Watch and practice with an experienced blood glucose meter user, a diabetes educator or a health care professional. Don't be afraid to ask questions.
• Wash your hands. Even small amounts of food or sugar on your fingers can affect your results.
• Read the test strip packaging to make sure the strips work with your meter.
• Wash your hands. Even small amounts of food or sugar on your fingers can affect your results.
• Do not use test strips that have passed their expiration date.
• Make sure you have entered the correct calibration code (if your meter requires one).

Testing your blood glucose
• Use the correct drop size. If there is not enough blood on the test strip, the meter may not read the blood glucose level accurately. Repeat the test if you have any doubts.
• Let the blood flow freely from your fingertip; do not squeeze your finger. Squeezing your finger can affect the results.
• Use a whole test strip each time you use your meter.
• Insert the test strip into the meter until you feel it stop against the end of the meter guide.

Maintaining your blood glucose meter
• Keep your meter clean.
• Test your meter regularly with control solution.
• Keep extra batteries charged and ready.
• Store your meter and supplies properly. Heat and humidity can damage test strips.
• Replace the bottle cap promptly after removing a test strip.

Reporting problems
The FDA encourages you to report any serious injuries or malfunctions you experience with medical products. Report problems to the FDA at (800) 332-1088 and to the product manufacturer.

Happy Holidays!

We would like to wish everyone a great holiday season. It was good to see so many of you at the meetings this past year - we always encourage and appreciate your input regarding the benefit plans.

Our retirees were in good humor in 2005, with many claiming: "If I'd known I was going to live this long, I definitely would've taken in some old times. A hopeful spirit encourages many."

We wish continued good health to you and your family. We also offer our condolences to those who lost loved ones this year. We know it makes the holidays particularly difficult. Those who are able, pick up the phone and call a friend during this time. Drop by the home of one of your Operating Engineers' friends and talk over some old times. A hopeful spirit encourages many.

Be sure to come out to one of the Pre-Retirement Meetings (see schedule above) to learn about your pension plan and retiree medical and annuity plans. We'll have plan booklets and applications available. See you there.

Fringe Benefits Service Center
(800) 532-2105

Pre-Retirement Meetings
It's never too early to plan for your retirement and learn about the excellent plans we have. Join us at the next meeting in your area. There will be plenty of time to discuss the pension, retiree medical and annuity plans. We'll have plan booklets and applications available. See you there.

PRE-RETIREMENT MEETINGS

FAIRFIELD
Tuesday, Jan. 3  7 p.m.
Veterans' Memorial Building
427 Main St.
Suisun City

RENO
Wednesday, Jan. 4  7 p.m.
Operating Engineers' Building
1290 Corporate Blvd.

SALT LAKE CITY
Thursday, Jan. 5  7 p.m.
IBEW Local 354
3400 W. 2100 South

NOVATO
Tuesday, Jan. 10  7 p.m.
Unity Inn Marin
600 Palm Drive

SAN FRANCISCO-SAN MATEO
Thursday, Jan. 12  7 p.m.
Machinists' Hall
1511 Rollins Road
Burlingame

SACRAMENTO
Tuesday, Jan. 17  7 p.m.
ILWU Hall
600 4th St.
West Sacramento

ROHNERT PARK
Wednesday, Jan. 18  7 p.m.
Operating Engineers' Building
6225 State Farm Drive

STOCKTON
Tuesday, Jan. 31  7 p.m.
Operating Engineers' Building
1916 N. Broadway

FRESNO
Thursday, Feb. 2  7 p.m.
Operating Engineers' Building
4856 N. Cedar

MORGAN HILL
Tuesday, Feb. 7  7 p.m.
Operating Engineers' Building
325 Digital Drive

WATSONVILLE
Wednesday, Feb. 8  7 p.m.
VFW Post 1716
1960 Freedom Blvd.
Freedom

CONCORD
Wednesday, Feb. 15  7 p.m.
Centre Concord
3296 Clayton Road

OAKLAND
Tuesday, Feb. 16  7 p.m.
Operating Engineers' Building
1620 South Loop Road
Alameda

EUREKA
Tuesday, Feb. 21  7 p.m.
Best Western Bayshore Inn
3500 Broadway

REDDING
Wednesday, Feb. 22  7 p.m.
Operating Engineers' Building
20308 Engineers Lane

YUBA CITY
Thursday, Feb. 23  7 p.m.
Veterans' Memorial Center
211 17th St.
Marysville

Fringe Benefits Service Center
(800) 532-2105

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211 17th St.
Marysville
What's on your mind?

Mind is the master power that molds and makes us. Mankind is mind, and evermore we take tools of thought and shape what will bring forth a thousand joys or a thousand ills. We think in secret, and it comes to pass.

Our environment is but a looking-glass. All that mankind achieves or fails to achieve is the direct result of our thoughts. Mankind is literally what we think - character being the complete sum of our thoughts. Until thought is linked with purpose, there is no intelligent accomplishment.

At the Rancho Murieta Training Center, we want everyone to think about why you are here - to learn the craft of those who have gone before us and to hold up our end of the deal. In our world, if you can't do it, you can't stay. All we ask of our students is to come ready to think. Step up or step off. See you on the next job.

Flux Core Arc Welding offers many benefits

Flux Core Arc Welding (FCAW) is a welding process that incorporates the welding flux inside a wire. In most welding operations, the molten weld puddle requires shielding from the atmosphere to protect it until it hardens and cools. Stick welding or Shielded Metal Arc Welding (SMAW) has the flux on the outside of the rod. Gas welding uses an external gas to protect the weld.

FCAW has the flux rolled inside the wire. The cross section illustrates how the wire is made. As you can see, there is an unsealed seam where moisture and other impurities can penetrate into the flux. This could cause the weld to become erratic and/or defective. Keeping the wire clean and dry is essential.

Wire welding differs from stick welding in several ways. FCAW requires a constant voltage, whereas stick requires a constant current. FCAW is supposed to require 17 to 24 volts, which is great if your voltmeter is accurate; however, most of us use that range for reference and dial it in afterwards. Also, the wire speed needs to be balanced with the voltage to produce a good weld.

The equipment needed for FCAW is more cumbersome and requires setup and maintenance, but once you get it right, you're good to go.

Here is a basic illustration of the FCAW process. The contact tip is connected to a gun fed through a cable from the wire feeder. The distance from the contact tip to where the wire burns off is called “stick out.” Maintaining the proper “stick out” is crucial. The electric arc force melts the wire and burns the flux, which creates the weld puddle and the shielding gas cloud respectively.

FCAW was intended for production welding and areas that require major repair. FCAW offers narrower joints and long runs, and with the portability of new equipment, it’s becoming very popular for shop and field repairs.

Unfortunately, it does create a slag. It also smokes a lot and produces sparks. Other than those minor downfalls, it’s effective, and if you blow out your feeders after every roll of wire, you might save yourself a lot of headaches.

CCO Practical Test

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

2006 CCO Exams

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APPRENTICESHIP GRADUATES

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<td>Rhonda Brinkley</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Oct. 17</td>
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<tr>
<td>Christopher Christy</td>
<td>Crane Operator</td>
<td>Oakland</td>
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<td>Erik Cortes</td>
<td>Construction Equipment Operator</td>
<td>San Jose</td>
<td>Oct. 17</td>
</tr>
<tr>
<td>Arturo Gutierrez Jr.</td>
<td>Construction Equipment Operator</td>
<td>Rohnert Park</td>
<td>Oct. 17</td>
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<tr>
<td>Jose J. Melendez</td>
<td>Heavy Duty Repairer</td>
<td>San Jose</td>
<td>Oct. 3</td>
</tr>
<tr>
<td>Albert Rittenhouse</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Oct. 3</td>
</tr>
<tr>
<td>Calvin Stewart</td>
<td>Construction Equipment Operator</td>
<td>Sacramento</td>
<td>Oct. 31</td>
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Mobilizing for the right to organize

The AFL-CIO and many of its allies are planning a national mobilization during the month of December in support of workers' rights to organize. There are 63 events planned around the country. Events are being held in December to coincide with the United Nations' "Universal Declaration of Human Rights" that was signed Dec. 10, 1948. Internationally, the right to organize is considered a basic human right.

As I've reported before, workers are routinely intimidated, threatened, discriminated against and fired for even talking union during many of our organizing campaigns. In fact, more than 23,000 workers in the U.S. are fired every year while trying to gain union representation. Employer violations of workers' right to organize has become such a problem, it has gained the attention of an international organization called Human Rights Watch. The organization believes the U.S. is in "serious violation of international standards of workers' rights."

The December events will range from rallies and demonstrations to town hall meetings and hearings of workers' rights boards. In addition, there will be teach-ins on college campuses and services in churches that deal with the issue of workers' rights. In some cities, events will focus on specific organizing campaigns in an effort to help workers overcome employer opposition. Sacramento is planning an event in support of workers trying to organize at Blue Diamond Almond.

