



ENGINEERSnews

VOL. 59, #2 OPERATING ENGINEERS LOCAL UNION NO 3 ALAMEDA, CA FEBRUARY 2001

Join your union
brothers and sisters
at the next
Semi-Annual
on March 18 at the
Solano County
Fairgrounds
in Vallejo
(next to Marine World)

See details pages 11-13

Standing Shoulder to Shoulder

UNION

YES 

Organizing for Local 3's Future



FOR THE
good
&
welfare



By

DON DOSER

Business
Manager

Local 3 prepares to take its organizing to the next level

Throughout my more than 40 years in the construction industry I have never been one to settle for less. I have always strived to be the best. I believe, regardless of how much one achieves, there's always room for improvement, always a way to take your work to a higher level.

I have applied this personal work ethic to Local 3's organizing program. Many labor leader would say Local 3 has one of the premier organizing programs in the country. Because of this effort our union has continued to grow over the past five years to a record membership approaching 40,000. Never in Local 3 history has the union been larger.

This steady increase in membership is due in large part to our highly successful organizing program. We have taken extraordinary steps in recent years to organize new members and gain market share so that we can bargain from a position of strength. This approach has led to improved employment opportunities and a higher standard of living for our members.

Other organizations in our position might tend to coast on such momentum. Not Local 3. Despite having an exceptional organizing program, I feel there's more to be done. We have an opportunity right now to take our organizing program to the next highest level.

Semi-Annual theme: organizing

For this reason, I have chosen organizing as the theme of Local 3's next Semi-Annual, which will take place Sunday, March 18 at the Solano County Fairgrounds in Vallejo, Calif. When we gather in Exposition Hall beginning at 1 p.m., we will "Stand Shoulder to Shoulder" in organizing for Local 3's future.

If we are going to create more job opportunities for the membership, secure prevailing wages and raise construction industry standards, we must continue to aggressively organize. To accomplish this, we need our members' help. We need our rank and file to remain the catalyst of our organizing program.

Let me give you an example of the vital roll the rank and file is playing in our organizing program. Over the past five years, we have already trained over 4,000 union members in COMET, Advanced COMET Training (ACT) and Organizing Outreach. Many of these union members have gone on to help us organize dozens of companies and hundreds of new members.

Now we have recently begun establishing organizing mobilization committees in each district. These committees, consisting of many of the same members who have helped us organize in the past, are going to be ready when needed to carry out a wide variety of organizing activities, such as unfair labor practice strikes, rallies, picketing and leafleting, and marches on the boss.

Semi-Annual focus

The March 18 Semi-Annual will focus on three areas: showing the membership what we have been recently doing with our organizing program, demonstrating how Local 3 members are standing up in support of the union's organizing program, and providing information about how union members can get more directly involved in Local 3's organizing program.

In addition to conducting normal union business, we are going to show visual presentations and have prominent guest speakers. As we have done in the past, the union will also give away door prizes. This time around, the union will give out 10 separate one-year free window dues packets. In other words, each of the 10 door-prize winners will get their window dues paid for one full year. But you must be present at the Semi-Annual and be a dues-paying member to win.

I want to personally invite every Local 3 member to attend this magnificent event. This Semi-Annual will afford each member a chance to stand shoulder to shoulder with their union brothers and sisters in helping Local 3 organize for the future.

I am looking forward to seeing you there.

Contents

FIND US ON THE WEB AT:
<http://www.oe3.org>



Union
recognizes
volunteers

Ken Shigeoka -
Hawaii District

Local 3 thanks those who helped with
union activities.

p.4-5

Rancho Murieta	p.6
Speaking Out	p.7
Organizing	p.8
Fringe Benefits	p.9
OCCR	p.10
Semi-Annual	p.11-13
Credit Union	p.14
District Reports	p.15-17
Meetings and Announcements	p.18-21
Swap Shop	p.22
District Reports	23-24

OPERATING ENGINEERS LOCAL UNION #3

Don Doser	Business Manager
John Bonilla	President
Max Spurgeon	Vice President
Rob Wise	Rec. Corr. Secretary
Darell Steele	Financial Secretary
Bob Miller	Treasurer

ENGINEERS NEWS STAFF

Don Doser	Editor
Steve Moler	Managing Editor
Garland Rosaura	Editorial Advisor
Amy Modun	Associate Editor
Cathy Bell	Graphic Artist

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



Printed on Recycled paper



IN THE NEWS

Port of Oakland get OK to deepen its harbor

The Port of Oakland has received approval to deepen its shipping channels from the current 42 feet to 50 feet beginning as early as this spring. The San Francisco Bay Conservation and Development Commission approved the \$260 million project at a Dec. 21 hearing.

The dredging, which is expected to take three years to complete, will enable the port to accommodate increasingly larger cargo ships.

The U.S. Army Corps of Engineers and the port will divide the majority of the 13.4 million cubic yards of sediments dredged from the bottom of the bay to build a new park and restore wetlands in West Oakland and in Marin and Solano counties.

This project comes on the heels of a recently completed dredging project in 1995 that deepened the port from 38 feet to 42 feet.

In the new project, the port envisions building a 181-acre park along the bay between the Bay Bridge and the Oakland Estuary. This area, known as the Middle Harbor, will be filled in with 5.8 million cubic yards of cleaned dredged material and eventually will feature an interpretive center and visitor walkways. The park will include 15 acres of shallow-water eel grass along the bay and wildlife habitat for the endangered California least tern.

Another 5.5 million cubic yards will be shipped for wetlands restoration project at the decommissioned Hamilton Air Force Base along San Pablo Bay. About 1.1 million cubic yards of material will be too contaminated for wetlands restoration, so it will be dumped in a landfill. The rest of the dredged materials likely will be used for other construction projects conducted by the port or at the former Alameda Naval Air Station.

The deepening project is a vital part of the port's \$1 billion expansion project, which is designed to keep Oakland competitive with other major West Coast ports such as Los Angeles, Long Beach, Seattle and Tacoma. The expansion will create an estimated 8,000 jobs and double the port's \$1.4 billion in total business revenue in the next decade, along with adding \$55 million in sales tax for the City of Oakland.

Goodbye, good ole boys!

I've said this before, and I'll say it again: This is your union, and you make things happen. It's truly amazing what members can accomplish when they get involved. In Yuba City recently, 40 members provided a perfect example of how organized determination can make a powerful and lasting difference.

The Yuba County Board of Supervisors recently elected Hal Stocker chairman for 2001. The decision was made a week early since state law requires procedures to occur the first Monday after Jan. 1. The board chair is normally determined by district rotation, but this year was different. When the board nominated and elected Stocker, outgoing Chairman Brent Hastey called a special meeting on the last day of his term in an attempt to nullify the decision. If Hasty would have succeeded, anti-labor ally Don Schrader would have taken the chair.

Thanks to Local 3 members and Yuba City District Rep. Frank Rodriguez, who mobilized overnight with picket signs and testimony, board supervisors tabled the resolution that required a chairmanship to rotate by district. Stocker was elected again by supervisors on a 4-0 vote.

The members of Yuba City made things happen. We can never underestimate the importance of supporting labor-friendly candidates at all levels of government. The decisions this local board makes during the next year will directly impact the livelihood of Yuba City members. Remember, this is your union and your pocketbook. Let's follow the example of Yuba City and get involved. You can make the difference.

talking points



By

JOHN BONILLA

President

Union recognizes volunteers

Local 3 thanks
those who helped
with union activities

For years, Local 3 members and their families have donated thousands of hours to volunteer activities that build power and strength for all working families. This year is no exception. Local 3 members, family, friends and staff donated over 16,000 hours for phone banking, walking precincts, mobilizing for picket lines and organizing activities, attending local government meetings, and donating labor for community projects.

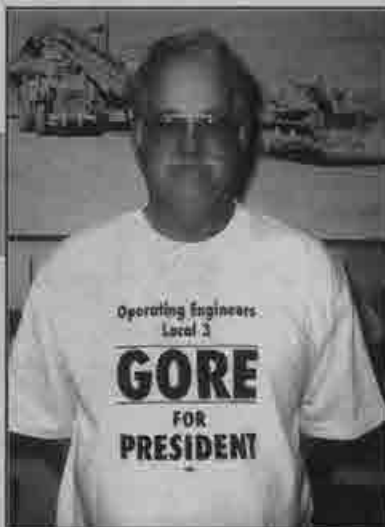
Business Manager Don Doser, realizing the great value of member involvement, launched the Volunteer Recognition Program (VRP) for the new millennium. The VRP is designed not only to acknowledge the volunteerism of Local 3 members but to give them rewards for their hard work. This year alone over 700 people volunteered, earning Local

3 jackets, hats, special pins and certificates of appreciation

In addition to the VRP, each district was asked to select a district volunteer of the year. This was no easy task, but after much consideration and deliberation each district submitted its winner, or in some cases winners. Some district's just could not decide.

Congratulations to the 2000 district volunteers of the year and thank you to all Local 3 members, family, friends and staff who gave their time and energy to make our union strong.

If you are interested in volunteer opportunities or to learn more about the Volunteer Recognition Program, please contact your Local 3 district office.



Joel Lanstra -
Rohnert Park District

Joel is a 19-year Local 3 member and someone you can always count on. He is one of the first to show up when members are needed. After completing the COMET training a few years ago, Joel has helped with organizing campaigns and the March primary and November general election. He was on phone banks two to three times a week.

Volunteers of the Year:

Evelyn Quig and Maria Sahagun -
Yuba City District

Evelyn Quig is the wife of 47-year Local 3 member Harold Quig. The two were always ready to volunteer at a moment's notice. Whether it was holding picket signs in front of city hall or phone banking, they were always there.

Maria is one of Local 3's newest young stars in the apprenticeship program. When Maria was asked to do volunteer work for Local 3, she responded with a level of enthusiasm not seen in a long time from our apprentices. In less than one month, Maria volunteered over 30 hours to go around to all the different Spanish-speaking areas to do political education for one of our congressional candidates.



Ken Shigeoka -
Hawaii District

Just this year alone, Ken has put in about 24 hours of volunteer time assisting Local 3 with all phases of political action such as sign waving, phone banking and also attending fundraisers and rallies. As the president of the Big Island Chapter of the Retiree Association, Ken always stresses to our retirees the importance of getting politically involved.

IN THE NEWS



Robert Fleckenstein - Stockton District

During the Election 2000 Labor to Labor campaign, the Stockton District was fortunate to have several outstanding volunteers. One individual who proved exceptional in his willingness to do whatever it took was Robert Fleckenstein. Although Robert was working full time as a lubrication engineer for Preston Pipelines, he was a leader in phone bank shifts and precinct walking. On Election Day, Robert adopted a precinct after work and stayed late to watch as the election results began to come in. We are grateful for Robert's contribution and sincerely thank him.



