

# ENGINEERSnews

VOL. 62, #2 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • FEBRUARY 2004

You have a voice,  
Make it heard





## For The Good & Welfare

By John Bonilla, Business Manager

### Protecting transportation means protecting our welfare

As Operating Engineers, we rely heavily on transportation funding and projects as a primary source for jobs and for keeping our union strong and thriving.

As union members and activists, our work is cut out for us in 2004 with transportation funding in jeopardy at state and national levels.

In California, where a majority of Local 3's members reside, we have a very tough road to hoe. First off, the California Department of Finance recently proposed diverting \$800 million in federal dollars from local transportation projects to the State General Fund. Taking \$800 million from transportation projects takes millions of dollars of potential public work from our members. What's more, by doing this, California will give a false impression to the decision-makers in Washington about where transportation stands in the state's priorities. We must let Washington know, transportation will always remain at the top of our list.

Even bigger than this, a \$1 billion cut could be coming our way with Gov. Schwarzenegger's latest budget proposal. The governor has proposed a suspension of Proposition 42, the measure that requires that gasoline sales taxes be used for infrastructure projects to improve our highways, roads and mass transit. We fought long and hard to get Prop. 42 approved, brothers and sisters, and now we have to work even harder to keep it. Local 3 has lobbyists in place at the capitol who fight for our issues daily. The officers and I will maintain a powerful presence at the capitol, meeting with legislators and other representatives to keep the pressure on and hold them accountable. The OE CAT is mobilizing Local 3 members and staff to save Prop. 42.

Other issues in California: The California Transportation Commission has been forced to stretch out the three years of projects in the current State Transportation Improvement Plan (STIP) over a five-year period – no money is available for a new STIP. Also, the Department of Finance has proposed to eliminate the Traffic Congestion Relief Program (TCRP). With this, TCRP projects that are a priority for local agencies would have to compete for STIP money, but because there is no more STIP money available, these projects would

have to be cancelled or replace other projects already booked under the STIP. According to the State Building and Construction Trades Council of California, "hundreds of millions of dollars would be wasted in having to shut down projects already underway, and literally billions of dollars could be siphoned away from transportation." The SBCTC predicts that Prop. 42 funds would be an easy target.

Nationally, the Transportation Equity Act for the 21st Century (TEA-21), a measure authorizing more than \$250 billion for federal highway, bridge and transit programs, is at stake. TEA-21 was extended through Feb. 29, when its reauthorization will once again be up for a vote.

Also up for vote at the federal level is the "Build America Bonds" act, a one-time \$50 billion federal bonding program for infrastructure projects. This \$50 billion is in addition to the \$250 billion TEA-21 funding. The National Heavy and Highway Alliance sent a letter to the writers of the proposed legislation to express its support – as long as the Davis-Bacon prevailing wage laws are kept intact. Build America Bonds is the kind of legislation we always hope to see, and as long as it protects Davis-Bacon legislation, we will do what we can to make sure it passes.

TEA-21 and acts like Build America Bonds are vital to our survival. Every \$1 billion invested in federal highway and transit infrastructure creates an estimated 47,500 jobs; every \$1 billion invested in federal transportation infrastructure generates an estimated \$6 billion in economic activity. These acts allow states and local governments to complete critical infrastructure projects and improve transportation – that's something we can all appreciate.

You all know that 2004 is a major election year, and we need your help. Member involvement is key to maintaining the state of our union and is critical because of the transportation funding crisis. Remember: The more of us that join together, the louder our voices are heard and the greater impact we have.

Now, I ask you to stand up and be counted; join other members in letting our governors, legislatures, congressmen and congresswomen know that stealing transportation funds means stealing from our pocketbooks, from our families – and this, simply, is not an option.



Priest Reservoir. ....4

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Engineers 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

### Judge orders delay of burdensome union reporting rules

A plan to force burdensome new financial reporting rules on labor unions was unraveled recently when a federal judge ordered the Department of Labor to delay implementation of the rules for one year. U.S. District Judge Gladys Kessler issued her decision Dec. 31 after hearing arguments from both parties involved in the case, the AFL-CIO and U.S. Secretary of Labor Elaine Chao.