In addition to the December events, a new push will be made early next year to pass the Employee Free Choice Act (HR 1996, SB 842), which I've reported on before. The legislation requires the National Labor Relations Board to develop procedures for using union authorization cards as the basis for certifying a union without a representation election. The legislation also provides for first-contract mediation and arbitration if a contract agreement is not reached within 90 days.

Every Local 3 member has a lot on the line when it comes to workers having a true right to organize. We're seeing what happens when they don't—a decline in American workers' standard of living, lower wages, the elimination of health and pension benefits and the disappearance of good jobs. The fight of unorganized workers is our fight. Everything we believe in is at stake.

Check with your union hall to find out what workers' rights events are scheduled in your area, and show your support for organizing by attending one or more. When you're sending out Christmas cards, take a few minutes to write your representatives in the U.S. Senate and House and ask them to support the Employee Free Choice Act.

Have a great holiday season! I'll talk to you again next year.

ORGANIZING
By Ras Stark, Organizing Director

Taking a stand: Rosa Parks remembered and revered

The recent passing of civil rights activist and icon Rosa Parks has caused me to do some deep soul-searching about the relative environment we work and live in. Her story is one we have been told and then retold to our children for many years, and the reason it resonates so strongly with people is because of what her simple act, the refusal to give up her seat on the bus to a white man, means for all of us. As American people in the 21st century, we like to think that Parks' efforts have paved the way for racial harmony today. As union members, we also like to think that her willing act of defiance in the face of unjust treatment by the majority power has paved the way for our right to just treatment, wages and benefits. But while Rosa Parks' actions (which led to the organized 381-day boycott of the bus system, desegregation of public transportation and ultimately the Civil Rights Act of 1964) remain the motto for all working people fighting against the current prejudices and corporate practices, we still have a long way to go. Here we are, 50 years later, and there are still people out there who want the bus all to themselves and to people like them. Our country and this officer administration believe in what Rosa Parks believed in. I can honestly say that no one should have to give up their seat to anyone because of the color of their skin or the nature of their profession.

The civil rights struggle is not unlike the union struggle. Unions exist to do right by all at the bargaining table, and no one sees or knows about that better than I do. As the officer in charge of negotiations, I fight a daily battle for wages and benefits for the working class against corporate majority giants. I see how the working people are viewed at that table, and I stand up for them, for their rights, to ensure they are entitled to the best benefits available.

For decades, the struggle of unions has been about the protection and the right to stand up for what is deserved. Unions grew out of the need of the downtrodden standing up and saying, "I will not let conditions remain as they are, without organizing, without fighting." This need to fight for what is right is no different than Rosa Parks' need those 50 years ago, and it is a need no different for all unions and people still facing opposition today. I ask that you look around you, at your fellow union brothers and sisters, and I ask that you look around with the same respect you view yourself and your family. Local 3 is a mix of all ethnicities, beliefs and traditions, as is your officer staff, and yet our commonality is our humanity and this great union.

Rosa Parks cannot be forgotten because her vision has not been fully achieved. Today, I want to thank her for what she did, for reminding me and all of us the importance of treating all our union brothers and sisters equally. Anything else deserves action. Anything else deserves a stance resembling her clenched-fist stance against discrimination. May she always be remembered and revered.

In solidarity.

INSIDE NEGOTIATIONS
By Frank Herrera, Vice President
Retiree Roundup

Congratulations to 39-year member Donald Feise on recently becoming an official Honorary Member of OE3. Feise surveyed many roads, buildings and underground utilities throughout his active Local 3 career in Redwood City, San Jose and Santa Cruz.

William "Bill" H. Cullen celebrated his 80th birthday in September and his 50th year as an Operating Engineer in August 2006. He is a proud family man, as the father of six, grandfather of 22 and great-grandfather of 10, and his favorite subject is WWII. Cullen served in the U.S. Marines on the Pacific Island of Peleliu during WWII, and he has been instrumental in establishing a museum on the island.

Retiree Thomas G. Westoby smiles for a picture with Business Manager John Bonilla at the September Semi-Annual Meeting.

Looking relaxed for this picture, Retiree Harold Morrow and his wife, Dee, sample some popcorn at the September Semi-Annual.

A member since 1961, John Echols sits with his wife, Carol, as she gets her cholesterol tested at the Semi-Annual Health Fair.

From left: Stockton District Rep. Tom Aja, Retiree George Elmore and Business Manager John Bonilla in Modesto for the Oct. 13 Retiree Association Meeting. Elmore received his 50-year watch at the meeting.

From left: 43-year member Fred Myrick shakes hands with Financial Secretary Russ Burns at the September Semi-Annual.

From left: Sacramento District Rep. Roger Wilson, Business Manager John Bonilla and Retiree Denny Dennis commemorate Dennis' 45 years in the union at the Oct. 6 Auburn Retiree Association Meeting.
Shiloh Wind Project
Operators power up the Montezuma Hills

Story and photos by Heidi Mills, managing editor

Destination: 6523 Montezuma Hills Road, Birds Landing, CA 94512

In this spot of the world, there are wind turbines as far as the eye can see—and then some. So many wind turbines are scattered across Birds Landing, they outnumber the population of this small town near Rio Vista, just outside of Fairfield.

Even more turbines will spin in the Montezuma Hills by February 2006, when Local 3 signatory contractor M.A. Mortenson and subcontractors Bragg Crane, Duran & Venables, Rosendin Electric, PLC Trenching, Rinker and CTS are scheduled to finish their work on the Shiloh Wind Project. Under this project, Mortenson is erecting 106 wind turbines, complete with all of the corresponding parts—the base and midsection of the tower, the rotor, which is comprised of three blades and a connector, and the nacelle, which is the turbine's power box.

Each of the 106 new turbines will generate 1.5 megawatts of power. All together, the Shiloh Wind Project will generate enough electricity to supply nearly 75,000 homes.

Hard at work

Work for the nearly 20 Local 3 Operating Engineers on the Shiloh Wind Project began in October and has progressed at a staggering pace. As of mid-November, more than 60 miles of underground trenches and 40 miles of dirt and road work were complete. Twelve towers were set and two wind turbines were completely finished. Currently, Operating Engineers are laying power lines, offloading parts, setting towers, assembling rotors and setting turbines' top sections.

In the trenches

The crew laying power lines is using a state-of-the-art trencher that can reach across the country to Birds Landing from another job in New York. Trenching's Steve Wilber, who has been with Local 3 since March, tries to work in tandem with 16-year member Bob Ha backfills the trenches with a D4 once the power lines are down.

Members Henry Weitz and Rod Grimh are assisting the trencher on the electrical work—Weitz on a backhoe and dozer and Grimh, a 19-year member in the union, this work is "a cake," because there is nothing in the ground to get in the way.

The offloading crew

It's not cake for the crew offloading parts in the Montezuma Hills, considering the size of these new turbines. Standing 80 meters or 275 feet tall, they are monsters compared to the average wind turbine's 65 meters. As for the blades, they are about double the average size blade length.

Hats off to the operators on the offloading crew: Paul Maddox, Job E Mike Cross and Steve Penick.
Crane crews

Foreman Bill Alger, a 27-year Local 3 member, oversees the work of the crane crews on the project. Paul Wright, Jared Tenney, Harold Anderson, Will Thomassen and Garth Ungerman are setting the wind turbines' top sections, and the crew setting the turbines' towers includes Mike Clark, Tony Mackey and Heath Lassiter.

The combined skill and experience of these operators is unmatched. That much is clear not only from their many years of experience in the field, but also how they handle the task at hand.

For example, the task at hand on Nov. 9 was to lift and set the first of 106 rotors. It was a big pick, an important pick, but for Crane Operators Garth Ungerman and Paul Wright, it was just another day's work.

"I'm not nervous," Ungerman said just minutes before the pick, then he added: "It takes quite a lot to rock my boat."

Ungerman had the bulk of the load under his crane for this pick, while Wright's rough terrain crane held one of the blades to keep the rotor balanced. Working together, the operators slowly lifted the rotor horizontally, then turned it upright and lifted it to the top of the tower. Once the rotor was bolted into place, the cranes were detached, and then the crew was on the move to the next tower, ready to start the process all over again.

That's one down, 105 to go. Nice work, brothers and sisters.

Local 3's Heath Lassiter operates a CAT Telehandler with the crew setting the turbines' towers.
Maxwell Bridge replaced in District 04

CC Myers is busy in Napa, finishing work on an 1,800-foot-long bridge. It is a replacement for the old Maxwell Bridge and has yet to be named. The bridge has two westbound and two eastbound lanes that each measure 45-feet-wide. It rises 70 feet above the Napa River. The project estimate was $836 million. According to CC Myers, the total is closer to $300 million. Some of the specifications for the project include 2,600 tons of rebar, 19,000 cubic yards of concrete, 890 steel H pile, 323 square concrete pile and 140 100-feet-by-16-inch octagon pile. The subcontractors on the project include Bay Cities Paving & Grading, Silverado, Foundation, Vadtmais, Heim Brothers, MF Maher and RMC Pacific.