John Hoover - Nevada District

John has always stepped up to volunteer work when we have an issue we are working on. He regularly volunteered to work on Debbie Smith's campaign for the Nevada Assembly. He personally took yard signs and found locations for them, walking door to door and helped in any way he was needed. On election day, John walked all day for the campaign.



Enrique Aguilar - Fairfield District

When it came to volunteering, Enrique always showed up early and stayed late. No matter what the task he was willing to do whatever was necessary to get the job done. He was always available on short notice if we were short-handed. Enrique even canceled family plans on a Sunday when we needed help.



Tim Truman (above) and **Bill Bozeman** Utah District

Even though Tim has worked odd hours as a crane operator for Wasatch Constructors over the past several years, he always tells us that if we need help he will make himself available. And when we call him, he shows up ready to go.

Bill, meanwhile, has worked for several local contractors. While employed for Wasatch Constructors, Bill was injured on the job. But even before his injury, Bill was always willing to help. While recovering from his accident, Bill volunteered for anything and everything.

Thank YOU

Kellee Hopkins - Redding District

Kellee was chosen as the district's volunteer of the year because she showed a great willingness to encourage Local 3 members to register to vote and to get out to the polls on election day. Kellee did a great job educating the members on the importance of getting out the entire union household vote.

Terry Farris - Fresno District

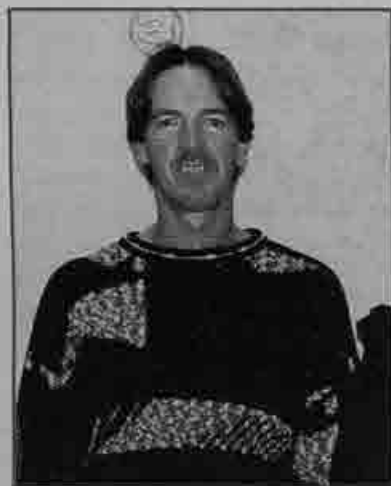
Terry runs a paving crew from dawn to dusk, serves on the Fresno District Grievance Committee four to five nights a month, then turned in a record 51 volunteer hours during the 2000 election campaign. Does Terry have a private life? Who needs one? Terry is a 36-year member with a long history in organizing, local politics and setting an excellent example of the word "union" for all our members. Whether running crews or just being one of the hands, Terry is always taking that extra step in representing Local 3. We would also like to recognize Lisa Livaudais, who had 47 volunteer hours during the election season. Great job Lisa!

Victor Cisneros - Sacramento District

Victor was running an excavator in early 1998 at a non-union landfill. A Local 3 business representative stopped to talk to Victor about how the union could use his skills. He joined Local 3 in May 1998 and volunteered his time to help organize Kirby Canyon Landfill. He helped bring in 12 new members at that time plus 10 more at a later time. Victor has taken time to go to meetings and talk with potential members.

Del Surette - Sacramento District

Del meets and far exceeds the dedication of solidarity. Del gave many hours between the March primary and the November general election. His time was spent phone banking, precinct walking and attending rallies. Whenever asked, Del was ready to help in any way he could. Del and his wife Tracey have an 8-year-old son Alex. Both Del and Tracey have volunteered their time toward getting the word out to all of the union members.



Clyde Whetstone - San Francisco District

Clyde recently got into the apprenticeship program and was initiated as a new member in August 1999. He did an outstanding job and volunteered 30 hours of his time. He also got family members to help out.



Glenn Gramstad - Oakland District

Glenn has been a devoted Local 3 member since 1961. He retired in July 1993. He has given his full support every time he has been called upon. He contributed about 40 hours in the last election. Congratulations to Glenn and thanks for your support.

FROM

rancho
murieta

Get the scoop on backhoe training

If you're interested in underground construction work or in operating a combination loader/backhoe, then a backhoe/excavator class is just what you need to take at the Rancho Murieta Training Center.

When we talk about underground construction, we specifically mean all levels of grading work in preparation for laying underground utilities such as water and sewer lines, fiber optic lines and cable for new subdivision systems or making repairs to existing systems. Since the housing construction industry flourishes in many areas, there is a lot of subdivision work and opportunity for laying new underground systems.

Those of you in the backhoe class will receive two weeks of comprehensive, hands-on training. Most importantly, you will learn to operate different types of backhoe and excavator controls under stress-free conditions. There's no pressure to master controls in a few hours, which might be the case on a jobsite. At Rancho Murieta, you can train in an atmosphere that is conducive to learning the controls over a period of time.

At RMTC, we have six 416 model Caterpillar backhoes with CAT, John Deere and Case controls. There are two Caterpillar 312 excavators and one Caterpillar 320 available for training. These machines also come with compaction wheel training. This backhoe/excavator course is a two-week class and covers many topics and methods that will challenge operators to increase their skills and productivity.

There are discussions in the industry about manufacturers perfecting automatic controls to expedite production in attaining grade. But RMTC focuses on John Deere, CAT and Case controls to meet contractor demands. Many contractors are frustrated with union workers who can only operate the controls of one type of backhoe or excavator.

During the course you will learn how to dig a vertical trench to grade. As part of the trenching technique, you will sharpen hand-eye coordination and

develop the necessary depth perception required to skillfully perform the job. The course also covers techniques for sloping trenches, which is sometimes necessary for safety reasons.

Instructor Cedric McCauley, a 20-year member of Local 3, has been an instructor at RMTC for 10 years. He has taught classes on backhoes, excavators, gradesetting, loaders and forklifts. In fact, most of his field experience is in underground construction. In his expert opinion, underground construction is different than any other due to the challenges it poses for the skilled operator.

When repairing existing underground systems, the operator must maneuver his or her backhoe or excavator around pre-existing utilities and make the grade without disrupting any systems in place.

Gradesetting skills are necessary to go along with the course. The course trains you in stake reading and gradesetting procedures for underground work. You'll learn step-by-step procedures for setting up a string line and using a grade pole. Your instructor will demonstrate proper alignment of the machine to the string line following centerline and track line techniques. Other training topics include techniques and procedures for digging manholes, tunneling under existing utilities, crossing and straddling trenches, and proper backfilling of trenches.

Safety is a large issue that is addressed in every class at Rancho Murieta, so large an issue that a trainee who passes the written tests and skills assessment can actually fail part of the course simply by overlooking some simple but crucial safety factors. In this respect, the

The backhoe/excavator class is no different than other equipment classes. Before starting a machine, all trainees must perform a cold-iron check and safety inspection. A cold-iron check, also known as the five fluid levels, consists of a dipstick check of the oil, transmission fluid, hydraulic fluid, coolant and fuel.

A quick check at the onset can save you down time, great expense and even thwart potential accidents. Much like the cold-iron check, the safety inspection is a routine scan of the equipment's interior and exterior. This overview involves inspecting the tires, looking for leaks, looking for cracks in the frame, and verifying proper brake operation.

Moreover, personal safety issues such as being alert, getting plenty of sleep and rest are emphasized. This includes being aware of potential hazards on the job and around your work area. Backhoe and excavator safety includes keeping other work personnel out of the swing area of the backhoe bucket and being especially mindful of counter weights on the excavator.

Another safety factor the class focuses on is being aware of overhead high-voltage lines, especially when operating excavators. There are also safety procedures to follow whenever the machine comes in contact with high voltage or gas lines and procedures to follow for trench cave-ins.

According to McCauley, there are two types of cave-ins: one with a person trapped among the debris and one with no victims. The procedures for extracting a person are carried out by hand so as not to inflict added injuries to the victim. Cave-ins involving no victims usually require the use of heavy equipment for removing any unstable materials while not disrupting the existing utility system.

Ultimately, teamwork and communication are keys to increasing safe working conditions. The RMTC strives to expose its trainees to many different scenarios. However, the RMTC cannot expose a trainee to every aspect of the trade because of curriculum, time constraints, and so on. Therefore, most training will be learned on the job, which is what apprenticeship is all about.

The future for good, competent backhoe and excavator operators looks promising. There should be plenty of upcoming work to keep the underground industry busy. Our goal at RMTC is to help our members develop and upgrade their skill level. With the constant technological changes in our industry, training must be the nucleus of our future if we are to maintain superior craftsmanship.

Journey-level operators can sign up for upcoming classes at their dispatch office. Apprentice operators should consult their coordinator for supplemental related training (SRT) classes. For more information on class schedules and other courses, read the Engineers News and visit our Web site at www.oe3.org for announcements regarding classes offered soon.

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

1. Apprentices learn to use a grade pole and work from stringline.

2. Rancho Murieta Training Center trains apprentices to operate backhoes and excavators.

3. An apprentice gets valuable training time using a CAT 312 excavator.

4. The compaction wheel is a special attachment to the excavator.





Mission Statement

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

Local 3 is also committed to:

Electing politicians who support legislation and policies favorable to union members.

Creating a level playing field for employers in the public bidding process.

Building the highest quality infrastructure for the public good.

Providing Local 3 members with a full-service and convenient financial institution, the Operating Engineers Local Union No. 3 Federal Credit Union, to help facilitate members' pursuit of a higher standard of living.

Providing Local 3 members with a sound pension and retiree medical plan so union members can retire with dignity and financial security.

Providing quality apprenticeship and journey-upgrade training so Operating Engineers can be the best in their respective industries.

Improving the public education system through the support of bonds and other financing of school infrastructure.

Nevada recaptures market share

In the 1998 Nevada Master Construction Agreement negotiations, the negotiating team expressed interest in initiating a Market Recovery Program (MRP) in another effort to regain the union's market share of private work that has been lost to non-union companies.

The MRP is a subsidy program that pays our members the difference between non-union wages and union wages so that our union contractors can bid competitively in a market dominated by non-union companies. Our Nevada members ratified this agreement and the MRP concept with the understanding that it would take at least two or three years before enough funding could be generated for the program to work.

I would like to report to you, brothers and sisters in Nevada that your program is now being fully implemented and already our union contractors have successfully picked up five projects in the last two months of the year 2000. These five additional projects will generate about 32,000 hours of work for our brothers and sisters. This work has normally gone to non-union contractors that make their profit off the backs of their employees by paying dirt-poor wages.

With this program in place, we plan to target the private work industry in general. We expect to accomplish three major objectives. The first will allow our union contractors to bid competitively against non-union companies while paying union wages. The second objective is to elevate industry standards for our members and their families. The third objective is to recapture the market share so we can negotiate better wages and safer working conditions for our members.

speaking
out



By

DARELL STEELE

Financial
Secretary

FROM THE organ- izing dept.



By

BOB MILLER

Local 3
Treasurer

Research Department to increase support of organizing

In a move designed to enhance the effectiveness of Local 3's organizing efforts, Business Manager Don Doser announced that the Research Department would work more closely with the Organizing Department. To accomplish this, Doser named Bill Feyling, former construction organizing coordinator, as the new research director.

Doser said that our research department has always been exceptional, but an increased focus on organizing is a good move. He also said the Research Department, working with organizers and business representatives, can be invaluable in creating future work opportunities for members.