The judge's order came the day before the new rules were set to go into effect, which saved more than 5,000 local and national unions from making immediate and costly changes to their accounting and financial record keeping procedures, according to reports from the AFL-CIO.

In her decision, Judge Kessler concluded the AFL-CIO clearly demonstrated that the new reporting rules would cause unions "enormous irreparable harm," and that Chao "simply failed to offer any reasonable justification for requiring such far-reaching changes to take place in seven weeks."

Union advocates praised Judge Kessler's ruling, calling it "a triumph for common sense."

"Like everyone else in organized labor, we thought (DOL's new

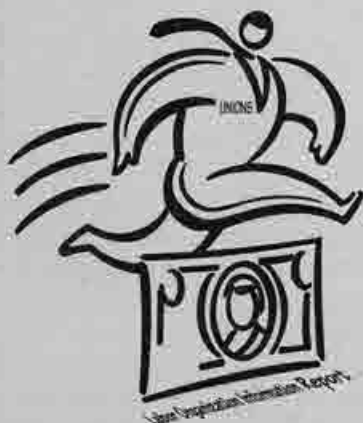
rules) were unbalanced and unfair given the fact that labor already is subject to more stringent reporting requirements than many businesses," the International Brotherhood of Electrical Workers said.

The National Right to Work Committee and other anti-worker groups who filed briefs in support of the new regulations expressed disappointment with the decision and vowed to continue to push for "much needed" reform for union financial reporting.

But AFL-CIO President John Sweeney indicated in an October written statement that any further attempts to burden unions with complex reporting methods will be met with stiff resistance.

The organization, in fact, has already taken legal action to further its cause. Along with its motion for the one-year delay on the new regulations, the AFL-CIO issued the court a statement of claims for the those regulations to be overturned entirely. Judge Kessler is now considering the merits of this argument and said she will "soon" issue a decision.

For updates on Judge Kessler's pending decision and to read more about her Dec. 31 order, visit [www.afl-cio.org](http://www.afl-cio.org).



## Talking Points

By Bob Miller, President



### Maintaining a winning team

On a recent evening I was looking at the pairings for the upcoming NFL playoff games. I noticed that several teams were listed that I had not expected to make the playoffs. This got me thinking about what it takes to have a winning team and a successful season.

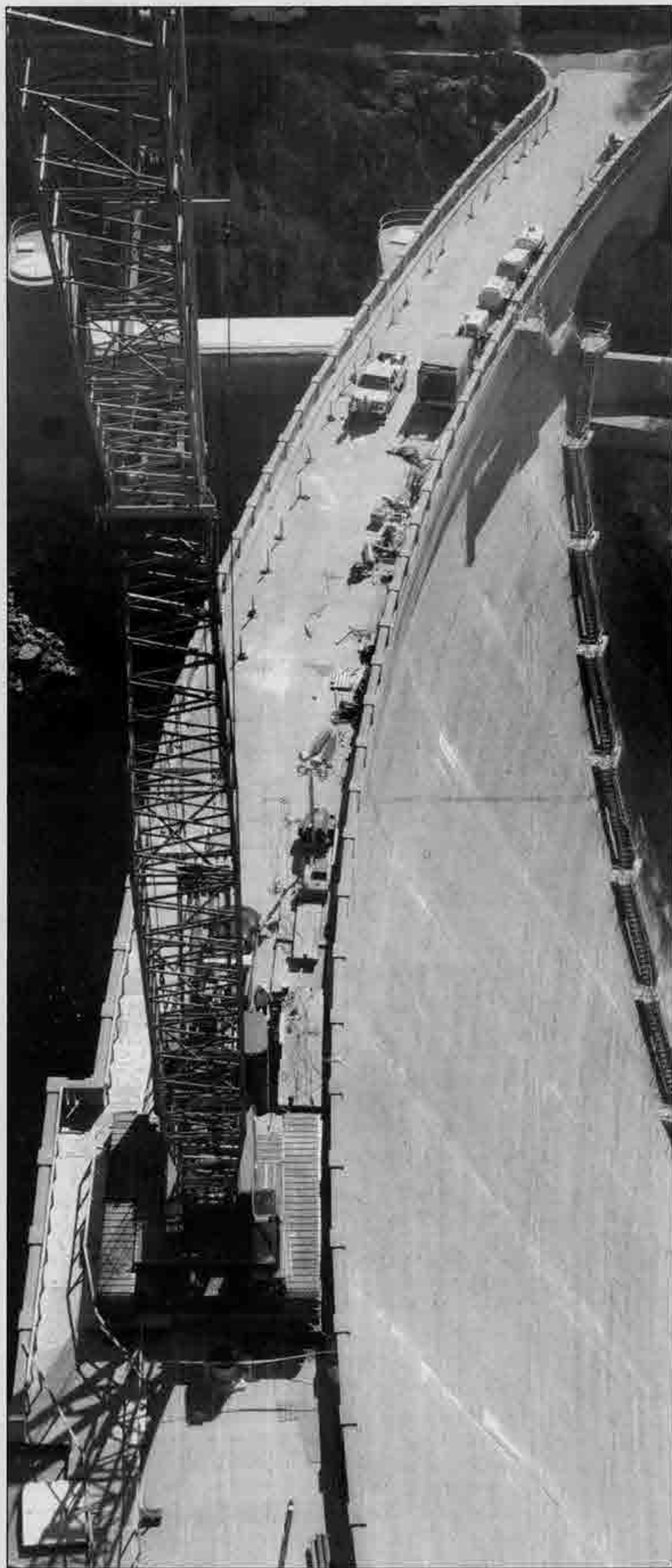
A winning team has to have talented players, a good coaching staff and remain injury free. Players also have to be assigned to positions that fit their abilities. The work of the team has to be guided by the work of a general manager, head coach and position coaches. A team also needs a game plan geared toward every opponent. Most importantly, everyone in the organization has to have the same commitment to be the best. As I thought more about it, I began to see parallels between the work of building and maintaining a winning NFL team and building and maintaining a winning local union.