District 04 is planning a pancake breakfast and motorcycle toy run on Saturday, Dec. 10, at the Fairfield District Hall at 2540 N. Watney Way in Fairfield. Everyone is welcome - a motorcycle is not necessary to participate. Breakfast will be served from 9 a.m. to 11 a.m., and the toy run starts at 11 a.m. The toy run benefits the underprivileged children of Solano County, and all toys will be distributed by Mission Solano.

What we should be thankful for

As we approach the end of the year and prepare for the holiday season, we should pause to reflect on what we should be thankful for. In the Stockton District, we are fortunate to have a wealth of informed and involved members who are an integral part of our district and its successes. Within our district, the Operating Engineers Community Action Team (OE CAT) has been involved with the Adopt-A-Highway program, phone banking, precinct walking, helping with our picnic and attending various meetings. The time and help they give are more valuable than words can describe, and we thank them.

We have continued growth in our district, which reflects the increase in the membership of our entire union. With the extension of the Master Agreement, the officers and business manager have negotiated the most lucrative contract we have seen. The relationships forged with employers and the different unions affiliated with the Basic Crafts Alliance provide an atmosphere of cooperation conducive to a prosperous relationship. For this, we are also appreciative.

Our weather has been dry enough for work to continue, and since we had rain late in the spring, we are glad to work as late in the year as possible. Throughout our districts, we have work in various stages of progress. DeSilva Gates is keeping 15 to 20 members working on the Hwy. 99 job. E.C.I. is a subcontractor on this project along with Columbia Electric. DeSilva Gates also has a job at Airport Daniels area improvement in conjunction with R.G.W. Construction and Preston Pipeline. Interstate Concrete Pumping is also working on the project, keeping the concrete flowing where needed. In addition to other projects, DeSilva Gates has 15 to 20 members working on the 1.5 million-yard job at Diablo Grande in the hills west of Patterson. Push-pull scrapers, dozers and blades are moving the earth with gradeseters monitoring their progress. More updates on this project coming soon.

Another road improvement project on Hwy. 99 is in Manteca at eastbound Hwy. 120. R.G.W. is in the early stages of this $13.3 million job. We will have 10 to 15 members working on it, and the improvement will be welcomed when finished.

George Reed had a busy year with jobs throughout Stanislaus and San Joaquin counties. The project with the most visibility was the company's road improvement job on Hwy. 108 and 120 through the city of Oakdale. The volume of traffic on that main connector to Yosemite National Park and Pinecrest Lake caused heartburn for motorists and Oakdale citizens, since the road needed so much work. When finished, it will be a welcome improvement.

The aforementioned projects are a brief example of the volume of work in the Stockton District. Our employers have a healthy inventory of work waiting for members next spring, and for this, we are fortunate.

As district representative, I am thankful for all the work available to our members. I am also fortunate to be associated with a terrific group of people on the Stockton District staff. They work tirelessly for the membership. In closing, I hope to see lots of members at our next district meeting on Jan. 19 at the Italian Athletic Club. On behalf of our staff, I wish everyone a safe and festive holiday season.
FROM SACRAMENTO

Rain season doesn’t slow District 80

First, we thank all volunteers who helped with phone banking for the opposition of Proposition 75. Your help is always appreciated when getting the word out to members.

The Sacramento District office wishes everyone a happy and safe holiday season.

Business Manager John Bonilla speaks to the membership as Rec. Corres. Secretary Rob Wise takes notes at the Sacramento District Meeting in October.

Teichert’s Perkins Plant had a busy summer keeping 68 Local 3 members working full time. They are working under the new contract negotiated in July 2005.

Granite Cache Creek Rock Quarry purchased a new dredge that should be up and running by the first of the new year, and the company is currently building a new rock plant. Rinker Materials also purchased a new dredge for mining operations in Yolo County.

The shops in the area have been busy as well. Holt of California has had a great year. Shanahan Equipment also had a great year and is hoping to do a lot of winter maintenance. The company is working under a new contract from negotiations completed in summer of 2005. Viking Drillings has had a record year with all of the northwestern interceptor projects. The company is still looking for qualified mechanics.

Congratulations to Steve Campus and Ron O’Hagan with DeSilva Gates who both recently received their 25-year pins.

FROM ROHNERT PARK

You will get your chance

District 10 has been busy these last months, and the work outlook for 2006 is looking brighter. About $60 to $70 million worth of work for Hwy. 101 is scheduled to go to bid soon.

An estimated $852 million worth of work is scheduled for Route 12 from south Santa Rosa and Hwy. 101 to Earl Street. Bridge, storm drains, lighting and paving work is also part of the bid.

The $108.8 million Steel Lane project recently went to bid. Construction includes bridge work over Hwy. 101.

North Bay Construction is busy with paving, underground and curb and gutter work around the Santa Rosa and Petaluma areas.

Terracotta picked up about $7 to $9 million worth of waterline work in the Santa Rosa and Rohnert Park areas. C. Hardy is still busy with work in Rohnert Park, Petaluma and Sonoma. Ghilotti is still busy with subdivision work in Santa Rosa.

District 10 thanks all the members, their family and friends who helped phone bank and precinct walk. We don’t have the space to list all of the participants from District 10, but Local 3 is stronger and our voice is louder because of every individual effort. You make the difference for the rest of us. You are today’s labor heroes.

For those of you not able to help out and participate in this year’s November special election, you can bet the forces of darkness will be back next year to try and threaten our interests again. The political scene is a continuous battle; it is an arena in which we must be ever vigilant. You will get your chance to join the ranks of those already fighting to maintain and improve our political clout, working conditions, wages and benefits. If not you, who? Remember what George Santanana said: “The only thing necessary for evil to triumph is that good men do nothing.” As always, remember: We work in a dangerous profession. BE SAFE.

Congresswoman Lynn Wolsey (D-Petaluma) and Retiree Bill Greene visit at a recent political event in Sonoma County.

A coalition of Operating Engineers, Electricians and Ironworkers are joined by Sixth Assembly District Candidate Pam Tarlatt to prepare for a No on Prop. 75 precinct walk in Sonoma County.
Holiday wishes from District 60

We hope everyone had an enjoyable Thanksgiving holiday. It’s hard to believe Christmas is just around the corner. The weather is upon us, and the work picture has slowed down, but this will give us some time to spend with our families.

C.W. Room is plugging along as weather allows on the sewer treatment plant expansion project off of Liveoak and Northgate in Yuba City. This project is estimated at nearly $22 million. Subcontractors employing Local 3 include Andregg for survey work, Viking Drilling for dewatering and Tidelands for pipeline work. This project is expected to continue to 2007.

MCM is moving along at the Tinsdale Positive Barrier Fish Screen Pumping Project in Sutter County. This project is worth more than $12 million.

Earlier in the year, members at Yuba City District’s rock, sand and gravel plants put in long hours. They continue working decent hours even with the strong work picture in the Fresno area keeping members apprentices on their advancement.

We thank all members able to attend the last Fresno District Meeting, even with the strong work picture in the Fresno area keeping members out late. Not only are members working hard in the field but within Local 3, too. We had an outstanding number of volunteers for phone banking and precinct walks for the recent election, and everyone’s time and hard work is greatly appreciated.

Executive Board Member Bob Marsh has stepped up to the plate in the district. Bob always places the members in the district first and helps them in any way possible. Grievance Committee members Ron “Gus” McClain, Dean Carlton and John Marquez are doing the members a great service. They continue to work hard for the membership and take their roles as Grievance Committee members seriously.

Local 3 organizers are some of the hardest workers in the industry, and former Organizer Otis Pierce is no exception. Now a business representative for Local 3, Otis has continued his fast pace.

Also working at a fast pace is Mark Markowski, who recently advanced to journey-level operator on Oct. 31. He gives 150 percent on the job site. Mark is currently working for W. Jaxon Baker on Hwy. 152 east of Los Banos and has also worked on the Hwy. 41 project. Mark is a loyal union member and can always be depended upon to participate in the Operating Engineers Community Action Team (OE CAT).

We wish everyone a safe and happy holiday season.

’Tis the season for giving

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Recently advanced Journey-level Operator Mark Markowski poses for a picture. He works for W. Jaxon Baker.

Congratulations to the following apprentices on their advancement:

Lloyd Lawson, Kyle Mittel, Munjinder Bains, Oscar Medina, Zane Owens, Daniel Swan, Joshua Mills, Dan Myrick, Luis Alvarado and Tabatha Berstler.

The Fresno District is organizing its annual holiday toy drive and will start the toy run from the district office on Saturday, Dec. 3, at 9 a.m. Please contact the district office if you want to participate in this rewarding event.

Retiree Dave Johnson and his wife, Kathy, of Orosi, are familiar faces of Local 3. They are always sharing their travels with us and stories of people they have met along the way. At the recent Retiree Meeting, Kathy Johnson made all the ladies a floral trinket. This is only a sample of the generosity that Dave and Kathy share with members.