Every Operating Engineer knows that by the time a job trailer shows up on site, the dirt work has already gone to bid. That's why it's so important for Local 3 to be ahead of the work. An aggressive organizing and marketing strategy can play a key role in securing future work opportunities for members.

The research department plays a crucial role in keeping district and business representatives informed about upcoming work in their area. With this information, representatives can contact the appropriate project owners, developers and general contractors to push the work union long before the

building permit is issued. Research Director Bill Feyling believes this type of organizing will keep Local 3 ahead of the game.

"This method of aggressively marketing members' skills and efficiencies and staying ahead of the work enhances the odds of work going to our union contractors and also helps focus the needs of our organizing efforts," Feyling said.

In comprehensive organizing campaigns, research can play an important role in getting a contract. Organizing

workers is not always enough. Unions must find additional ways to generate power to fight illegal actions by employers. Finding the strengths and weakness of an employer can give workers the edge they need. This information drives a union's ability to develop

effective, creative strategies and tactics to protect workers against company power.

"The easiest jobsite to organize is the one that never went non-union in the first place."

- Business Manager Don Doser

One of Local 3's most valuable sources of information is workers. Both union and non-union hands often have information that can bring a non-union contractor to its knees and sign an agreement.

If you have information you think might be of value, call the Local 3 Organizing Hot Line at (877) 674



organizing
hotline

(877)674-6493

Control diabetes to ensure a long, active life

It's important to control diabetes. The National Institute for Health and the National Cancer Center for Disease Control offer seven principles to help you control your diabetes for life. Every person with diabetes has different needs. Talk to your doctor about a treatment plan that's best for you. When you have diabetes, controlling it can help you live a long and active life. Taking good care of diabetes can lower the chances of getting:

- Eye disease that can lead to loss of vision or even blindness
- Kidney failure
- Heart disease
- Nerve damage that may cause a loss of feeling or pain in the hands, feet, legs or other parts of the body.
- Stroke

Find out which type of diabetes you have

If you have diabetes, you should know which type. If you don't know, ask your doctor whether you have:

Type 1 diabetes. People who have this type of diabetes need to take insulin every day. This type of diabetes was called juvenile diabetes.

Type 2 diabetes. This type of diabetes can often be controlled by the food you eat and regular physical activity. Some people may also need to take diabetes pills or insulin. This type of diabetes was called adult-onset diabetes.

If you know someone who might be at risk for diabetes, tell him or her to ask the doctor about getting tested. In upcoming issues of *Engineers News*, we will highlight additional principles to help you control your diabetes.



New dietary guidelines

The 2000 edition of the Dietary Guidelines makes 10 recommendations.

This is a change from the seven recommendations in past editions. The recommendations are placed in three groups.

Aim for fitness:

- Aim for a healthy weight.
- Be physically active each day.
- Build a healthy base:

Let the pyramid guide your food choices.

- Choose a variety of grains every day, especially whole grains.
- Choose a variety of fruits and vegetables every day.
- Keep food safe to eat.

Choose sensibly:

- Choose a diet that's low in saturated fat, cholesterol and moderate in total fat.
- Choose beverages and foods to moderate your intake of sugars.
- Choose and prepare foods with less salt.
- If you drink alcoholic beverages, do so in moderation.

NEWS FROM

fringe benefits



By

CHARLIE WARREN

Director



FROM THE
office of
compliance
and civil
rights



By

CURTIS BROOKS

Director

Change your thoughts to build a better world

Unlike other functions or abilities that we have as human beings, it's hard to remember that we are the thinkers of our own thoughts. It's easy to remember that our voices are the product of our own ability to speak.

It would be virtually impossible to startle ourselves with our own voice because we are so aware that we are the ones creating the noise. We could even scream and not be frightened by the sound of our own voice.

But thinking is different.

The founder of American psychology once said that thinking is the grand originator of our experience. Every experience and perception in life is based on thought. Because thinking precedes everything and happens automatically, it's more basic than other functions we have.

It's easy to believe that because we think something, the object of our thinking represents reality. When we realize that thinking is an ability rather than reality, we can dismiss any negative thoughts that pass through our mind. As we do so, a positive feeling begins to emerge.

If we harbor negative thoughts, we lose the positive feeling and feel the effects of the negativity. Here's a typical example of how this happens.

Pretend that we're on a jobsite and working hard to get the job done right and on time. Someone tells you to start a cut on station 125.00 and go down 50 feet to the toe at 2:1. Though he or she meant to go 50 feet away from station 125.00 and cut 50 feet at 2:1, you think the person who gave you incorrect instruction thinks you are dumb.

That person thinks you think he or she was trying to get you fired. In fact, the entire situation is just a big misunderstanding. Nobody was really thinking anything, even though it seemed real in your head.

God gave us two ears but only one mouth. Some people say this is because God wants us to spend twice as much time listening as talking. Others claim it's because God knew that listening is twice as hard. What do you think?

The road to success is always your thoughts under construction. Change them and you can build a better world.

FROM
talking
to techs



By

GERRY ORME

Director, Technical
Engineers Division

Safety first! Working in all types of weather conditions requires vigilance

Survey and inspection work is going strong, and the outlook for more work is good. Weather is the primary factor affecting field work hours.

As the weather changes, we will work in hot, cold and wet conditions. As a result, safety becomes more of an issue. If you work on slippery surfaces or near traffic, you must prepare yourself.

If you work near heavy equipment or electrical sources, be aware of your surroundings at all times. We've had a relatively safe work season so far, so let's keep it that way.

Thanks to each surveyor, inspector and family member who exercised his or her precious voting right in the recent election.

NEW CLASSES

Attention Eureka Members!

The Eureka District will be starting gradechecking classes on Feb. 14. Classes will be held at the union hall at 2806 Broadway, Eureka, from 6 p.m. to 9 p.m. on Wednesday evenings. Those interested please call (707) 443-7328.

Attention Oakland Members!

Guess which classification we ran out of during last year's busy work season? Gradesetters. To meet demand, the Oakland District will begin offering gradesetting classes. Please contact the Oakland District office at (510) 744-7446 to sign up and get more information.



Stand shoulder to shoulder with your fellow union members

Join your union brothers and sisters at the next Semi-Annual
to learn more about organizing for Local 3's future

Business Manager Don Doser announces that the next Semi-Annual membership meeting will be held March 18 at the Solano County Fairgrounds next to Marine World in Vallejo, Calif.

The meeting, which starts at 1 p.m., will take place in Exposition Hall, a conveniently located building with plenty of free parking nearby. Registration begins at 11 a.m., and attendees will be provided a box lunch.

Organizing for Local 3's future

The theme of this spring's Semi-Annual is "Standing Shoulder to Shoulder: Organizing for Local 3's Future."

"If we want to create more job opportunities, secure

"If we want to create more job opportunities, secure prevailing wages and raise industry standards, we need to continue to aggressively organize," said Business Manager Don Doser.

prevailing wages and raise industry standards, we need to continue to aggressively organize," said Business Manager Don Doser. "We cannot accomplish this without the help of our members."

In addition to guest speakers and visual presentations, the members will be provided with information about what the union's organizing program has recently accomplished and how members are standing up to support the union's organizing effort.

"These are exciting times for Local 3," Doser said. "We are building an organizing program second to none. We are getting increasingly aggressive and trying new tactics all the time. We want the members to come and see what the excitement is all about."

(continued on next page)



Semi-Annual 2001

(continued from page 11)

Door prizes

As it has done at the past three Semi-Annuals, the union will give away donated door prizes to members in attendance. This time, the union will give away 10 separate prizes consisting of one year's window dues. You must be a dues-paying member and be present at the Semi-Annual to be eligible to win.

Come join your fellow union members at the next Semi-Annual and stand shoulder to shoulder in organizing for Local 3's future.



Lodging Information

Holiday Inn (At Marine World)

1000 Fairgrounds Drive
Vallejo, CA 94589
(707) 664-1200, (800) 533-5753
Double/Single \$60

Best Western Inn (At Marine World)

1596 Fairgrounds Drive
Vallejo, CA 94589
(707) 554-9655 (800) 528-1234
Double/Single \$59

Ramada Inn

1000 Admiral Callahan Lane
Vallejo, CA 94591
(707) 643-2700
Double \$90 /Single \$80

ual

Directions to the Solano County Fairgrounds

From Concord

Take I-680 north, go over Benicia Bridge
 Take I-780 to Vallejo/Benicia (left lane)
 Take I-80 east toward Sacramento
 Take Fairgrounds Drive/Marine World exit
 Turn left at the stop light (Fairgrounds Drive)

From Sacramento

Take I-80 west toward San Francisco
 Take Hwy. 37 San Rafael exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at the stop light (Fairgrounds Drive)

From Napa

Take Hwy. 29 south to Vallejo
 Where Hwy. 29 and Hwy. 37 meet,
 take Hwy. 37 east
 Take the Fairgrounds Drive/Marine
 World exit
 Turn right at stop light (Fairgrounds Drive)

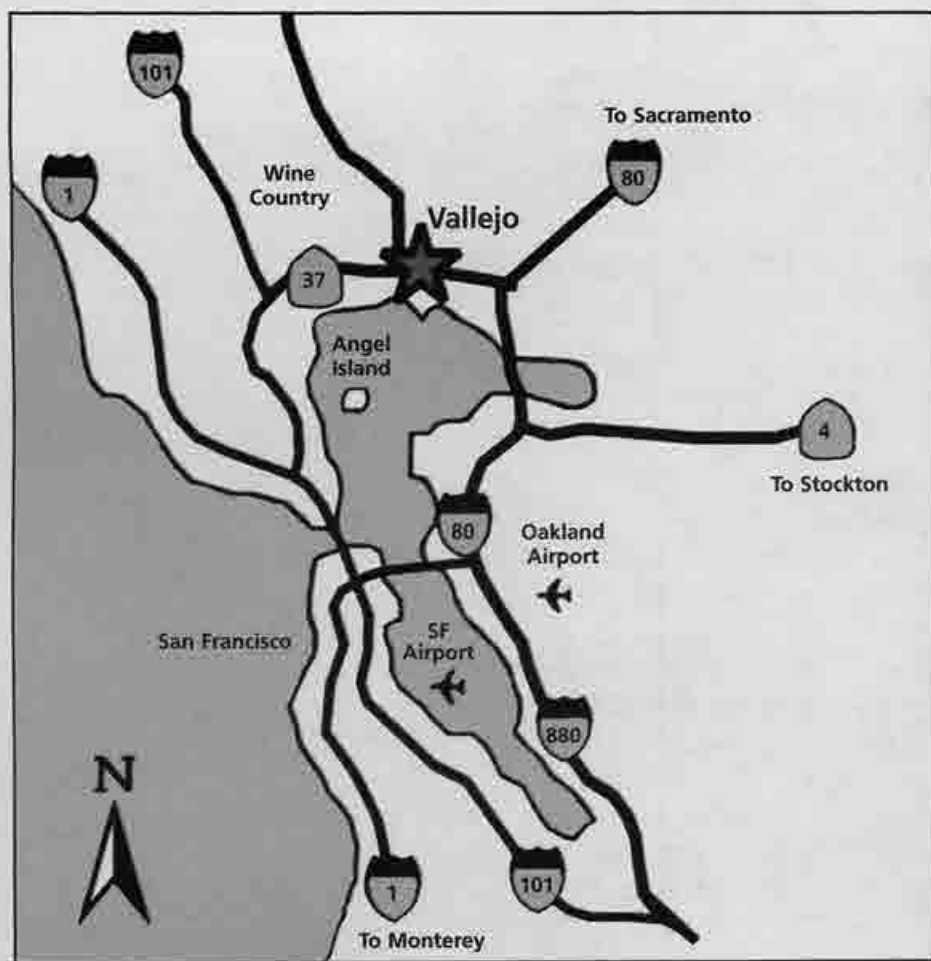
From San Francisco

Take I-80 east over the Bay Bridge toward
 Sacramento
 Go about 25-30 miles, cross Carquinez
 Bridge
 Take Hwy. 37 Napa exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light, Fairgrounds Drive

From Oakland

Take I-880 north
 Take I-580 north towards Sacramento
 Take I-80 east towards Sacramento
 Go about 25-30 miles, cross Carquinez
 Bridge
 Take Hwy. 37 Napa exit
 Take Fairgrounds Drive/Marine World exit
 Turn left at stop light, Fairgrounds Drive

Note: Once you turn on Fairgrounds Drive, Local 3 staff will show where you can park.