Local 3 has a long history of being the best in what we do, protecting and promoting the interests of our members. We've been able to be the best because we've had a skilled and productive membership, dedicated business managers and officers, top-notch staff and a game plan for the future.

Despite our past successes, I don't take the future for granted. To stay the best in an ever-changing world we'll need to work harder than ever before. We will need to renew our commitment to always be the best. Members will need to continue to improve their skills and productivity. Business Manager John Bonilla and his team of officers must continue to listen to the members and work aggressively to protect their interests. We also must continue to hire highly qualified people for staff positions. And, we must have a game plan that will allow us to successfully overcome the obstacles we face.

In simple terms, we must dedicate ourselves to being the best, and we must continually work together as a team preparing to win the Superbowl. As your president, you've got my commitment to working as hard as I can to ensure that every year is a winning season for Local 3 and its members.

Wishing you a safe and productive work season with lots of hours!



A 999 Manitowoc crane sits atop the O'Shaughnessy Dam at the Hetch Hetchy Reservoir jobsite. The tip of the boom is more than 500 feet above the streambed. Valves on the dam are being replaced. The crane is used to lower people and materials to workers at the valve site. Seventy holes were drilled and filled with dynamite to remove the valves already in place. The operator uses his bucket to lift and empty debris.



Local 3 Business Rep. Roger McPeeters checks in on Excavator Operator and Local 3 member Shane Evans. Evans is working at the Priest Reservoir jobsite within the Hetch Hetchy system. A road is being built around the reservoir to allow for pipe to be brought in from the Ameron Yard in Tracy, Calif. Pipe is brought in on trucks one piece at a time, as they are one-foot thick, about 10-feet across and weigh about 54,000 pounds per section.

# System upgrade

## Hetch Hetchy renovated after 80 years of service

Story and photos by Kelly Walker

Despite facing often treacherous winds, extreme temperatures and hazardous heights, 11-year Local 3 member Keith Bostick and 15-year member Steve Dollard can't help but think that as far as work goes, "it doesn't get better than this."

For several months, Bostick and Dollard have spent each workday basking in the breathtaking scenery of Yosemite National Park. These Operating Engineers were fortunate to be called upon as the only two operators stationed at the O'Shaughnessy Dam in the heart of Yosemite.

The two work for Maxim Crane with a 999 Manitowoc crane that sits perched 312 feet above the streambed atop the O'Shaughnessy Dam, which extends 910 feet from canyon wall to canyon wall. The tip of the crane's boom towers more than 500 feet above the flowing water below. The O'Shaughnessy Dam filters water from the Hetch Hetchy Reservoir, which can hold about 117 billion gallons of water.