Let us remember: This is the season for giving and sharing. May everyone have a safe and happy holiday!

District 17 gets new apprenticeship building

Business Manager John Bonilla recently visited the Kahuku training site and welcomed a new class of Local 3 apprentices. These class members included Blaine AbSing, George Adiala, Bryson Apo, Edward Byers, Dwight Enriquez, Bert Farley, William Hanson, Herbert Lee, Cody McCleary, Barry Verbois, Leroy Vincent, Samuel Waiho and Edsen Walker.

Earlier in the year, President Bob Miller and Apprenticeship Coordinator Nelson Ulimsaka checked on the progress of the new Admin/Classroom building for District 17. The building is near completion. When finished, the building will include offices, classrooms, meeting rooms, a kitchen and bathrooms.

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An estimated $52 million worth of work is scheduled for Route 12 from south Santa Rosa and Hwy. 101 to Earl Street. Bridge, storm drains, lighting and paving work is also part of the bid.

The completion of Bay Cities' Elk Grove Boulevard widening project should happen soon, as the company anticipates starting the Sheldon Boulevard widening project.

Work up the I-50 corridor is busy with DeSilva Gates, Teichert, Lorang Brothers, T&S, Mountain Cascade, Independent and Syblon-Reid, among others.

Teichert's Perkins Plant had a busy summer keeping 68 Local 3 members working full time. They are working under the new contract negotiated in July 2005. Granite Cache Creek Rock Quarry purchased a new dredge that should be up and running by the first of the new year, and the company is currently building a new rock plant. Rinker Materials also purchased a new dredge for mining operations in Yolo County.

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DeSilva Gates is the apparent low-bidder on the Hwy. 149 four-lane expressway with interchanges in Butte County valued at more than $78 million. This project will last an estimated 500 working days, which is a good three seasons and lots of work for our members. Good job, DeSilva Gates.

More work is coming up in District 60 next year with Baldwin, Granite, Teichert, DeSilva Gates, E-Ticket, Independent, Jaeger and others.

The District 60 staff extends a warm welcome to our newest staff member, Organizer Ron Roman. Ron is married, has three children and is a life-long resident of the area. A mechanic for 21 years, Ron began his career at Teco. He spent the past 10 years at Holt as a field-service mechanic. Welcome, Ron.

We wish everyone a safe and happy holiday season.

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Operating Engineers Local 3 Scholarship Contest Rules for 2006
Applications available at district offices, credit union branches and www.o3.org

The Local 3 officers and Executive Board understand that the workplace is rapidly changing, and many jobs now 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 by providing them with the chance to further their education and training. For this reason, Local 3 awards annual scholarships to sons, daughters, stepchildren and foster children of Local 3 members.

ACADEMIC SCHOLARSHIPS

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

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

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

WHO MAY APPLY

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2005) or 2) the spring semester (beginning in 2006), in public, private or parochial schools who are planning to attend a college or university anywhere in the U.S. during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved not less than a B cumulative average in their high school work.

Applications will be accepted between Jan. 1, 2006 and March 31, 2006.

AWARDING ACADEMIC SCHOLARSHIPS

Upon receipt of the application and required forms, Local 3 will not 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 recommendations for finalists to the Local 3 Executive Board. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

Applicants who are not selected for an academic scholarship will automatically be eligible for the random-draw scholarships; therefore, only one application is required. Twenty $500 random-draw scholarships will be awarded at Local 3's July Executive Board meeting. Applicants need not be present to win.

INSTRUCTIONS

All of the following items must be received by March 31, 2006:
1. The application is to be filled out and returned by the applicant.
2. The report on the applicant and transcript is to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.
3. One to three letters of recommendation giving information about the applicant's character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
4. A recent photograph, preferably two inches by three inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the Engineers News.
5. The name, address and phone number of the applicant's local newspaper for the purpose of sending a press release on behalf of each winner.

RANDOM-DRAW SCHOLARSHIPS

In addition to the four academic scholarships, Local 3 will award 20 $500 random-draw scholarships. The names of all applicants will be entered into a drawing held at Local 3's July Executive Board meeting. Applicants need not be present to win.

Random-draw scholarships are available only to the sons, daughters, stepchildren and foster children of Local 3 members. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of death.

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

Children of Local 3 members who plan to attend a 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 from Jan. 1, 2006 to March 31, 2006. Previous winners are not eligible to apply.

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

WHERE TO GET APPLICATIONS

Academic and random-draw scholarship applications are available at the local's district offices, credit union branches and www.o3.org. It is the applicant's responsibility to submit the application on time to:
Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local 3
1620 South Loop Road
Alameda, CA 94502-7090
## District Meetings

### December 2005

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>11</td>
<td>Reno, Engineers' Building 1290 Corporate Blvd.</td>
</tr>
<tr>
<td>5th</td>
<td>17</td>
<td>Kauai High School Cafeteria Lihue</td>
</tr>
<tr>
<td>6th</td>
<td>17</td>
<td>Honolulu, Washington Intermediate School Cafeteria 1633 South King St.</td>
</tr>
<tr>
<td>7th</td>
<td>17</td>
<td>Hilo, Hilo ILWU Hall 100 W. Laniakea St.</td>
</tr>
<tr>
<td>8th</td>
<td>17</td>
<td>Kona, King Kamohamheha Kona Beach Hotel 75-5650 Palani Road</td>
</tr>
<tr>
<td>9th</td>
<td>17</td>
<td>Maui, Maui Beach Hotel 170 Kaahumanu Ave.</td>
</tr>
<tr>
<td>15th</td>
<td>04</td>
<td>Suisun City, Veterans' Memorial Bldg 427 Main St.</td>
</tr>
</tbody>
</table>

### January 2006

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>5th</td>
<td>50</td>
<td>West Sacramento, ILWU Hall 600 4th St.</td>
</tr>
<tr>
<td>12th</td>
<td>20</td>
<td>Oakland, Warehouse Union Local 6 99 Hegemenger Road</td>
</tr>
<tr>
<td>17th</td>
<td>90</td>
<td>Morgan Hill, Engineers' Building 325 Digital Drive</td>
</tr>
<tr>
<td>18th</td>
<td>50</td>
<td>Fresno, Cedar Lanes 3131 N. Cedar</td>
</tr>
<tr>
<td>19th</td>
<td>30</td>
<td>Stockton, Italian Athletic Club 3514 Cherryland Drive</td>
</tr>
</tbody>
</table>

### February 2006

<table>
<thead>
<tr>
<th>Date</th>
<th>District</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd</td>
<td>10</td>
<td>Rohnert Park, Engineers' Building 6225 State Farm Drive</td>
</tr>
<tr>
<td>7th</td>
<td>40</td>
<td>Eureka, Best Western Bayshore Inn 3500 Broadway</td>
</tr>
<tr>
<td>8th</td>
<td>70</td>
<td>Redding, Engineers' Building 20308 Engineers Lane</td>
</tr>
<tr>
<td>9th</td>
<td>60</td>
<td>Oroville, Southside Oroville Community Center 2959 Lower Wyandotte</td>
</tr>
<tr>
<td>23rd</td>
<td>01</td>
<td>Burlingame, Machinists' Hall 1511 Rollins Road</td>
</tr>
</tbody>
</table>

## Reminder: Membership Card

Rec. Corres. Secretary Robert L. Wise reminds you to carry your current Local 3 membership card as identification and proof of your good standing 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 John Bonilla has announced the election of Market and Geographic Area Committee Members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 2006 with eligibility rules as follows:

1. Must be a member in good standing of the parent local.
2. Must be living in the committee's geographical area.
3. Must be working/making a living in the industry in that area.
4. Must be an "A" Journey-level operator.
5. Cannot be an owner-operator.
6. No member will be nominated unless s/he is present at the meeting and will accept the nomination and position, if elected.
7. No member is allowed to serve more than two consecutive terms on the Market and Geographic Area Committees.

The schedule of the meetings at which these elections will be held appears on this page under "District Meetings."

## 2006 Grievance Committee Election

Rec. Corres. Secretary Rob Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees will take place at the first regular quarterly district meeting of 2006.

The schedule of meetings at which these elections will be held appears on this page under "District Meetings."