FROM THE credit union



By

ROB WISE

Credit Union Treasurer
&
Local 3 Recording
Corresponding Secretary

Automatic dues payment makes life easier

With the busy spring and summer seasons ahead, removing chores from your to-do list is a good idea. You can free yourself from manually paying your Local 3 dues by signing up for your credit union's free auto dues service.

You may choose to have your dues deducted quarterly or annually from your Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU) savings account. Automatic deduction helps you remain in good standing.

Members who fall out of good standing lose valuable union benefits and privileges. You can also avoid late fees and going suspended.

Easy automatic dues sign-up

An automatic dues payment authorization form is on the back cover of this Engineers News. Complete and mail the form to:

OEFCU
P.O. Box 2082
Dublin, CA 94568

You can also bring the completed form to any OEFCU branch. For branch locations call (800) 877-4444 or visit www.oefcu.org. Your completed and signed auto dues form needs to reach the credit union at least 10 days before your next scheduled payment date.

Annual payment of dues occurs on the seventh business day in September. Quarterly payment of dues occurs on the seventh business day in March, June, September and December.

Discounted tax forms available

Visit the OEFCU Web site at www.oefcu.org for the convenience of the popular Turbo Tax for the Web. Turbo Tax for the Web is discounted to \$14.95 for a 1040 long-form federal return if filed by April 1. After this date, the price is \$19.95. Short form 1040 EZ federal returns are discounted to \$6.95 if filed by April 1. After this date, 2001 federal EZ returns will be \$9.95.

State long-form returns are \$9.95. State EZ returns are free. If you have an adjusted gross income under \$25,000, you qualify for free preparation and filing of your federal and state returns under the Quicken Tax Freedom Project. OEFCU offers a tax-time special loan through April 15. You can borrow up to \$3,000 at 9.90 percent Annual Percentage Rate and take up to 12 months to repay. You may use the funds for any purpose.

Credit union number provides valuable service, information

You have probably seen the OEFCU phone number in this column and on information you receive from the credit union. Here are useful things to know about (800) 877-4444:

- You can reach a live person during OEFCU business hours, 8:30 a.m. to 5 p.m. Pacific Standard Time.
- During business hours you will reach a friendly and experienced OEFCU Communications Department representative. The representative will direct your call to the OEFCU staff member who can best serve you.

During non-business hours, the OEFCU phone number is more than just an answering machine. When you call, an interactive system will prompt you for information that the OEFCU staff needs to process your request as quickly as possible.

Credit union products and services can save you and your family hundreds, even thousands of dollars when compared to non-union banks and for-profit financial institutions.

For more information about your union credit union, call any OEFCU branch or (800) 877-4444. Or visit www.oefcu.org.

"My wife and I made the credit union our only bank quite some time ago. We like the convenience of direct deposit for social security and pension, especially since we enjoy traveling."

--Retired Local 3 member Bert Tipton,
Friant, Calif.

"I like being able to handle transactions with my branch over the phone, particularly since my work could take me from being knee-deep in the Monterey Bay to San Jose airport projects. I found that at Bank of America I was just a number but at the credit union I was an individual."

--Local 3 member Robert Marsh,
Lemoore, Calif.

"I tried doing business with banks and they have the attitude that it's their money. I can't say enough good things about the OEFCU staff. They really help out, and I have never found that at another bank."

--Local 3 member Ray Shipman,
San Leandro, Calif.



FROM ROHNERT PARK EBOW BOHNEBI BVRK

WORK PICTURE LOOKS BRIGHT FOR ROHNERT PARK

ROHNERT PARK - District 10 staff welcomes new District Rep. Russell E. Burns. Russ is a third generation, 22-year member of Operating Engineers. Russ has been the special crane representative for the past seven years.

Russ and the Rohnert Park staff hope you had a safe and happy holiday. We look forward to working with our members and contractors in 2001. The staff thanks former District Rep. Gary Wagon for his hard work and dedication to Local 3. We wish him the best in his retirement.

The district's business representatives recently attended the North Bay Districts Public Works Night hosted by the Associated General Contractors. This annual event featured representatives from North Bay and Caltrans.

Different agency representatives gave an overview on the construction projects that will be put to bid this year and future projects in the planning stages. Some of the reports are as follows.

Sonoma County

Capital improvements for 2001 for the Road Department are reported at almost \$18 million, with an additional \$3.4 million in projects for surrounding cities through 2003. The Sonoma County Refuse Division earmarked \$4.6 million for the East Canyon Expansion-Central Landfill, a transfer station entrance and a turn lane at Hwy. 116.

Mendocino County

Mendocino County has a storm damage repair program with 28 sites totaling \$4.2 million through 2001. The county has 17 bridges in need of reconstruction worth \$14 million. The work is expected to last four years. The county hopes to obtain funding for an additional \$34 million in road rehabilitation and realignment projects through the fiscal year 2004-2005.

Caltrans, District 4 reported \$28 million in work for southern Mendocino county. A highway widening project south of Hopland is estimated at \$15.5 million. It should advise to bid early this year. The Noyo Bridge at \$24 million in Fort Bragg bid early last year but is still in suspension. Construction could start this summer. We will continue to report on the status of these projects and any new ones in future issues of *Engineers News*.

Hazmat reminder

The following is a reminder to those who need to renew their HAZMAT certification. District 10 will hold classes for re-certification HAZMAT training classes. For the first quarter of 2001, the dates are as follows:

Friday, Feb. 23
Saturday, Feb. 24
Thursday, March 15

Please call the district office at (707) 585-2487 to add your name to the list of attendees. Training classes will start promptly at 7 a.m. in the upstairs meeting room of the Operating Engineers building located at 6225 State Farm Drive, Rohnert Park.

For members who want to retire, the annual Pre-Retirement Meeting for District 10 will be held Thursday, Feb. 1 in the Operating Engineers building in Rohnert Park. You are encouraged to bring your spouses and to write down questions that can be discussed and answered at the meeting. The Pre-Retirement Meeting will start at 7 p.m.

KZST Entertainment Guide Books are for sale in the Rohnert Park District office for \$20, and the Sonoma Express cards are also for sale in the office for \$20.

PERSONALS PERSONALS

Personal Notes

District 60 - Yuba City

The Yuba City District office would like to express its condolences to Local 3 member Richard Stinson on the passing of his wife, Genevive Stinson-She, on Oct. 21.

District 10 - Rohnert Park

Congratulations to the following: Jimmie McGrew on his marriage to Crystal Lanford on May 12 (Jimmie now has three new step children); to Beth Austinson on her marriage to Fidel Cervantes on Oct. 5 (Beth now has a new step daughter, 7-year-old Veronica). Beth follows in the footsteps of her dad, Neal Austinson Sr., and her brother, Neal Austinson Jr., as technical engineers. Fidel is a member of the Plumbers Union; to Howard Baker on his marriage to Bonita Laleski on Nov. 11; to Steven Oswood on his marriage to Paige Scott on Nov. 18; to Hubert Mynatt and his wife on celebrating their 57th wedding anniversary.

The district office would also like to express congratulations to the following: Lance and Cindy Castor on the birth of their daughter, Samantha Maurine, on Sept. 22, weighing 7 pounds, 6 ounces; to Adam Klarr and Leah Stevens on the birth of their daughter Tailyor Paige on Oct. 1; to James and Tonie Kahaulelio on the birth of their son, Dino Kahiua Guanella on Oct. 4; to Ron Poff and wife Janet on the birth of their son, Johnathan Henry, on Nov. 7, weighing 9 pounds, 11 ounces; to Esther Preciado on the birth of her daughter, Julia Esther, on Nov. 13, weighing 8 pounds, 3 ounces. Julia has two older brothers, Chris and Braulio.

And finally, condolences and prayers are extended to the families of the following departed: Retired Local 3 member Harvey Webb and his wife, who were killed in an Aug. 11 automobile accident in Arizona; James "J.J." McGee, son of Local 3 member Harold "Neil" McGee and Michelle McGee, on Oct. 5; William Keeton on Nov. 16; Marvin T. Gardiner on Oct. 24; and Ron DeKeyser on April 19.

FROM THE
districts



FROM THE districts

FROM UTAH EBOW NIVH

UTAH DISTRICT GRADUATES 16 APPRENTICES FROM TRAINING PROGRAM



Utah Training Administrator Phil McChesney, far left, and Training Instructor Ken Bailey, far right, with the graduating apprentices from left: Meliton Sanchez, Karl Lopez, Keith Eisert, Linda Kendall and Steven Nicholls.

SALT LAKE CITY – Winter has hit, and training is going strong in Utah. We were lucky enough to bring longtime Local 3 member Ken Bailey on board as Utah's training instructor in July 2000.

Ken has had a long and successful career as a superintendent with Granite and Gibbons & Reed and has worked tirelessly to rehabilitate and maintain Utah's apprenticeship equipment, as well as train apprentices and journey-level operators for the industry.

The Utah District held its first completion ceremony at the Radisson Hotel in Salt Lake City on Dec. 1. Certificates were awarded to George Ledesma, Benjamin Taylor, Travis Horton, Kevin Wenkel, Cory McCall, Korey Martin, Jared Newton, Dena Richardson, Keith Eisert, Thad McDonald, Meliton Sanchez, Linda Kendall, Cory Godbe, Frank Sunde, Karl Lopez and Steven Nicholls.