The O'Shaughnessy Dam is being renovated as just a portion of the upgrade to the Hetch Hetchy Regional Water System of the Sierra Nevada Watersheds.

The Hetch Hetchy system, which consists of a complex system of dams, hydroelectric plants, reservoirs, aqueducts, pipelines and transmission lines, draws water from the Hetch Hetchy Reservoir and the Lake Eleanor Reservoir in Yosemite National Park, and from the Lake Lloyd Reservoir (Cherry Lake) just outside of the park. Eighty-five percent of the water comes from the Sierra Nevada snowmelt captured and stored in the Hetch Hetchy Reservoir on the Tuolumne River in Yosemite National Park. The remaining 15 percent comes from runoff in the Alameda and Peninsula watersheds.

From the reservoirs, water travels through the extravagant pipeline and tunnel system, eventually ending up in cities like San Jose and Palo Alto, and as far as 160 miles to





Three Bragg cranes are used at the Priest Reservoir site to move sections of concrete pipe.

While in a manbasket about 500 feet in the air, Resident Engineer for the San Francisco Public Utilities Commission Jerry Malone (right) explains the logistics of the project at the O'Shaughnessy Dam jobsite to Business Rep. Roger McPeeters.



Operators working for Bragg Crane at the Priest Reservoir jobsite demonstrate the enormity of the concrete pipe they are laying by standing inside. From left: John Green, Tom Watson, Josh Green, Business Rep. Roger McPeeters, Harold Anderson, Steve Holben, Crane Rep. Mark Burton and Errol Kister. Operators began working at the Priest Reservoir jobsite Aug. 1, 2003. A bypass with a rock trap is being put at this site. Water from the Hetch Hetchy Reservoir will be diverted here, then directed to a power generator.



Operators Keith Bostick and Steve Dollard enjoy their days working for Maxim Crane at the O'Shaughnessy Dam in Yosemite National Park.

the San Francisco Bay Area. Drinking water delivered to Bay Area residents flows from the Hetch Hetchy Reservoir. Water from Lake Eleanor and Cherry Lake generates hydroelectric power and can be used for domestic purposes in the case of an emergency.

The complex Hetch Hetchy project began in 1914 and took 20 years to build. San Francisco Bay Area residents experienced their first bit of Hetch Hetchy water, which flowed 160 miles by gravity, in

October 1934. The system now delivers about 260 million gallons of water a day and serves about 2.4 million people.

Because of its age and long overdue maintenance, the system is vulnerable to earthquakes. If an earthquake damaged the water system, San Francisco, San Mateo and Santa Clara residents could be without water for months. With water demand in the Bay Area expected to increase by 64 million gallons of water per day over the next 30

years, it has become necessary to take action.

In November 2002, with a strong backing from Operating Engineers Local 3, San Franciscans voted yes on Proposition A, authorizing the initial \$1.6 billion needed to restore the 80-year old Hetch Hetchy system and bringing thousands of jobs and years of work to union members like Bostick and Dollard throughout California.

The Hetch Hetchy upgrade broke ground in 2003. It involves 77 proj-

ects throughout its 160-mile span and is expected to be completed in 2016.

Contractors involved in the project include A. Ruiz, ProVen, Bragg Crane, Marin Ship, Ranger Pipeline, G&W Concrete and Trico Construction. At the job's peak, Bragg Crane will have 26 Local 3 Operating Engineers working at the Priest Reservoir jobsite, where a bypass pipe with a rock trap is being installed. Water from the Hetch Hetchy Reservoir will be diverted there, then directed to a power generator.



## CREDIT UNION

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

# Service is at the heart of your credit union

When Local 3 member Marc Mason of Dunnigan, Calif., needed a higher credit limit on his Operating Engineers Local 3 Federal Credit Union (OEFCU) Visa card to help his family with unexpected funeral expenses, the credit union came through for him.

"I called the credit union and they were able to raise the limit on the spot," Mason said, adding that his family had done business with the credit union for 20 years. "They are always willing to help."