---

### OE3 welcomes new members

Local 3 is proud to welcome the following new members who were sworn in at the October 2005 district meetings:

- **Oakland District 20**
  - Enrique Deltoro
  - Cheryl Franklin
  - Warren McKinley
  - Aaron Paule

- **Fresno District 50**
  - Tim Jackley
  - John Waterbury

- **Sacramento District 80**
  - Mario Figueroa
  - Jim Landsburg
  - Guy Prescott

---

### Operating Engineers Local 3 welcomes the following new contractors:

- **San Francisco District 01**
  - Dick/Morganti, JV
  - Ercon Construction
  - National Steel Erectors
  - North Coast Contracting
  - Scott's Demolition
  - Trinet Construction
  - WBB Construction

- **Fairfield District 04**
  - Ayala Boring
  - Cross Country HDI

- **Nevada District 11**
  - Cruz Excavating (Reno)
  - Gordon Paving

- **Utah District 12**
  - Skyline Professional Services

- **Hawaii District 17**
  - Primatex Construction
  - Water Service Equipment Rental

- **Oakland District 20**
  - Hutelson & Hutchinson Electrical Construction
  - Turf Builders

- **Fresno District 50**
  - CL Neal Construction
  - Tri-County Grading and Paving

- **Redding District 70**
  - Terry Hansen Electric

- **Sacramento District 80**
  - Clark Arnold Corporation
  - Cross Country HDI
Deceased Dependents

Burke, Loretta. Wife of Burke, William (dec) 08-20-05
Chung, Violet. Wife of Chung, David 10-08-05
Felkins, Dorothy. Wife of Felkins, Kenneth 06-18-05
Fols, Laverne. Wife of Fols, J.L. (dec) 09-03-05
Looper, Cathryn. Wife of Looper, Vern 08-29-05
Sylvia, Patricia. Wife of Sylvia, Clifford 09-12-05
Wood, Mary. Wife of Tompkins, Ralph (dec) 09-25-05

Departed Members

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

Barstler, Ken 09-24-05
Barstler, Walter 09-03-05
Bisby, Lynn 09-19-05
Boothe, Kenneth 09-20-05
Brizoe, Ralph 08-24-05
Carden, Ivan 08-20-05
Cash, Mark 08-02-05
Chastain, George 09-05-05
Dernier, Edward 07-13-05
Duncan, Wayne 09-06-05
Eversole, Samuel 09-24-05
Fukuda, Oscar 09-09-05
Gentry, John 08-19-05
Gibbs, Gale 08-21-05
Harris, C. 09-06-05
Harris, William 08-29-05
Haynes, Louis 09-22-05
Hoffman, Milford 09-09-05
Kyle, Utah 09-16-05
Karr, George 09-23-05
Larkin, Verl 09-24-05
McEwan, Floyd 09-24-05
Pester, Paul 09-09-05
Ray, Robert 09-04-05
King, Ernest 09-06-05
Staffen, Tommy 08-26-05
Weatherby, Mark 08-19-05
Williams, Rudy 08-03-05
Williams, Fred 09-23-05
Wingard, Robert 09-13-05

HONORARY MEMBERS

The following retirees have 35 or more years of membership in Local 3 as of October 2005 and are eligible for Honorary Membership effective Jan. 1, 2006, except where otherwise noted.

Paul Bazzell 1355113
William Beverley 1451538
Frank Burch 1067464
Thomas Clay 1324928
Ronald Fowler 1424888
Harold Haisuka 1451884
Herbert Kameko 1446007
Harold Morrow 1446503
Paul Okada 1309026
Glenn Roberts* 1355452
Robert Stoddard 0940062

* Effective Oct. 1, 2005

Distance no obstacle for Local 3

In October, Local 3 members in Hawaii, Nevada and Utah who were unable to attend September's Semi-Annual Meeting in Sacramento, Calif., were allowed to view the event via videotape playback. Members gathered for food and names were drawn for the $100 Circuit City door prize donations. Winners included Frank Sunde and Virgil Blair from Utah District 12, Daniel Ray Sessions and Jedidiah Olson from Nevada District 11 and Reno McShane and George “Shane” McShane III from Hawaii District 17.

Nevada District Semi-Annual raffle winners Jedidiah Olson and Daniel Ray Sessions.

Utah District Semi-Annual raffle winners Frank Sunde and Virgil Blair.

Around town

Congresswoman Doris Matsui and Business Manager John Bonilla recently celebrated the approval of the federal Transportation Equity Act for the 21st Century (TEA-21) at the Train Depot in Sacramento, TEA-21 funds will build and upgrade infrastructure across the nation, including Sacramento's Train Depot.

From left: President Bob Miller, IUOE General President Emeritus Frank Hanley, Business Manager John Bonilla, IUOE General Vice President Vincent Giblin and Local 3 Attorney Paul Supton at the International's Western Conference earlier this year.
Swap Shop ads are offered free of charge to members in good standing for the sale 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 Swap Shop. Engagers News reserves the right to edit ads. No Swap Shop 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 No. 3
5329 Lemmre Dr., Sacramento, CA 95834
ATTN: Swap Shop

Or fax ads to: Swap Shop
(916) 419-3487

Or e-mail to:
webmaster@oel.org

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

FOR SALE: Lincoln Town Car, 1995 executive series. White, grey leather interior, 76K miles. Within the last six months, vehicle has been upgaged with new ac, rear brakes, rear springs and air compressor, seat panel. Tires and windshield are also new. Total cost over $3K in upgrades. Vehicle well above excellent condition. Asking $7000. Grass Valley. (530) 477-8837. Reg# 06655000.

WANTED: Ultra light airplanes, un- turned out. Leadswell, shoes, horseman kit, bent or broken, askirg $3,000. Call (775) 637-1245. Email: Jodecole@aol.com.

FOR SALE: Snap on parts washer, PB323, 30-gallon, hardly used, excellent condition. $500.00. (650) 364-3784. Reg# 226882.

FOR SALE: Cordia, 1,200 sq. ft. 2-bedroom, 2-bath, 200 sq. ft. enclosed patio. Fireplace and recently installed grid windows throughout. Stained ceiling with grid windows. Located upstairs unit near downtown, Reno, NV carpet allowance, $150,000. (775) 233-6455. Reg# 228661.

FOR SALE: TRAVEL: 1971 Kenworth COE, excellent 350 Cummins, 13-speed, tandem rear, long wheel, second owner. Nice shape. $5,000 OBO. Will trade for farm tractor, prefer larger M&M or Oliver or drop deck. Great fuel effiency and oil change. For more info call (775) 623-4353. Reg# 2548895.

FOR SALE: Elegant country home on popular park-like acre, 50 miles east of Sacramento among towering pines at 3200 ft. elevation in scenic Sierra Nevada foothills. 3-bed, 2.5 bath, sunny kitchen, central heat/air-conditioning, beautifully landscaped, pool, spa, bar, horse paddock, shelter, fruit trees. Photo tour at http://enisglasses@jen.com. Asking $4700, (530) 647-1956. Reg# 1594208.


FOR SALE: Six 34-in. irrigation valves. $150 each or $800 for all. Call: (209) 634-5767. Reg# 1056265.

FOR SALE: '88 Ford F-150 Lariat, S.O.L. Eng., 2 WD, S.W. Bar, camper shell, runs and looks good, body clean and straight, no bonds or dents, asking $3000. Call: (209) 972-7035, or: (530) 913-9728. Reg# 1187265.


WANTED: U.S. Gold coins from 1795-1933. $1-$2.5-$3-$4-$5-$6-$7-$8-$9-$10-$20 dollars. Call Gerry at (408) 226-0729. Reg# 1225568.

FOR SALE: Six 24-in. irrigation valves. $150 each or $800 for all. Call: (209) 634-5767. Reg# 1056265.

FOR SALE: 1997 Fleetwood Tioga, 31-ft. Class A Motorhome, Ford 460 engine with only 8000 original miles. New front tires, batteries and oil change. Smogged and registered. Motorhome is in excellent condition with all the upgrades. Sleeper 6-8, queen bed in rear bedroom. Large center bathroom with shower, A/C, microwave, toaster oven, onan generator, TV/VCR, large awnings and many more. 25000 obo. Call: (620) 363-8334. (916) 991-1530. Reg# 1968156. In Hollister. pictures available, E-mail: mwelt@interealstate.com.


FOR RENT: Fifth wheel or single wide trailer space for rent. Quiet country setting with approx. 500 square feet included. Ideal for couple or single. Beautiful location with lots of privacy. $600 plus garbage and electric. (831) 637-1067 or (831) 801-0406. Reg# 2899684.

FOR SALE: Complete backhoe assembly for Case tractor, $2500.


FOR SALE: Kaibab Estates North of Ash Fork, AZ. 38dr, Cavco $10-$20 dollars, Call Gerry at tony69z28@aol.com. (509) 663-3389. Reg# 1075489.


FOR SALE: Six 24-in. irrigation valves. $150 each or $800 for all. Call: (209) 634-5767. Reg# 1056265.


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FROM UTAH

That's sandwash, not sandwich

Many operators have kept busy this past year with the Big Sandwash Dam project between Duchesne and Roosevelt. This job was awarded to W.W. Clyde/Oabayashi JV at an estimated cost of $35 million. Overseen by the U.S. Bureau of Reclamation, the project began in spring 2004 for reservoir storage capacity enlargement, highway realignment and new outlet tunnel and control construction. The reservoir originally had a capacity of 12,000 acre-feet of water. Upon expected completion in June 2006, the reservoir will have a storage of 24,000 acre-feet of water.