Nicholls was Outstanding Apprentice of the Year, and W.W. Clyde & Company was the Outstanding Contractor.

The 2001 work picture is looking up, and when the weather warms and the snow melts, we will have a lot of good hands going back to work.

Phil McChesney,
Utah Training Administrator

FROM REDDING EBOW BEDDING

LOCAL 3 MEMBER EARNS 35-YEAR PIN

REDDING – Bill Brown recently received his 35-year pin. Bill is unusual in that he has only worked for two employers during his career.

After graduating from high school in 1957, he moved to Redding where he found work as a laborer with the MV Brown Construction Company. He became an Operating Engineer in February 1965. Bill had reservations about leaving because most people he worked with thought he was related to Monty Brown.

Bill began his employment with JF Shea on Sept. 16, 1965. He worked on construction projects for a couple of years and found himself operating equipment at the Smith Road Pit. After considerable time, he became a mechanic. More time passed before Bill became a foreman after his supervisor was transferred.

Bill advises young workers to enjoy the trade and take pride in doing their best. He also advocates supporting the union and voting for labor-friendly candidates at the local, state and federal levels.



**FROM NEVADA
EBOW NEVADA**

**FROM THE
districts**

NORTHERN NEVADA GRADUATES NINE APPRENTICES

RENO – On Dec. 1, 2000, Northern Nevada JAC held its annual awards and completion ceremony at the Silver Legacy Resort Casino in Reno, Nev. Awards were given to Granite Construction for its donation of equipment to the program. Q & D Construction was Employer of the Year, and Lee Ruff was Supervisor of the Year.

All apprentices received several awards for their completion of the program. Brian Prather and Matt Hobbs received awards for their outstanding commitment to the program.



1. From left: Cynthia Jolly, Joe Aguilar, Brian Prather, David Etchison, Matt Hobbs, Stephan Urban, Eli Walter. Not pictured: Donnie Libre and Tracy Hostetler.

2. Nevada District Rep. Pete Cox, far right, presents Norman Dianda with the Employer of the Year award.



**FROM ELKO
EBOW ELKO**

MINING DIVISION EDUCATES COMMUNITY MEMBERS

ELKO – In keeping with community involvement and playing an active role, Jon Skinner, one of our longtime Local 3 members, recently held a 24-hour training class designed to cover all aspects of the EMT scope of practice that meets DOT requirements.

Students ranged from mining personnel, nurses, local fire fighters and EMTs from local communities. Jon and the students extend a special thanks to the union for being able to use the meeting room. The students said this was the most enjoyable and educational course they had ever taken.

1. We held a bowie knife raffle to benefit our new Mining Division Membership fund. The hand-crafted bowie knife was made and donated by John Zirkelbach. The ivory handle was donated by Jim Kline. Both John and Jim are Local 3 members. The purpose behind this fund is to create union activity. This is just one more benefit of being a Local 3 member.

2. We are actively working on an internal membership drive for the Mining Division. This will be a drawing for another original knife designed and made by John Zirkelbach. The way to get your name into this drawing is to sign up a new member. Each new member receives one ticket. The sponsoring member also receives one ticket. Our goal is to bring in a minimum of 50 new members and award the knife during our March Semi-Annual.



SCHOLARSHIP CONTEST RULES FOR 2001

APPLICATIONS ARE AVAILABLE AT DISTRICT OFFICES AND CREDIT UNION BRANCHES

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

ACADEMIC SCHOLARSHIPS

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

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

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

WHO MAY APPLY FOR ACADEMIC SCHOLARSHIPS

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

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

- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2000, or 2) the spring semester (beginning in 2001), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarship must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 31, 2001 and March 1, 2001.

AWARDING ACADEMIC SCHOLARSHIPS

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

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

All of the following items must be received by March 31, 2001:

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

RANDOM-DRAW SCHOLARSHIPS

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

GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

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

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

- Applications will be accepted until March 31, 2001. Previous winners are not eligible to apply.

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

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

WHERE TO GET APPLICATIONS

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

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

SCHOLARSHIP FUNDING

The Academic and Random-Draw scholarships are funded from money raised at the annual T.J. Stapleton Invitational Golf Tournament and from individual contributors. Local 3 would like to thank all golf tournament participants and scholarship contributors for their generous donations.

The scholarship program is a great opportunity for the sons and daughters of Local 3 members. If you would like to contribute to the Local 3 Scholarship Fund, please fill out the form below and return it with your donation to Local 3.

 yes!

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

 \$20.00

 \$100.00

 \$50.00

 Other \$ _____

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Clip out and mail to:

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

Departed Members

Our condolences to the family and friends of the following departed members Compiled from the December 2000 data bases

Bruce "Coon Ass" Byington	Sulphur, LA	11-30-00
William Carr	Walnut Creek, CA	12-03-00
Norman Cary	Monroe, UT	11-30-00
Leslie Chapman	Magalia, CA	11-19-00
Delbert Charamuga	Rio Vista, CA	11-22-00
Wayne Craig	Santaquin, UT	12-11-00
Debra Dickerson	Oakland, CA	10-09-00
V. Dotson	Woodbridge, CA	11-23-00
James Duvauchelle	Kaneohe, HI	12-02-00
James Gaither	Watsonville, CA	11-29-00
William Havelka	Vancouver, WA	11-18-00
Harold Houx	Sacramento, CA	11-25-00
James Howe	Reno, NV	11-21-00
Tony Jones	Martinez, CA	09-23-00
Thomas Lozano	Pittsburg, CA	11-11-00
William Mason	Hartford, CA	11-22-00
James McGregor	Nevada City, CA	11-23-00
Donald Phillips	El Cerrito, CA	11-24-00
Richard Plo	Keaau, HI	12-06-00
Raul Sanchez	Napa, CA	07-05-00
Marion Semler	Carlin, NV	12-10-00
Harry Willey	Paso Robles, CA	11-05-00

Deceased Dependents

Elva Bell, wife of Donald Bell	11-13-00
Lucille Bethers, wife of Paul Bethers	11-01-00
Rebecca Cochrane, wife of Jerry Cochrane	10-28-00
Ruby Copeland, wife of Joseph Copeland	11-18-00
Peggy Crownoble, wife of Jay E. Crownoble	09-13-00
Louise Doherty, wife of Jack Doherty	11-12-00
Marilyn Greenhalgh, wife of Ronald Greenhalgh	11-11-00
Grace Mars, wife of James A. Mars	10-26-00
Laura Minniear, wife of Edward A. Minniear	10-20-00
Barbara Ortega, wife of Charles Ortega	11-05-00
Doris Sasser, wife of Glen T. Sasser	05-20-00
Loretta Walsh, wife of James J. Walsh	10-13-00

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of December 2000 and have been determined to be eligible for Honorary Membership effective January 1, 2001.

Arturo Alfaro	1219505
Barry Anderson	1225967
Gilbert Arthur	1076579
Charles Barney	1219842
Harold Bergren	1216115
Warren Burbine	1208403
William Casalegno	1075538
Robert Crawford	0617890
Cat Dillon	2080905
Arturo Flores	0864005
Massimo Forner	1225856
William Fowler	1216151
Ronald Franks	1192275
Kent Gant	1225937
Donald Garcia	1225939
Melvin Hagemann	1219593
L. Hastings	0928051
Harold Howen	1191095
Terry Johnson	1161117
Edward Kaiwa, Jr.	1036927
Theo Kalis	1225832
Max Kay	1225582
Ronald Kubota	1219631
Doyle Lemings	1225639
Richard Lowery	1225519
Joe Martinez	1159483
James Muller	1216268
Laverne Naughton	0632431
David Odell	1025284
Pedro Perez	1225597
Viviano Rodriguez	1225946
David Rushing	1225947
Douglas Sado	1115381
Frederick Sollom	1225951
Jack Stephens	1112986
James Tangney	1225722
George Thomas	1225952
Gordon Thomas	0608436
George Vezaldenos	1225551
Carlis Waddle	1219724
Frank Watkins	1225873
James Wray	1152928

meetings
&
announcements



meetings & announcements

DISTRICT MEETINGS

FEBRUARY 2001

- 1st District 60:** Oroville, CA
Cannery Workers
3557 Oro Dam Blvd.
- 8th District 01:** Burlingame, CA
Machinists Hall
1511 Rollins Road
- 22nd District 50:** Fresno, CA
Laborer's Hall
5431 East Hedges
- 22nd District 11:** Reno, CA
Engineers Building
1290 Corporate Blvd.
Reno, NV 89502

MARCH 2001

- 1st District 20:** San Leandro, CA
Sheet Metal Training Center
1720 Marina Blvd.
- 6th District 17:** Honolulu, HI
Washington Intermediate
School Cafeteria
1622 S. King Street
- 7th District 17:** Maui, HI
HGEA
2145 Kaohu Street
Wailuku
- 8th District 17:** Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula Street
- 8th District 90:** San Jose, CA
Masonic Hall
2500 Masonic Drive
- 22nd District 10:** Rohnert Park, CA
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928
- 28th District 15:** Casper, WY
Engineers Building
4925 Wardwell Industrial
Drive
Casper, WY 82602
- 29th District 12:** Salt Lake City, UT
Engineers Building
1958 W.N. Temple
Salt Lake City, UT 84116

APRIL 2001

- 3rd District 40:** Eureka, CA
Engineers Building
2806 Broadway
Eureka, CA 95501
- 4th District 70:** Redding, CA
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 5th District 60:** Yuba City, CA
Sutter-Yuba Board of Realtors
1558 Starr Drive
- 12th District 80:** Sacramento, CA
Labor Center Hall
2840 El Centro Road
- 19th District 04:** Fairfield, CA
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533
- 26th District 30:** Stockton, CA
Stockton Waterloo Gun
& Bocci Club
4343 N. Ashley Lane



NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

Business Manager Don Doser has announced the election of Market and Geographic Area Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 2001 with eligibility rules as follows:

1. Must be living in the Committee's Geographical area.
2. Must be working/making a living in the industry in that area.
3. Must be an "A" Journeyman.
4. Must be a member in good standing.
5. Cannot be an owner operator.

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

No member is allowed to serve more than two (2) consecutive terms on the Market and Geographic Area Committee.

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

2001 GRIEVANCE COMMITTEE ELECTION

Recording-Corresponding Secretary Robert E. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 2001.