This is the quality service and interaction with Local 3 members that your credit union, a union organization, strives for. OEFCU is Local 3's own credit union. Unlike a bank, the credit union is owned by its members and does not have to produce stockholder profits. Members usually find, as Mason expressed, that the "credit union's loan rates are as low or lower than anybody's." In addition to turning to the credit union for his Visa and for vehicle loans, Mason also uses OEFCU's free home banking service at [www.oefcu.org](http://www.oefcu.org) to check his savings account for vacation pay deposits and to make transfers between his OEFCU accounts. A credit union usually does not receive Valentine's Day cards, but OEFCU does receive compliments. One of the best recent compliments was to hear that Mason considers his credit union membership a valuable benefit.

## Auto Buying Consultant service wins praise

"I bought and financed a car from my desk," credit union member Casey Nice of Pleasanton, Calif., said. Nice found the credit union's free Auto Buying

Consultant\* service a convenient way to purchase his truck.

"I started by calling the credit union to get pre-qualified for my vehicle loan," he explained. "Then I told Holly at the Auto

Buying Consultant service what features and options I was looking for. She was well informed about what various options cost, and I found the price to be competitive."

Nice took advantage of the Auto Buying Consultant service's ability to deliver a vehicle directly to his home. When his truck arrived, so did the papers he needed to

sign. "I did not have to make any separate trips," Nice said.

Nice appreciated the convenience of financing his truck at the credit union's low rates and got a competitive vehicle price without having to drive to, call or negotiate with multiple dealers.

"I also like the automatic payment option the credit union offers," Nice said. "It gives me a half-percent discount on my vehicle loan rate, and I save time by having the payments come automatically from my account rather than having to write checks and mail my payments."

## Tax loan special returns

The credit union is making a special tax loan available to qualified members through April 15, 2004. Borrow up to \$3,000 at a 9 percent annual rate and take up to 12 months to repay the loan. The money may be used for taxes or any other purpose, including payments on high interest credit card loans.

To apply for the tax loan special or to learn more about the credit union's full range of affordable financial services, visit [www.oefcu.org](http://www.oefcu.org), or call (925) 829-4400 or (800) 877-4444.

\*Available only in California at this time.

## OEFCU branch offices to serve you

(800) 877-4444 or (925) 829-4400

Internet branch: [www.oefcu.org](http://www.oefcu.org)

Auto-Buying Consultant Hotline: (800) 326-9552

Real Estate Hotline: (800) 303-8887

OEFCU Financial Services, LLC: (800) 700-7474

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ATM location

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Auburn, CA 95603  
(530) 889-2969

**Burlingame**  
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Burlingame, CA 94010  
(650) 697-0598

**Dublin**  
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Dublin, CA 94568  
(925) 560-9660  
ATM location

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Eureka, CA 95501  
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**Sacramento (Arco Arena)**  
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(916) 565-6190

**Sonoma County**  
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Rohnert Park, CA 94928  
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San Jose, CA 95112  
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ATM location

**Stockton**  
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Stockton, CA 95205  
(209) 943-2455

**W. Stockton**  
1818 Grand Canal Blvd.  
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Stockton, CA 95207  
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**Yuba City**  
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Yuba City, CA 95991  
(530) 742-5285

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Honolulu, HI 96817  
(808) 841-6396

### NEVADA

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Reno, NV 89502  
(775) 856-2727

**Elko**  
1720 Mountain City Hwy.  
Elko, NV 89801  
(775) 753-8585  
ATM location

### OREGON

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Gladstone, OR 97027  
(503) 655-5462

### UTAH

**West Valley City**  
2196 West 3500 South  
Suite C-8  
West Valley City, UT 84119  
(801) 954-8001





## INSIDE NEGOTIATIONS

By Frank Herrera, Vice President

# Training: the key to success

We're already a month into the new year, and by every account, 2004 will bring about challenging days for Local 3. We need to be focused in our daily routines and remember that prosperity has no meaning unless we are here to enjoy it with our families. Always work safe first, then work smart. State-of-the-art training and safety education are two major goals of the Rancho Murieta Training Center. It's my opinion that the training center is one of our union's greatest assets. As the officer who oversees our apprenticeship program, I recognize that it's crucial to the success and growth of our organization to recruit

and train quality, motivated individuals as apprentices.