The east and west saddle dams are close to completion, and two shifts are currently working on the main dam. The project has about 44 Local 3 members.

When completed in June 2006, Utah's Big Sandwash Dam project will double the size of the reservoir and create new outlet tunnels for the dam.

District swears in second and third generation operators

Congratulations to Eureka District 40's newly initiated members: Adam Burns, son of retired Eureka District Rep. Bill Burns; Alan Terry, grandson of Retiree Carl Torgerson; and Justin Nally, third-generation Operating Engineer. All three of these second and third generation Operating Engineers are apprentices, and they were sworn in at the Nov. 1 Eureka District Meeting.

Experience is hard to replace

When you think about experience in the field, it's hard to find a pair of heavy duty repair operators with more experience than the two at TW Construction - members Ford Webster and Arthur Newton. Between the two of them, they have 78 years of field experience. Arthur or "Newt" started his career in 1969 for Isabel Construction and later worked for HM Byers, Helms Construction and is currently wrenching at TW again.

Ford Webster also started his career with HM Byers in 1978, then worked for Helms and Joe Sutter and is now with TW Construction.

Between these two, there are very few experiences yet to be had, and you can imagine the changes they have seen in equipment improvement in the last decade. It's hard to replace experience, so when they retire, they will definitely be missed. Congratulations to both of these outstanding mechanics - they are an asset to the industry and to Local 3. We thank them for more than 60 years of membership.

The 2006 political season is just around the corner. Whether we like it or not, we have to stay active in Northern Nevada politics. Politicians must be reminded that labor supports only the candidates who support our issues. Below is a breakdown on what's happening in 2006 for Nevada District 11.

Governor's Race: Kenny Guinn is termed out, so we will be electing a new governor by starting with a Democratic primary between Las Vegas State Senate Minority Leader Dina Titus and Henderson Mayor Jim Gibson. Rumors claim Las Vegas Mayor Oscar Goodman may enter the race. A Republican primary will be held between Las Vegas Sen. Bob Beers, Lt. Gov. Lorraine Hunt and Congressman Jim Gibbons.

Congressional District 02: The seat is now held by Jim Gibbons. The Republicans will have three candidates running in the primary - former State Assemblywoman Dawn Gibbons (wife of Jim Gibbons), Secretary of State Dean Heller and Assemblywoman Sharon Angle. For the Democrats, University Regent's Jill Derby has entered the race.

Organizational Officers: Every state-wide officer is up for election, and we have to stay active in Northern Nevada politics. Politicians must be reminded that labor supports only the candidates who support our issues. Below is a breakdown on what's happening in 2006 for Nevada District 11.

Legislature: All assembly members are up for re-election. The majority is currently held by Democrats, with a 26 to 16 margin. The Democrats hope to increase the margin by two, which would give them a two-thirds majority. Half of the senate is up for re-election. There is only a 12 to 9 Republican margin, with a focus on the Democrats picking up two senate seats.

Initiatives and Referendums: There is already a property tax initiative being circulated similar to Proposition 13 and an initiative similar to the Tabor initiative in the works. Both would be devastating to our state, particularly to the public employees we represent.

Since 2006 will be an active election season, we will be asking for everyone's involvement.

Weather permitting, work for the winter will be good. Contractors report they have work through the winter.

Remember to get on the out-of-work list and make sure your current telephone numbers are registered with the hall.

We wish everyone a safe and enjoyable holiday season.

The Reno Operating Engineers Community Action Team (OE-CAT) is collecting non-perishable food items to donate to a local food bank during the holidays. Please drop off items at the Reno office, or let us know if you want to put a collection container at your worksite.
As Creating Engineers Local 3 members and their families
From: The Local 3 Officers
We wish each and every one of you happy holidays and every wish for the new year.
Here's to the continued success of Local 3 to 2006.

John Keight, Business Manager
Bob Mullen, President
Paul Vanman, Vice President
Bob Wise, Recording- Corresponding Secretary
Mark Beamer, Financial Secretary
Carl Jeff, Treasurer

JANUARY

Monday, Jan. 2
District 50: Sacramento
District 70: Redding

Tuesday, Jan. 3
District 30: Stockton

Wednesday, Jan. 4
District 60: Yuba City

Thursday, Jan. 5
District 20: Oakland
District 90: Morgan Hill

Friday, Jan. 6
District 04: Fairfield (Suisun City)

Saturday, Jan. 7
District 04: Fairfield (Suisun City)

Sunday, Jan. 8
District 17: Hawaii (Honolulu)

Monday, Jan. 9
District 01: San Francisco (Burlingame)

Tuesday, Jan. 10
District 11: Nevada
District 12: Trenton

Wednesday, Jan. 11
District 17: Hawaii (Hilo)

Thursday, Jan. 12
District 20: Oakland

Friday, Jan. 13
District 04: Fairfield (Suisun City)

Saturday, Jan. 14
District 17: Hawaii (Kona)

Sunday, Jan. 15
District 17: Hawaii (Hilo)

Monday, Jan. 16
District 20: Oakland

Tuesday, Jan. 17
District 04: Fairfield (Suisun City)

Wednesday, Jan. 18
District 01: San Francisco (Burlingame)

Thursday, Jan. 19
District 20: Oakland

Friday, Jan. 20
District 04: Fairfield (Suisun City)

Saturday, Jan. 21
District 11: Nevada

Sunday, Jan. 22
District 17: Hawaii (Honolulu)

Monday, Jan. 23
District 01: San Francisco (Burlingame)

Tuesday, Jan. 24
District 20: Oakland

Wednesday, Jan. 25
District 04: Fairfield (Suisun City)

Thursday, Jan. 26
District 17: Hawaii (Hilo)

Friday, Jan. 27
District 17: Hawaii (Honolulu)

Saturday, Jan. 28
District 17: Hawaii (Hilo)

Sunday, Jan. 29
District 17: Hawaii (Hilo)

Monday, Jan. 30
District 01: San Francisco (Burlingame)

Tuesday, Jan. 31
District 30: Stockton

FEBRUARY

Wednesday, Feb. 1
District 20: Oakland

Thursday, Feb. 2
District 30: Stockton

Friday, Feb. 3
District 01: San Francisco (Burlingame)

Saturday, Feb. 4
District 17: Hawaii (Honolulu)

Sunday, Feb. 5
District 17: Hawaii (Hilo)

Monday, Feb. 6
District 20: Oakland

Tuesday, Feb. 7
District 30: Stockton

Wednesday, Feb. 8
District 01: San Francisco (Burlingame)

Thursday, Feb. 9
District 11: Nevada

Friday, Feb. 10
District 01: San Francisco (Burlingame)

Saturday, Feb. 11
District 17: Hawaii (Honolulu)

Sunday, Feb. 12
District 17: Hawaii (Hilo)

Monday, Feb. 13
District 20: Oakland

Tuesday, Feb. 14
District 30: Stockton

Wednesday, Feb. 15
District 01: San Francisco (Burlingame)

Thursday, Feb. 16
District 17: Hawaii (Hilo)

Friday, Feb. 17
District 17: Hawaii (Honolulu)

Saturday, Feb. 18
District 17: Hawaii (Honolulu)

Sunday, Feb. 19
District 17: Hawaii (Hilo)

Monday, Feb. 20
District 20: Oakland

Tuesday, Feb. 21
District 30: Stockton

Wednesday, Feb. 22
District 17: Hawaii (Hilo)

Thursday, Feb. 23
District 17: Hawaii (Honolulu)

MEG:CH

Thursday, March 2
District 04: Fairfield (Suisun City)

Friday, March 3
District 17: Hawaii (Honolulu)

Saturday, March 4
District 17: Hawaii (Hilo)

Sunday, March 5
District 17: Hawaii (Hilo)

Monday, March 6
District 17: Hawaii (Honolulu)

Tuesday, March 7
District 17: Hawaii (Honolulu)

Wednesday, March 8
District 17: Hawaii (Hilo)

Thursday, March 9
District 17: Hawaii (Hilo)

Friday, March 10
District 17: Hawaii (Honolulu)

Saturday, March 11
District 17: Hawaii (Hilo)

Sunday, March 12
District 17: Hawaii (Hilo)

Monday, March 13
District 17: Hawaii (Honolulu)

Tuesday, March 14
District 04: Fairfield (Suisun City)

Wednesday, March 15
District 17: Hawaii (Honolulu)

Thursday, March 16
District 12: Utah

Friday, March 17
District 11: Nevada

Saturday, March 18
District 17: Hawaii (Honolulu)

Sunday, March 19
District 17: Hawaii (Hilo)

Monday, March 20
District 04: Fairfield (Suisun City)

Tuesday, March 21
District 17: Hawaii (Honolulu)

Wednesday, March 22
District 17: Hawaii (Hilo)

Thursday, March 23
District 17: Hawaii (Honolulu)

Friday, March 24
District 17: Hawaii (Honolulu)

Saturday, March 25
District 17: Hawaii (Hilo)

Sunday, March 26
District 17: Hawaii (Hilo)

Monday, March 27
District 04: Fairfield (Suisun City)

Tuesday, March 28
District 17: Hawaii (Honolulu)

Wednesday, March 29
District 17: Hawaii (Hilo)

Thursday, March 30
District 17: Hawaii (Hilo)

Friday, March 31
District 17: Hawaii (Honolulu)
New journey-level mechanics in San Jose

By Bill Pope, business representative

On Oct. 26, 2005, a graduation ceremony was held during the Department of General Services/City of San Jose Department-wide Halloween Party. The ceremony marked the successful completion of the required 6,976 work hours and all of the related supplemental coursework required for the apprentices to obtain journey-level status. These apprentices worked during the day and went to school at night over the course of four years.