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

2001 PRE-RETIREMENT MEETINGS SCHEDULE

<p>ROHNERT PARK Thurs. February 1, 20017:00 PM Operating Engineers Bldg. 6225 State Farm Dr., Suite 100 Rohnert Park, CA</p>	<p>REDDING Wed. February 14, 20017:00 PM Operating Engineers Bldg. 20308 Engineers Lane Redding, CA</p>
<p>SACRAMENTO Tues. February 6, 20017:00 PM Operating Engineers Bldg. 4044 N. Freeway Blvd. Sacramento, CA</p>	<p>YUBA CITY Thurs. February 15, 20017:00 PM Operating Engineers Bldg. 468 Century Park Dr. Yuba City, CA</p>
<p>AUBURN Wed. February 7, 20017:00 PM Auburn Recreation Center 123 Recreation Dr. Auburn, CA</p>	<p>RENO Tues. February 20, 20017:00 PM Operating Engineers Bldg. 1290 Corporate Blvd. Reno, NV</p>
<p>EUREKA Tues. February 13, 20017:00 PM Operating Engineers Bldg. 2806 Broadway Eureka, CA</p>	<p>SALT LAKE CITY Wed. February 21, 20017:00 PM Operating Engineers Bldg. 1958 W. N. Temple Salt Lake City, UT</p>

meetings
&
announcements



SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership, will be held on Sunday, March 18, 2001 at 1:00 p.m., at the following address:

Solano County Fair
Exposition Hall
900 Fairgrounds Drive
Vallejo, CA 94589

RETIREE ASSOCIATION MEETINGS

<p>CONCORD Tues. February 27, 2001 10:00 AM Concord Centre 5298 Clayton Rd. Concord, CA</p>	<p>UKIAH Thurs. March 22, 2001 10:00 AM Discovery Inn 1340 N. State Street Ukiah, CA</p>
<p>OAKLAND Thurs. March 1, 2001 10:00 AM Oakland Zoo - Snow Bldg. 9777 Golf Links Rd. Oakland, CA</p>	<p>ROHNERT PARK Thurs. March 22, 2001 2:00 PM Operating Engineers Bldg. 6225 State Farm Dr. Rohnert Park, CA</p>
<p>WATSONVILLE Thurs. March 8, 2001 10:00 AM VFW Post 1716 1960 Freedom Blvd. Freedom, CA</p>	<p>WYOMING Wed. March 28, 2001 2:00 PM Operating Engineers Bldg. 4925 Wardwell Industrial Casper, WY.</p>
<p>SAN JOSE Thurs. March 8, 2001 2:00 PM Masonic Temple 2500 Masonic Dr. San Jose, CA</p>	<p>SALT LAKE CITY Thurs. March 29, 2001 2:00 PM Operating Engineers Bldg. 1958 W.N. Temple Salt Lake City, UT</p>



FREE WANT ADS FOR MEMBERS

swap shop

SwapShop ads are offered free to members in good standing for the sale or trade of personal items and/or real estate and are usually published for two months. Please immediately notify the office if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop.

Engineers News reserves the right to edit ads. No phone-in ads please. Limit two ads per issue. To place an ad, type or print your ad legibly and mail to:

Operating Engineers Local Union No. 3, 3920 Lennane Dr., Sacramento, CA 95834 ATTN: SwapShop

or fax ads to: SwapShop (916) 419-3260 or e-mail to: www.oe3.org.

All ads must include the member's seven-digit registration number or the ad will not appear. All ads should be no longer than 50 words.

FOR SALE: '95 Saturn, SC1, gold w/spoiler, 5-speed, AC, 2-door, great-condition, 1 owner, 87,000 mi., \$6,300/OBO, (707) 426-4347, #2396542.

FOR SALE: Vermeer Rock Wheel, attachment fits 475 trencher, good-condition, \$1,500, (209) 563-6443, #2228137.

FOR SALE: Horizontal band saw, do-all, model C-6, 12X12 cut, wet cut, hyd. lift, \$2,500, (209) 536-6443, #2228137.

FOR SALE: '68 Chevrolet 4X2 pickup, 54,000 original miles, camper special 3/4 ton, 296 engine, 400 trans, including 11-1/2 camper, 4-side door, \$4,000 FIRM, (925) 837-2589, #0947256.

FOR SALE: 33-ft, '93 Holiday Rambler Endeavor, 230 cummings diesel, Allison 6-speed trans., low mileage, loaded, available March 2001, '97 Honda Accord tow-vehicle also available, \$50,000 for RV, \$10,000 for tow vehicle, (702) 493-0680, #0908550.

FOR SALE: Conn organ sheet music: Rudy Vallee, Al Jolson, Kate Smith & others, (650) 369-2007, #0338365.

FOR SALE: Murry welder, electric 220 v., with 50-ft of new leads, \$1,600, (209) 826-9465, #1043556.

FOR SALE: Oliver tractor, 3-pt hook-up, wide front end, gasoline, \$1,600, (209) 826-9465, #1043556.

FOR SALE: 2 beautiful honey colored wicker love seats, loose cushions, \$300 each, (707) 823-4667, #0924959.

FOR SALE: 1 sleeper couch, double bamboo sides, like new \$80, (707) 823-4667, #0924959.

FOR SALE: 1,600 acres of Mountain land in the Big Horn Mountains, Ten Sleep, Wyoming, fenced, streams, hunting, & etc., for more info & pictures write to: Box 6, Ten Sleep, WY 82442, (307) 366-2417, #2363565.

FOR SALE: 1.5 acres in Lemoore, California, 4 bed, 2 bath, patio w/spa deck, landscaped, shady trees, horse stall, storage room, indoor laundry room, 10x11-foot wooden shed in country, must sell, \$165,000/OBO, (559)925-9694, #2161219.

WANTED: good used pedal steel, single or double neck, #0863917, (925) 684-3148.

FOR SALE: '96 75 -H.P. Mercury 2-stroke outboard motor, oil injection, excellent condition, sacrifice for \$3,100, (775) 883-1736, #1276825.

FOR SALE: Ramsey 8000# PTO winch w/bumper & fairlead, complete power in & power out PTO unit, drive line, control cable, etc., also rear wrap-around Barden bumper, excellent condition, everything removed from '71 F-100 Ford, \$800/OBO will trade, (209) 334-3605, #2074617.

FOR SALE: '85 Olds Cutless, good work car, leather interior, automatic, runs good, gray in color, \$2,000/OBO, call evenings, please (925) 484-2147, #1262967.

FOR SALE: slide in camper w/4 jack stands, good for jobs out of town, camper sleeps 4-6 people, must see, \$500/OBO, stands worth \$100, needs TLC, call evenings, please (925) 484-2147, #1262967.

FOR SALE: '85 Cadillac-Fleetwood Coup DeVille, runs good, color-white, blue leather interior, interested callers only, please, evenings (925) 481-2147, #1262967.

FOR SALE: portable generator, Gillette 9000 watt 220/120v 30 amp on pneumatic wheeled cart, will power your entire house or small job site, used less than 1 hour, 16hp Vanguard engine, 5-gal gas tank, cost \$3,500 will sell for \$1,600 firm, e-mail: <BBruce7100@aol.com> or call (510)657-8806, #1133465.

FOR SALE: '97 Ford F-250 XLT, power stroke diesel, 4X4, AT, long bed, super-cab, new tires, tow package, 46,000 miles, payoff or take over payments at credit union, fuel tank toolbox combo extra \$1,000, (209) 825-4614, #2138923.

FOR SALE: '92 Ford Ranger Sport, 3.0L, V-6, P/S, A/T, clean, runs good, excel body condition, 115,000 mi., services kept up to date, needs driver side door panel & side mirror to be complete, a must see, \$5,000/OBO, (925) 679-1798 or for inquires e-mail: <sabrina_93@yahoo.com>, #2332717.

FOR SALE: '83 Beachcraft boat w/2966 75 hp Johnson, open blow, seats 5-7 comfortably, pull-out AM/FM cassette player w/two 6x9 boxed speakers, looks & runs good, great for family/fishing, MUST SELL ASAP \$2,000/OBO will consider all offers, (209) 838-0709 or (209) 679-1714, #2344221.

following items FOR SALE: Lincoln Powermaster 4-air motor series "E" \$500; Blackhawk air/hydraulic 20-ton floor jack \$250; CAT 4-ft x 4-ft Duralite fluorescent lighted commercial sign in lightweight aluminum frame \$225; practice gymnastics balance beam \$125; 1-man post hole auger, gas \$50; compressor needs motor \$75; paper hole drilling machine can punch reams \$25, (925) 674-1948 or e mail: <where-mo@questinternet.net>, #1514853.

FOR SALE: 2 SEPARATE Cemetery Plots in San Mateo, California @ Skylawn Memorial Park, Garden of Vision, beautiful view, discounted @ \$2,500 EACH, call or fax (702) 453-1158 or write PO Box 27, Chewelah, WA 99109, #1785715.

WANTED: Coot 4x4 ATV, any condition, call Tom @ (916) 988-0993 or e-mail: <coottom@aol.com>, #1148392.

FOR SALE: 5-year-old Military Macaw, very well behaved, excellent talker, NOT a screamer, comes w/large wrought iron cage, transport carrier, portable stand, outdoor aviary, two natural tree perches, approx. 5-6 feet after in-ground, many extras & good-

ies also inc., perfect companion for a person who is home OFTEN, \$1,200 firm CASH, serious inquiries only, e-mail: <apnako2@aol.com> or call Lisa @ (916) 681-6626.

FOR SALE: Cresnet Pipe Tongs, 6-ft, 8-ft, 10-ft & 12-ft, valued at \$100 per inch, will take \$2,750 for all, call Tom (775) 423-5723, #2346457.

FOR SALE: 3 bed/ 2 bath mobile on 1 acre, zoned for horse, located in Stagecoach, Nevada, has: electric, natural gas, community water, own septic tank & cable hook-up or direct TV, built in 1994, quiet neighborhood, nice retirement home or great for young couple starting out, elementary school near by, 25 miles east of Carson City, (775) 886-6046 days, (775) 629-9145 evenings, #1020191.

FOR SALE: '95 Saturn, SC1, gold w/spoiler, 5-speed, AC, 2-door, great condition, 1 owner, 87,000 mi., \$6,300/OBO, (707) 426-4347, #2396542.

FOR SALE: '66 Ford pickup 3/4 ton, camper special, fresh 390 eng., RV cam, elect ignition, 4-speed trans. w/O.D., new paint, upholstery, headliner, Rhino living bed, strong puller & classic driver, real slick truck, \$12,000 invested, \$7,500/OBO, (530) 529-5346, #1861955.

FOR SALE: '91 motorhome, 25-ft class "C" American by Cobra, rear twin beds, very clean inside & out, 47,000 mi., books @ \$19,420, asking \$18,000/OBO, (530) 529-5346, #1861955.

FOR SALE: Timeshare-Trendwest, 1 week a year for life, \$7,500, (916) 338-2887, #235281.

FOR SALE: Serger, baby lock, eclipse, model BLE-1, built-in needle threader, 4,3,2 thread, lots of other features with extra feet & workbook, very good condition, great xmas gift, \$650, (707) 838-9429, #0634612.

FOR SALE: Proto top & bottom box complete, proto & snap-on tools, \$6,500/OBO, (209) 830-8490, #2287518.

WANTED: Metal storage shed, at least 8x10-ft, (916) 338-2887, #2352381.