Training Center Director Curtis Brooks and his staff continue to implement new ideas and policies that improve the training program and facilities. Journey-level operators are always welcome to attend classes to upgrade and improve their skills and ranking in the workforce. Interested, qualified persons should take advantage of slow time and inquire at the union hall for a class schedule. Winter months provide the best opportunities to upgrade.

A highly skilled workforce that knows the importance of continuous

training is key to our success and growth. Local 3 construction employers depend on skilled operators to keep them competitive in the bidding process and successful in the industry. The jobs they create allow us to provide for our families. This is the best example of a working partnership.

To maintain our status and reputation among the crafts and with our employers, the experienced journey-level operators can participate in a unique partnership that provides valuable mentoring to our apprentices. Employers must recognize that policies mandating training opportunities for apprentices on the jobsite

are win-win situations. They benefit by investing in the workforce of the future. The training done today produces top hands tomorrow. Journey-level operators must mentor the apprentices. It's one of the most valuable aspects of on-site training and the foundation of a successful career for young apprentices.

Sharing knowledge and experience is a way of giving back to the local and a basis for real pride in what we personally accomplish for the future. We can all do our part.

My best wishes to everyone for a healthy, productive new year.



## OE CAT

By Cindy Tuttle, Political Director

# Gearing up for 2004

There's a lot at stake for Local 3 this election year. In addition to the presidency, key positions in the U.S. House, U.S. Senate and state and local seats across the nation are up for grabs. The men and women we elect to fill these positions will affect our pocketbooks, our jobs and more importantly, the quality of life for us and for working families for generations to come.

To ensure that our rights and freedoms as union members are preserved, it is critical that we as a membership get out and vote for candidates who support us.

On pages 9, 10 and 11 in this issue of *Engineers News*, you will find a pull-out section of political endorsements for national, state and local candidates from every Local 3 district. These candidates received Local 3's endorsement because, in addition to their pro-labor record, they have vowed to represent Operating Engineers in their respective political houses. I urge you to take this pull-out section to the polls March 2 and use it as a voting reference. Better yet, share the information with your family and friends so they too can support Local 3's endorsed candidates.

Right now, we need all the help we can get.

If you've been paying attention to the news, you know that California's transportation funds are once again in jeopardy. Schwarzenegger's proposal to suspend Proposition 42 will withhold about \$1 billion from state infrastructure projects – yes, that's Billion, with a capital "B." This is in addition to other transportation cuts his administration has proposed. It's not looking good in terms of public work for Operating Engineers. There will be more to say about

transportation in the months ahead as our legislators debate and vote on the governor's budget proposal. *Engineers News* will be following the developments of this and a number of issues important to the membership, including job and retirement security, workers' compensation and health care.

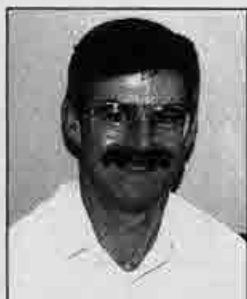
Next month's paper will focus on the national health care crisis – one of the top hot-button issues this election cycle. You can expect in-depth coverage on why the costs of medical and prescription drug plans are skyrocketing and how this nationwide crisis is affecting us all.

We are in the midst of tough political and economic times, brothers and sisters. If you are interested in doing more for your union politically and are not already involved with the OE CAT, now is the time to join. I cannot stress this enough. Please call your district hall to find out about the CAT activities going on in your district.

Activities in preparation for the primaries vary from district to district, but include one or more of the following: literature drops, precinct walks, phone banks and yard sign installations. There are plenty of opportunities for you join in on the action. Our work will continue through the March 2 primary election and won't end until the general elections in November.

Remember: Our efforts mean nothing if we don't get out and vote on election day. That's where it counts. So, mark your calendars for March 2, and let's get out and vote!