The apprenticeship program provided training on a variety of gasoline, diesel and hydraulic vehicles. Operating Engineers Local 3 and the city of San Jose have sponsored this apprenticeship program for the last 20 years.

Graduates of the program included James Baughman, Michael Bolli, Jose Mancera, Joe Mara and Enrique Mendez.

Congratulations to all of the new journey-level mechanics.

OE3 members at Monterey Regional Waste go the extra mile

By Don Dietrich, business representative

The Monterey Regional Waste Management District (MRWMD) is a state-of-the-art waste recovery facility. Operating Engineers Local 3 represents two bargaining units within the district: a newly formed Administrative Support Unit and the Operations Unit.

The Administrative Support Unit is comprised of support personnel and supervisors who provide accounting services, clerical support and human resources support services.

The Operations Unit is comprised of various classifications, including equipment mechanics, heavy equipment operators, materials recovery facility operators and maintenance personnel.

MRWMD is governed by a Joint Powers Authority and is under the direction of a general manager. The operation runs efficiently and smoothly, and it is the employees who make it happen by going the extra mile to ensure excellent customer service and workplace safety.

The union has an excellent working relationship with the general manager, and this allows us to address issues on a monthly basis and work toward mutual solutions. Our members at MRWMD are loyal and dedicated OE3 members. It's always a pleasure to stop in and talk with them. The next time you're at MRWMD, say "hi" to your OE3 brothers and sisters working there. You can start at the scale and greet anyone operating equipment, knowing those folks are the cream of the crop.
The cedar chest

Well, it's that time of year again with all the cards, holly, mistletoe, lights, ornaments, gifts, food and family gatherings. I am sitting here at 1:20 a.m. writing my annual holiday article. This is my chance to get away and freelance a little bit from the typical monthly labor- or legal-related articles. Every year, I try and decide what to write about. Generally, it's something that comes to me earlier in the year, and I save it and write about it for the holidays.

This time, however, I was inspired by a piece of furniture that resides at my grandparent's house and has for years gone largely unnoticed, until recently. Ever since I was a little boy, I remember the finely crafted cedar chest at my grandparent's house. Nestled in the front guest bedroom of their house and protected by a crocheted cover, it sat without ever being opened.

On top of this cedar chest was an assortment of framed pictures of family members, some who had passed on already, even back in the 1970s. Other pictures were of my father and mother in their youth and some of their wedding pictures. Some pictures were of my brother, Kevin, and when we were babies and slightly older as we attended elementary school. Pictures of my grandparents were present as well, as the top of that cedar chest represented quite a bit of history and pictures of my family. The pictures would mysteriously change every so often, representing more recent pictures, and the others would disappear to somewhere unknown.

The treasure

Little did I know the real treasure was lying dormant inside the old cedar chest that had been storing memories since the 1920s.

When I was about 16 years old, I had the honor of being present when my grandmother opened the chest in search of something. I sat quiet and motionless as she meticulously searched through the chest to find the perfect spot for a picture she had just removed from an outside frame. My grandmother then began to explain that the chest was getting full but that it held lots of memories. To my great joy, she asked if I would help empty it out and rearrange the articles within to make more room for the memories to come. I gladly agreed, and little did I know what I would learn.

History

I discovered newspaper articles of WWII and that my grandfather fought in it as a pilot. Back then, they used bi-planes like some of the cropdusters you see today. He and my grandmother suffered through the Great Depression, and he fought again in WWII. Having great expertise in vulcanizing, however, the government needed him back in the states to run a vulcanizing plant for war supplies. He managed a Signal Oil Company truck and gas station, taking heating oil to customers when no other cars would be on the road because of weather. He was a Mason, member of Eastern Star and several other lodges in his community. He ran and was elected mayor of Northern California City for several years before moving to Sacramento and opening up several successful businesses years later.

My grandmother was also in various lodges and often participated in the community. She worked the ticket booth at a theatre in the 1970s. Other pictures were of my father and mother in their youth and some of their wedding pictures. Some pictures were of my brother, Kevin, and when we were babies and slightly older as we attended elementary school. Pictures of my grandparents were present as well, as the top of that cedar chest represented quite a bit of history and pictures of my family. The pictures would mysteriously change every so often, representing more recent pictures, and the others would disappear to somewhere unknown.

The item in this cedar chest are valuable to my family and my family alone. Why? Because each item does not mean much on its own, however, each item contains a specific memory that is priceless. After going through that treasure chest, I had a much clearer understanding of my grandparents, mother and father. I knew the roots, the upbringing and suffering. I could then appreciate their ideas when it came to spending money or eating everything on your plate. I respected them all, even that much more.

The point I am trying to make is this. The items in this cedar chest are valuable to my family and my family alone. Why? Because each item does not mean much on its own, however, each item contains a specific memory that is priceless. After going through that treasure chest, I had a much clearer understanding of my grandparents, mother and father. I knew the roots, the upbringing and suffering. I could then appreciate their ideas when it came to spending money or eating everything on your plate. I respected them all, even that much more.

The key is, they took the time with us to build memories as well as store them. When you are spending time with your family, friends and children over the holidays, you are building memories that will last you and them a lifetime.

I personally have been through a very difficult year this year, with many mountains I had to climb and deep valleys I had to forge. Those mountains and valleys pale in comparison to what my parents and grandparents had to go through. I know in a few years I will vaguely remember the bad times and just remember the great memories of time I spent with my family, kids and friends.

After all is said and done, no one will remember the fancy cars, big houses or all the material things. They will remember the great memories of some event that made a deposit on their memory. I encourage all of you to take the time this holiday, or commit for the year, to visit or call your mom or dad. Talk to your grandparents, visit and play with your kids or grandchildren. Put away the computer, phones, TV and spend time with them. You may be surprised what you learn about your own family.

Now, I don't know about you, but I'm going to get some turkey and ham with all the fixings. Guess what? Half of the items on the table are recipes that have been passed down for generations. So you see, many things live on as traditions.

Happy holidays.
Study reports millions of Californians struggle, even for the basics

By Erwin N. Loriaux, business representative

A recently released economic report bleakly depicts life in California. According to the California Budget Project (CBP), a Sacramento-based non-profit, non-partisan organization that helps legislators understand economic issues, millions of people can barely make ends meet and homeownership remains a dream. The study confirms what our checkbooks and wallets have been telling us all along.

"This study strives to paint an accurate picture of the basic cost of living in California and the economic challenges facing many working families in this state," said CBP Executive Director Jean Ross.

The heart of this report looks at various economic issues affecting low- and middle-income Californians. The following are benchmarks for the state as a whole:

- A family with two working parents needs an annual income of $71,377, equivalent to both parents working 40 hours a week for an hourly wage of $17.16.
- A two-parent family with one employed parent needs an annual income of $51,177, equivalent to an hourly wage of $25.96.
- A single-parent family needs an annual income of $43,405, equivalent to an hourly wage of $24.60.
- A single adult needs an annual income of $25,867, equivalent to an hourly wage of $12.44.

California's minimum wage of $6.75 per hour provides a full-time worker with an annual income of $14,040. The federal poverty level for a family of four is $19,157.

"Families clearly need far more than the current minimum wage to achieve a modest standard of living," Ross said. "The federal poverty level doesn't take into account the cost of child care or California's high cost of living, especially the high cost of housing."

This information proves the value of union wage protection. Studies report that union members earn better wages and benefits than non-union workers. On average, union workers' wages are 28 percent higher than non-union workers. While only 15 percent of non-union workers have guaranteed pensions, 69 percent of union workers do. Four out of five union workers get health insurance benefits, but only half of non-union workers do. Unions help employers create a more stable, productive workforce - where workers have a say in improving their jobs. Your Local 3 helps protect your wages and keeps your health benefits safe so that union families don't ever need to worry about crossing that poverty line.