FOR SALE: '84 Chevrolet El Camino, V-8, 305 AT, CC, Tilt, 49,040 mi., clean in & out, light blue, new tires, bed cover, runs well, \$4,700/OBO, (209) 830-8490, (530) 277-8070, #2287518.

FOR SALE: Engine Rebuilding & Tune-up Tools: Cummins Engine timing tool \$350, CAT rack setting tool #6V9128 \$350, Snap-On cam-bearing tool \$100, Snap-On sleeve puller \$200, MAC Dowell puller set \$75, Snap-On Detroit tune-up set \$100, call John (916) 363-3948, #2202190.

FOR SALE: 24-in. Wayne Roy Bucket, \$450, (408) 265-8160, #2118403.

FOR SALE: Prosperous Floral Shop, fast growing area, turn-key operation, fully equipped, wire services, comput-

erized, lg. variety supplies, various retail items, must see, contact Bonnie (925) 757-8025 or (925) 706-7026.

FOR SALE: Interval International Lifetime Timeshare, sleeps 4, one week per year anywhere in the world, easy exchange, assures, two weeks currently available, paid \$10,000 asking \$5,500 cash, (559) 237-6267 or e-mail <dickoop@aol.com>, #1115323.

FOR SALE: Belt Buckle, white metal Caterpillar cable rigged, make offer, (530) 283-4552, #1837518.

FOR SALE: Watch Fog allis chalmers crawler tractor marked "HD21 Diesel, copper tone back side inscribed "For Dependable Service see Reno Equipment Sales Co. Reno, Nevada, make offer (530) 283-4552, #1837518.

FOR SALE: '99 Cruise Master, 36-ft, 20,000 mi., 275 HP Cummins Engine, freightliner chassis, air brakes, Jacobs Exhaust brakes, slide out, 2 satellite TV's, VCR, CD player, 2000 watt inverter, 2 air conditioning, Onan Generator, CB, Hydraulic stabilizer jacks, awnings, remote heated mirrors, rear camera, driver door, non-smoker, \$ 92,500/OBO, (530) 273-2489, #1025259.

FOR SALE: Income Property in Fort Jones, California, 3 bedroom, 1 bath house, large fenced yard, laundry room, pantry, 3 car garage, storage/laundry outbuilding, 2 mobile rentals on separate parcel good tenants in both, \$110,000-\$36,000 down, assumable first mortgage \$74,000, will consider trade for RV and/or small acreage in country, (530) 873-4874, #0763697.

FOR SALE: Serger, baby lock, eclipse, model BLE-1, built-in needle threader, 4,3,2 thread, lots of other features with extra feet & workbook, very good condition, great xmas gift, \$650, (707) 838-9429, #0634612.

FOR SALE: Chinook '90 Class B 1-ton (mint) 460 Ford Fuel injection, low miles, \$13,500/OBO, (916) 723-8750, #1446874.

FOR SALE: Cruise Aire Motor Home 30-ft, 454 Chevy mtr, lite plant, 62,000 mi., smogged 7/00, 2 air conditioners, lots of extras, \$10,000, (530) 889-9666, #921440.

FOR SALE: Boat Loader for 12-ft aluminum boat, battery operated, \$200, (530) 889-9666, #921440.

WANTED: 1940-1959 Chevy or GMC Carryall Suburban, (530) 795-0650, #2253881.

FOR SALE: 4 Durango Sport 15-in wheels, with P235/75R15 mud & snow tires, less than 5,000 mi., \$200/OBO, (925)455-4840, #2229930.

FOR SALE: rubber rain suit overalls & hooded coat, never used size 3X, paid \$80 will take \$25/OBO, (510) 797-4457, #0876142.

**FROM SAN FRANCISCO
FROM SAN FRANCISCO**

**FROM THE
districts**

A QUICK GLANCE AT SOME WORK IN SAN FRANCISCO

SAN FRANCISCO – Hathaway Dinwiddie Construction is erecting a 25-story building on 2nd Street in downtown San Francisco. The day I was there the ironworkers and our longtime crane operator, Bill Eisensee were jumping the derrick crane they had just finished erecting from the ground to the first floor.

Other members on site were James Swicegood on a concrete pumper for Conco, Royce Taylor, an inspector with Consolidated Engineering Labs, and surveyors Gary Warman and Trisha O'Neill with Martin M. Ron and Associates.

In North Beach was 42-year member Scott Allen working for Interstate Excavating at the site for what is going to be a parking structure at Vallejo and Stockton streets.

Joe Tarin, Business Rep.



Operator Scott Allen, right, receives his 40-year pin from Business Rep. Joe Tarin.



Crane operator Bill Eisensee



Surveyors Gary Warman and Trisha O'Neill



Concrete pump operator James Swicegood, left, and inspector Royce Taylor.



FROM THE districts



COME TO THE EUREKA CRAB FEED!

DON'T MISS OUT ON THIS LONG-STANDING LOCAL 3 TRADITION

WHEN:

Saturday, February 17
Presidents' Day weekend

COST:

\$22 per person
\$18 per retiree

WHERE:

Eureka Elks Club
445 Herrick Avenue
Eureka, Calif.

MENU:

Crab, pasta, salad and all the trimmings

SCHEDULE:

No host cocktails - 5:00 p.m.
Dinner - 5:00 p.m. to 8:00 p.m.
Dancing - 8:00 p.m. to 11 p.m.

DOOR PRIZES:

There is limited seating, so buy your tickets now! Please call the Eureka District office (707) 443-7328 or your district office

The Eureka office will have a list of motel referrals.



 Operating Engineers Local Union #3 Federal Credit Union, P.O. Box 2082, Dublin, CA 94568 (800) 877-4444

AUTHORIZATION FOR AUTOMATIC PAYMENT OF UNION DUES FROM MY CREDIT UNION SAVINGS ACCOUNT

Pay my dues (select one): Quarterly Annually Cancel my Auto Dues

I authorize the Credit Union to deduct from my savings account and pay to (print Union name) _____ my union dues in the manner I have selected above. I acknowledge that the origination of ACH transactions from my account must comply with the provisions of U.S. law. Deduct Union dues at the rate certified by the Union at the time such deduction is processed to maintain me as a Member in good standing. (This authorization does not apply to the deduction of Union dues associated with membership Fees or Travel Service Dues)

The automatic payment of dues will continue until I cease to be a Member in good standing of the above named Union due to suspension, withdrawal, etc. or I cancel this authorization. I understand that such cancellation on my part must be in writing and be received by the Operating Engineers Local Union #3 Federal Credit Union no less than 10 days before payment is scheduled.

I also understand that automatic payment of Union dues cannot be made unless I have available money in my savings account for the dues payment, the minimum savings balance and any amount pledged as security on a Credit Union loan.

Print name _____

Social Security Number _____

Address _____

City _____

State _____

Zip _____

My Signature _____

Date Signed _____

Auto Dues. pm6 2/99



Public Employee News

VOL. 2, #2

OPERATING ENGINEERS LOCAL UNION NO 3

ALAMEDA, CA

FEBRUARY 2001

Monterey County balks at CalPERS safety retirement proposal



Members of Monterey County Search and Rescue are from left: Dave Burnside, Bill Sanderson and Dennis English

While many other agencies around the state are negotiating for the California Public Employee Retirement System's 3-percent-at-age-50 safety retirement, the County of Monterey is still haggling with the Deputy Sheriffs Association over who should pay for 2-percent-at-age-50 safety retirement.

In 1999, Local 3 was able to effect legislation unique to law enforcement personnel in Monterey County to improve their retirement from 2 percent at age 55 to 2 percent at 50. It took legislative action because the Monterey County probation officers were not interested in improving their 2-percent-at-55 retirement plan. The California Government Code Section 20479 prohibits splitting up a group of "county peace officers" for CalPERS benefits. This meant that since probation officers declined 2 percent at 50 retirement, deputies could not get it either.

Once the legislation was effected, the county proceeded with implementation of 2 percent at 50. In February 2000, when the county received the PERS actuarial, which is the first step in the contract amendment process, it was shocked to find that the rate for 2 percent at 50 was only .883 percent. CalPERS used all \$17.5 million of the county's assets to lower the cost of the benefit.

This is clearly a standard CalPERS actuarial process. It replaces CalPERS' former practice of providing "windfall"

checks to local agencies when they had excess assets. That practice angered public employees because individual employees received no windfall even though they pay 7-9 percent toward CalPERS retirement.

The county disputed CalPERS use of the assets to the point that it ordered a special actuarial from CalPERS that indicated a cost using no excess assets. That cost was 6.27 percent for 2 percent at 50. The union filed a grievance in May 2000 because the county refused to abide by the original actuarial study and refused to continue with the implementation process to have the plan in effect by July 1, 2000.

We reached an interim agreement that deferred the dispute over the cost of 2 percent at 50 to binding arbitration. In the meantime, the county agreed to implement 2 percent at 50 on July 1, 2000, at the cost of .883 percent. If the arbitrator ruled that the cost to employees should be greater, we agreed to meet and confer over how to pay the greater cost.

The county insisted that it never meant the cost to include use of the assets. However, none of its written proposals and none of its comments at the bargaining table reflected specifically what "cost" meant. The county simply made up its definition of "cost" months after the three-year contract was signed because it did not like the deal that it had struck.

(continued on page 4)

NEWS
FROM THE
public
employees



by
STEVE BOOTH
director of public
employee division

NEW OPPORTUNITIES, NEW CHALLENGES

New laws will have major impact on public employees

As we settle into the true first year of the new millennium, legislation passed and signed into law by California Gov. Gray Davis last year will have a significant impact upon our work in the Public Employee Division.

On the surface, the changes in the law represent new opportunities to strengthen our membership and improve working conditions and benefits. As is often the case, however, significant challenges will accompany these new opportunities. Union members and staff will need to work together to maximize favorable results.

Binding interest arbitration

Of significant concern to law enforcement members is the new binding interest arbitration process for resolving bargaining disputes on economic items. Considered a tradeoff for the legal prohibition against striking, interest arbitration should be viewed as an additional tool in the collective bargaining process, not a substitute for good-faith bargaining.

This tool may assist us in obtaining deserved improvements from resistant employers. Our bargaining committees must continue to approach every bargaining table prepared and dedicated to reaching a negotiated agreement. We must not approach bargaining expecting, or worse yet, seeking an impasse. We will need to be diligent in narrowing the issues, developing reasonable and defensible bargaining proposals and positioning the employers such that they would rather reach agreement with us than take their chances before an arbitration panel. In those instances in which we cannot avoid an impasse, we must coordinate the efforts of our members, our staff and our attorneys in order to prevail at arbitration.

Another important new provision of law relates to agency shop or fair share fees. The law now gives us the right after 30

days of unsuccessful bargaining on the issue to submit a petition signed by at least 30 percent of the bargaining unit members requesting an agency shop election. Such elections will be determined by a majority of those votes cast.