## FRINGE BENEFITS

By Charlie Warren, Director



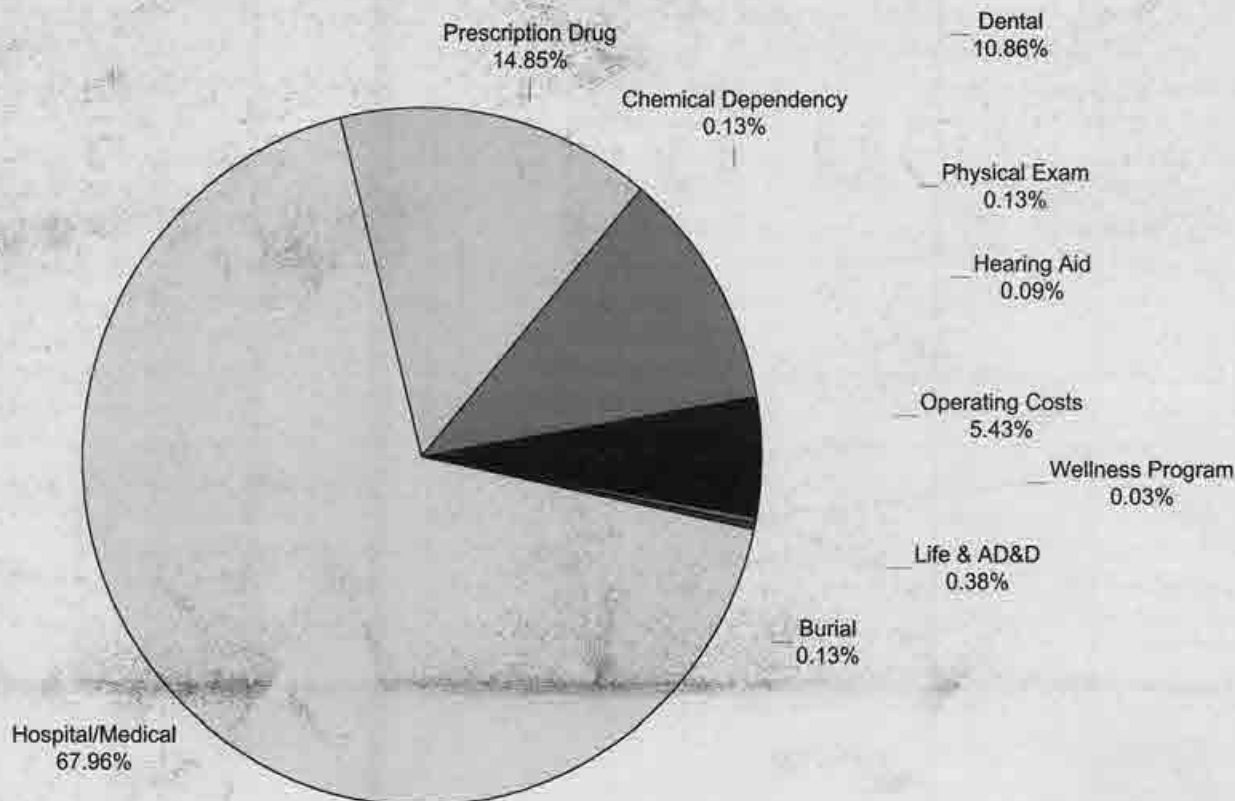
# How the Health & Welfare funds operate

The Health and Welfare Trust Fund is funded through hourly contributions from employers signed to Local 3 collective bargaining agreements. The amount of money the Trust Fund receives from an employer is determined by the number of hours Local 3 members worked for that employer in a given month and what the negotiated contribution rate is.

**Example:** The current health and welfare contribution rate for employers signed to the AGC Master Construction Agreement (California) is \$5.10 an hour. XYZ Construction (name is fictitious) is signed to this agreement. At the end of June, XYZ Construction calculates that the total number of hours worked by its employees covered by the Local 3 agreement is 1,000. By the 15th of the following month, XYZ Construction deposits a check for \$5,100 to an Operating Engineers Trust Fund bank account to cover his obligation to the Health and Welfare Fund.

At the same time, the employer submits a report to the Trust Fund, identifying each employee covered by the Local 3 agreement that worked for him or her and how many hours those employees worked. This information is used by the Trust Fund to calculate the eligibility and bank of hours for each participant.