Sources: Modesto Bee and Stockton Record

Cost of living in the valley

Basic family wage*
Fresno, Kern, Kings, Madera, Merced, San Joaquin, Stanislaus and Tulare counties:
Single adult: $9.98
Single-parent family: $20.87
Two-parent family (one working): $19.49
Two-working-parent family: $13.52

Expenses per month and as a percentage of income

<table>
<thead>
<tr>
<th></th>
<th>Single adult</th>
<th>Single parent</th>
<th>Two parents (one working)</th>
<th>Two working parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing and utilities</td>
<td>$489 (28.2%)</td>
<td>$711 (19.7%)</td>
<td>$922 (27.3%)</td>
<td>$922 (19.7%)</td>
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<tr>
<td>Child care</td>
<td>$0 (0%)</td>
<td>$821 (22.7%)</td>
<td>$0 (0%)</td>
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<tr>
<td>Transportation</td>
<td>$340 (19.6%)</td>
<td>$340 (9.4%)</td>
<td>$340 (10%)</td>
<td>$340 (10%)</td>
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<tr>
<td>Food</td>
<td>$203 (11.7%)</td>
<td>$496 (13.7%)</td>
<td>$710 (21%)</td>
<td>$710 (15.1%)</td>
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<tr>
<td>Health care</td>
<td>$212 (12.3%)</td>
<td>$571 (15.8%)</td>
<td>$696 (20.6%)</td>
<td>$696 (14.9%)</td>
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<tr>
<td>Miscellaneous</td>
<td>$189 (10.9%)</td>
<td>$304 (8.4%)</td>
<td>$412 (12.2%)</td>
<td>$412 (8.8%)</td>
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<tr>
<td>Taxes</td>
<td>$299 (17.3%)</td>
<td>$3,617</td>
<td>$299 (8.9%)</td>
<td>$299 (10.9%)</td>
</tr>
<tr>
<td>Monthly total</td>
<td>$1,730</td>
<td>$43,405</td>
<td>$3,379</td>
<td>$4,688</td>
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<tr>
<td>Annual total</td>
<td>$20,763</td>
<td>$53,987</td>
<td>$51,177</td>
<td>$71,377</td>
</tr>
</tbody>
</table>

Other annual totals:
Statewide            | $25,867      | $53,987       | $51,177                   | $71,377             |
Los Angeles          | $24,688      | $54,019       | $49,322                   | $69,670             |
San Francisco**      | $27,901      | $62,969       | $55,740                   | $79,946             |

*Hourly assumes 40 hours/week, 52 weeks/year of work. Two-working-parent wages denotes wage for each individual parent working full time.

**Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma.
NOTE: Numbers and percentages may not total because of rounding.
Source: U.S. Census Bureau
Another year-end wrap-up

By Alan Elniek, business representative

At my age, it seems the year-end column arrives much too rapidly. The year 2005 saw the culmination of many successes for our membership.

The true gemstone for our Alameda County Management Employees' Association (ACMEA) Safety Members was the 3 percent at 50 retirement, which achieved implementation in July. The issues that hindered implementation were resolved when the Probation Peace Officers' Association (PFOA) ratified a contract with the county after three difficult years. The evolution of this benefit traversed four roller coaster years. We could not achieve this benefit without the persistent advocacy of many ACMEA members. Some members have gone off to enjoy this benefit, others are still preparing for the day, but a roll call for those who helped is in order: commanders Dennis Schaeffer (retired), Tim Ostlund (retired) and Rich Bond, Assistant Sheriff Rich Lucini, captains Robin Costa (retired) and Steve Rocklin, Probation Unit Supervisor Larry Neussenschwander (retired), Acting Division Chief Bonita Vinson and institutional supervisors Albert Dennis (retired) and Robert Moss.

After nearly three years, ACMEA members at the California Superior Court in Alameda County saw much-needed wage increases in January and May. As the courts continue their consolidation under a unified system, employees are treated more and more like state employees. This can be good or bad, depending upon who is governor (currently, not good). ACMEA members Nancy Adams, Robyn Bonetti, Esther Martino and Barbara Rogers persisted through the process that finalized a Memorandum of Understanding (MOU) with the courts last November to assure progress in 2005.

After enduring some of the most vicious assaults on employees, constant musical chairs at the helm of the medical center and persistent economic uncertainty, ACMEA members at the Alameda County Medical Center finally achieved an MOU with the medical center through December 2006. Negotiations persisted for more than 15 months, and committee members Frances Legg, Pat Gray, Lana Smallwood and Alice Washington (now retired) hammered out the terms. Long-awaited wage increases went into effect in September.

The ACMEA General, Confidential, and Sheriffs' Non-Sworn Management Units saw 2005 conclude some of the more controversial agreements ACMEA entered into with Alameda County. Most notably, the Mandatory Employee Time Off Purchase Program (METOP) concluded in December, and ACMEA members in those Management Units saw 2005 conclude some of the more controversial agreements ACMEA entered into with Alameda County. Most notably, the Mandatory Employee Time Off Purchase Program (METOP) concluded in December, and ACMEA members in those Management Units saw 2005 conclude some of the more controversial agreements ACMEA entered into with Alameda County. Most notably, the Mandatory Employee Time Off Purchase Program (METOP) concluded in December, and ACMEA members in those units realized in net pay; the 4 percent wage increase from December 2003. The 4 percent increase that was deferred until July 2005 was implemented retroactively to July 3 in September 2005, and retroactive pay was distributed in October. As I write this column, negotiations have begun for a new General Government Unit MOU — the current one expires Dec. 31. The ACMEA Board President Joe Thomas, First Vice President Betty Pong, Second Vice President Ursula Smallwood, Secretary Margaret Duncan, Treasurer Ron Koch and members-at-large Casey Nice, Esther Martino, Helander Nobrega, Ann Cubley and Frances Legg completed the first year of their respective two-year terms of office and have worked to make ACMEA a better organization for its members. The website continues to improve. Scholarships were handed out. ACMEA incorporated as a non-profit, mutual benefit corporation, general membership meetings were held and the board has been attentive to all negotiations and stirrings within the county. Some departments have made progress in the selection of site reps: Hazel Weiss in the Community Development Agency, Peggy Lodes in the Department of Child Support Services and Harold Barney in the Probation Department were selected by their peers.

The Alameda City Employees' Association (ACEA) will greet 2006 with a new slate of officers. Linda Justus will assume the role of president, Tim Higgins will be first vice president, Mariel Thomas will be second vice president, Miriam Delagrange will be secretary, Terry Flippo remains treasurer and Mike Richardson assumes the role of sergeant at arms. Former ACEA president Marion Miller will serve as the immediate past president while the new officers become familiar with their roles. Negotiations with the city are slated to begin in January 2006. A new city manager began her post in August 2005. Wage equity and improving retirement benefits are among the challenges the new board will tackle as the year gets underway.

Challenges will continue for public employees as we proceed into 2006. Compton Assemblyman Keith Richman is attempting to alter the public employee pension system, removing defined benefit plans and replacing them with hybrid plans or defined contribution plans. His plans must be stopped. In addition, we will have an opportunity to change who is governor in 2006. A change should provide us the opportunity to breathe and confront California's challenges cooperatively rather than combatively. Cooperatively conceived construction is better than mutually assured destruction.

Best wishes for a happy holiday season and prosperous new year.

Some progress, but ...

By Larry Edginton, Craft Maintenance Director

By now all Unit 12 members should have received refund checks for health insurance premium increases retroactive to the first of this year. If you haven't, or if you have questions, be sure to contact your payroll section or your business representative. I've fielded a few questions from members asking why taxes were withheld on the check. The short answer is that the premium increases were paid by you on a pre-tax basis. Now that the money is being returned, it is eligible to be taxed. I've also been asked about the rate at which the money was taxed. In short, we don't get to negotiate what is required of the state by the tax codes. If we could negotiate no taxes, we would, but we're not in a position to do that.

Negotiations for a new contract continue to move slowly. The governor's position remains unchanged regarding takeaways on pensions, overtime, holidays and health care cost increases. We are making some progress on various inequity issues and other language, but the sticking point remains the proposed takeaways. Your negotiating team believes it is better to keep the terms of the current contract in place rather than replace it with a new one resulting in less money in your pocket two years from now.

We'll be meeting soon with the Department of Corrections and Rehabilitation to discuss the impact of its new protective vest policy on members. We're glad to see the improved level of protection. However, we have concerns about the responsibilities and obligations the department has unilaterally imposed on members who use the vests. Hopefully, we'll be able to resolve our concerns. I'll keep you posted.

Finally, the pay letter is out on crane operator premium pay for Utility Craft Workers at the Department of Water Resources. It was hung up at the Department of Personnel Administration (DPA) for some time. Certified workers who perform crane operator duties are eligible for the pay retroactive to June of this year. If you're not getting it, contact your payroll section or your business representative.

It looks like next year's legislative session will be another hot one for Unit 12 Interests. Assemblymember Keith Richman introduced a constitutional amendment that would essentially get PERB, make it illegal for local governments to offer defined benefit retirement and reduce state retiree health care eligibility to those with 30 or more years of service. I don't think the amendment will get out of the legislature, but I wouldn't be surprised if we see it presented as an initiative for the next election.

As always, stay informed, stay active. Your future depends on it.