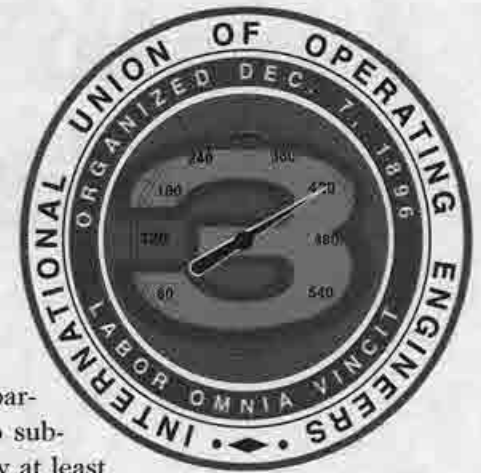
This provision of law should not be seen as a replacement for vigorous efforts by members and staff to solicit voluntary membership from all employees who benefit from union contracts and representation. Rather, it should be viewed as an instrument with which we can combat freeloaders and recalcitrant employers.

Retirement

A continuing issue of importance relates to retirement improvements. Under changes enacted last year, an improved valuation of assets formula will be implemented with retirement enhancement options negotiated with public employers by June 30. The improved valuation formula significantly reduces the costs associated with the retirement enhancements.

This would apply to a 3-percent-at-50 option for law enforcement, highest year option for miscellaneous employees and several other retirement options available to most public-sector employees. These retirement improvements will be key issues at bargaining that begins this spring, as well as for many units where we are trying to make mid-term changes to take advantage of the improved valuation formulas.

Members hopeful of taking advantage of these new opportunities will need to help meet the challenges they present by being patient, prepared and persistent.



SOUTH DAKOTA UNITS FARE WELL IN NEGOTIATIONS

Greetings from snowy South Dakota. It is winter here, but the union is still a hot topic. We have been in negotiations with several units, including Custer, Pennington and Meade counties and the City of Deadwood.

Negotiations have been completed in Custer County, our first bargaining unit in South Dakota. The other units are going well and should be wrapping up soon. The City of Deadwood hired a union-busting law firm from Nebraska to stop the employees from unionizing. But the law firm was let go after employees voted 100 percent union in two bargaining units within the city.

Since this occurred, negotiations have been going well. Several other places have contacted us despite South Dakota being predominately Republican and a right-to-work state. Employees in South Dakota, through our other units, have seen

the benefits in being union, even with the reputation unions have here.

We are preparing to go to the state Legislature starting the first part of the year. There are several items that we will be working on along with other unions in the area. Something that has impressed the membership is the showing of support and actually seeing and meeting union officials throughout the year. This is something new to the employees that have been in other unions, and they appreciate our efforts.

Thank you for the support you continue to show us in South Dakota, and please feel free to come at any time.

Jim Hansen,
Business Rep.

THINKING ABOUT BECOMING A JOB STEWARD?

What you need to know about serving in this important position

Often times the first contact that an employee has with a union is through the shop steward. The steward is not employed by the union, but is a coworker who is a member in good standing with the union. Shop stewards serve very important functions, many of which should be fully considered when an employee is selected to be a steward. If you have been asked to be a steward or are possibly interested in serving as a steward, please consider the following before you accept your assignment:

1. The steward should make contact with new employees and make them aware that there is a union at their work location. Invite new employees to a union meeting and give them a membership application. A steward should be familiar with the union benefits and seek to answer any questions that the new employee has. If there is an agency shop clause in the contract or memorandum of understanding, best to share information with the new employees so that they are not shocked or disgusted when the dues deductions begin. Do not depend on the employer to educate new employees about the union benefits or procedures.

2. A steward must be familiar with the provisions of the contract and should be able to respond to simple questions or be able to direct co-workers to a place in the contract where they will be able to find the answer. Intimate working knowledge of the discipline and grievance sections of the contract are essential.

3. Stewards should be objective when their assistance is sought. As a liaison between the union and its members, stewards must conduct themselves in a professional manner, even with people that the steward does not like. In cases such as this, it might be more appropriate to ask another steward to assist the member if possible. This is often a thankless job, and a steward must not have thin skin or be overly reactive. Be prepared to diffuse a situation, not inflame it. You must be a good judge of when it is time to allow the business agent to handle a difficult situation or confrontational member or employer.

4. A steward should be prepared to attend a disciplinary meeting or investigative interview with a coworker if the

business agent is not available. The steward should be familiar with the Weingarten rights and be able to counsel members as to when they should assert the right to have a representative present. The steward must provide appropriate advice about participating in an interview process and must be willing to brief the business representative about the interview at the earliest possible time. Good notes from the meeting are essential.

5. Stewards must maintain the confidentiality of information entrusted to them as a result of being a steward. This means that you may not disclose the nature or disposition of a disciplinary matter when asked by other coworkers. It is appropriate to state that you cannot comment on the confidential personnel matters of others. This is most certainly a position which should garner respect among your peers. After all, if it were their information, they would hope you would not share it with others.

6. Stewards should be the eyes and ears of the business representative. They are duty bound to report contract violations to the business representative and should seek to have situations remedied at the lowest possible level. By the same token, the steward should also seek to educate members when they are not complying with the terms of the contract or memorandum of understanding and how their continued violation harms the interests of others in the bargaining unit.

If you believe that you would like to serve your union as a steward, please contact your business representative. He or she will let you know whether there is a need for a steward and whether the employer has a limit on the number of stewards they will recognize.

Make sure your agent knows that you are interested, even if there is not a present vacancy. Get to know your shop steward and assist that steward in the liaison duties and new member outreach. This demonstrates a desire to serve the union and will assist the business representative in making a positive recommendation to the union's district representative and business manager.

By Tami Huber,
Business Rep.

NEWS
FROM THE
public
employees

**NEWS
FROM THE
public
employees**

**OPERATING
ENGINEERS
LOCAL UNION #3**

Don Doser
Business Manager

John Bonilla
President

Max Spurgeon
Vice President

Rob Wise
Recording-
Corresponding
Secretary

Darell Steele
Financial Secretary

Bob Miller
Treasurer



MONTEREY COUNTY (continued from page 1)

By the time the arbitration was held in August 2000, the county's chief negotiator and her assistant had left county employment. They either declined to attend the arbitration as county witnesses or the county chose not to call them because their testimony would not be favorable as to discussions of "cost" at the bargaining table.

Attorney Stewart Weinburg of the VanBourg, Weinburg, Roger & Rosenfeld law firm in Oakland represented the union with great skill and experience. Included in the county's witnesses was a certified public accountant from a local accounting firm. At the cost of \$400 an hour to the county, he explained his view of the actuary process. He also rendered his own actuarial figure of 5.25 percent. This CPA had not been at the bargaining table in 1999 when we negotiated the benefit. Accordingly, his expensive testimony had little bearing on the arbitrator's decision. His appearance was an act of desperation by the county.

In November, the arbitrator ruled for the union. He awarded the \$17.5 million excess assets to the union because the county had never made clear during its negotiations what it meant by "cost" or whether it expected CalPERS to apply excess assets to the cost of the improved benefit.

The retirement benefit improvement story in Monterey County is not yet over. In 1999, the county also agreed to implement single highest year in July 2000. Because of its dispute with the actuarial process for 2 percent at 50, the county refuses to implement single highest year.

CalPERS, of course, used the same actuarial process for single highest year that it used for 2 percent at 50. It applied the county's excess assets to the cost of the benefit. In this case the excess assets amounted to \$927,000. The cost of single highest year was .826 percent of payroll. We fought hard to get this basic benefit, which over 85 percent of California law enforcement personnel in local agencies currently enjoy.

The county requested on its own a second actuarial from CalPERS that would determine the cost of single highest year without using the assets. This action violated the MOU because the actuarial request was an agreement reached in negotiations.

Because it was amortized over a longer time, the cost was slightly less, .797 percent. The county assumed that we would want to implement the benefit at the lower cost. Much to its surprise, the DSA declined. We are looking forward to 2002 when we will have 3 percent at 50 on the table. If we concede the excess assets now for a lower rate, the county will use that concession for 3 percent at 50. It would set a precedent for ownership of the excess assets when we are negotiating the funding of 3 percent at 50.

The county asserts that part of the arbitrator's award is unclear. Even though its question does not pertain to the award of excess assets to employees, the county still refuses to implement single highest year. It insists on clarification before it takes an action on single highest year.

When we filed a grievance in September over the county's refusal to implement single highest year in accordance with the MOU, the county told us that it was "illogical" to do so until the arbitrator rendered his decision. In the county's view, it did not make sense to use excess assets for single highest year if the arbitrator might rule in the county's favor and not require the use of excess assets.

The county now has an unequivocal answer on the application of the \$17.5 million excess assets to the cost of 2 percent at 50. Nonetheless, it will not apply that answer to an identical issue with single highest year. The county's current position contradicts 180 degrees its position of three months ago.

In the meantime, a second arbitration is scheduled for Feb. 23 to address again the same issue of using excess assets for a CalPERS benefit in light of contract language. Since the bargaining history is the same for both benefits and the contract language similar, the arbitrator is likely to favor employees.

If the arbitration is held, we will not see single highest year until at least April 2001, assuming that the county does not still balk at implementing it. In the meantime, some deputies have retired. As a result of the county's behavior, these deputies have retired at a lower pension. The union has requested a written opinion from CalPERS to determine whether it legally can reject our request to backdate the implementation of a benefit. If CalPERS prevails, the retirees have the option of filing a lawsuit against the county.

The ownership of assets came up inadvertently in the Monterey County law enforcement negotiations. We negotiated 2 percent at 50 without knowing what the cost would be. We could not get an actuarial as the legislation permitting deputies to get the benefit without probation officers was pending.

Meanwhile, because of a booming economy, CalPERS assets had increased significantly. Instead of making windfall payments to agencies, it now uses assets to lower the cost of a benefit. Nonetheless, CalPERS asserted in the cover letter to the second actuarial for single highest year, that it has no opinion on the ownership of the assets. That issue it defers to bargaining between employee groups and employers. If CalPERS or the courts were to decide that the excess assets are jointly owned because both sides pay into the fund, then bargaining over the cost of retirement benefits would be dramatically simplified.

Barbara Williams,
Business Representative

**Public
Employee
Division
Offices**

CALIFORNIA

**Alameda - Division
Headquarters**
(510) 748-7438

Yuba City
(530) 743-9254

Modesto
(209) 529-7377

Redding
(530) 222-6093

Sacramento
Caltrans Unit 12
Central Office
(916) 565-8140

San Francisco
(415) 468-6107

Stockton
(209) 944-5601

San Jose
(408) 289-9691

HAWAII

Honolulu
(808) 845-7871

NEVADA

Reno
(775) 329-5333

Elko
(775) 753-8761

SOUTH DAKOTA

Rapid City
(605) 737-1196

UTAH

Salt Lake City
(801) 596-2677

WYOMING

Casper
(307) 265-1397