As claims are received, the Trust Fund checks its records to see that (a) the member has worked enough hours to maintain eligibility or (b) has

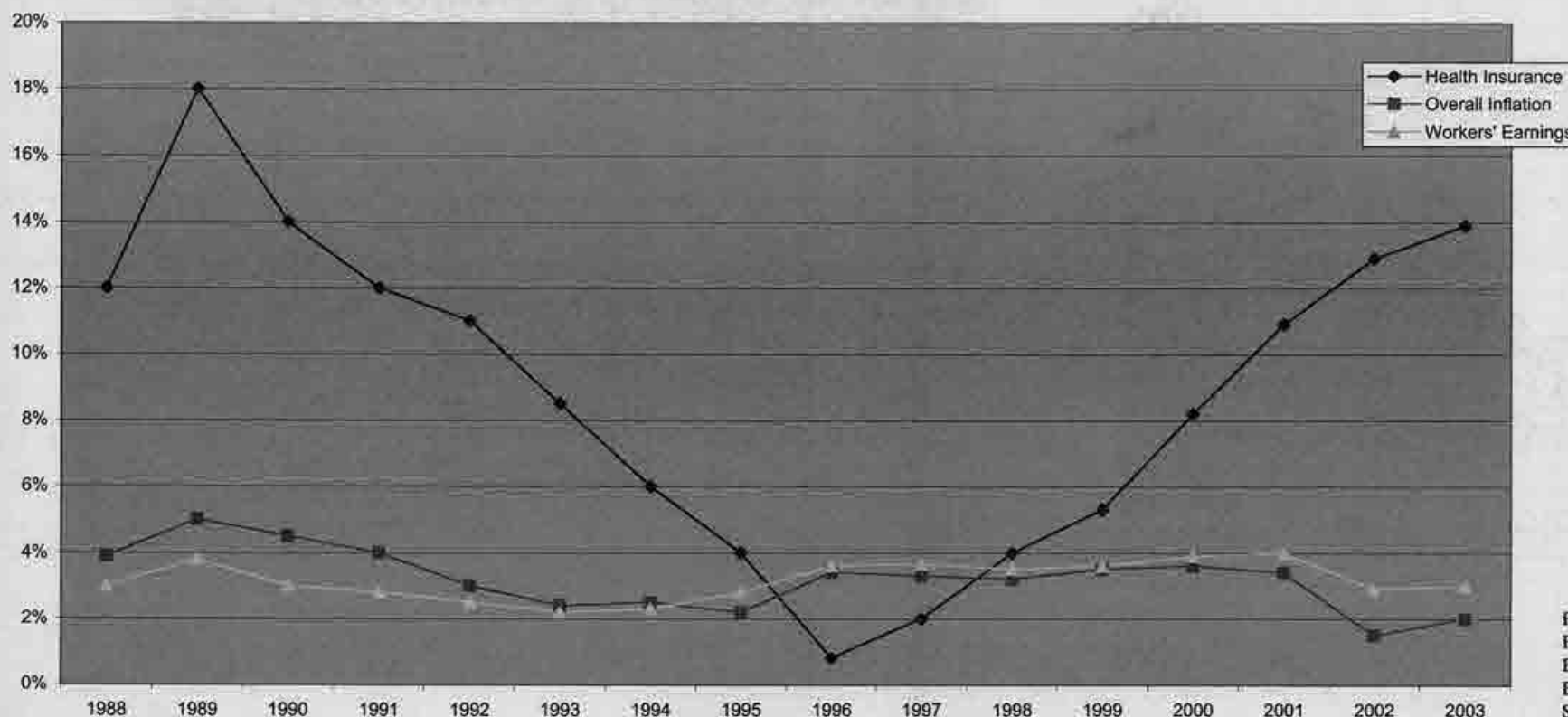


enough hours credited to his or her hour bank to maintain eligibility. If so, the claims are processed in the order received, checks are drawn from the Trust Fund bank account and sent to the partici-

pant and/or to the hospital, doctor, laboratory or other service providers.

The pie chart above shows how much of your Health and Welfare dollar goes toward each benefit.

## Increases in health insurance premiums compared to other indicators



From Kaiser Family Foundation  
Employer Health Benefits Annual Survey 2003



## March 2004 Election Pull-Out

Take this to the polls with you on election day

You have a voice,  
Make it heard



Local 3 candidate and ballot proposition recommendations inside.



# You have a vote

By Heidi Mills, associate editor

Like the thousands of other labor unions across America, Operating Engineers Local 3 is facing a new year – an election year – that is sure to be filled with challenges and triumphs. One of the most important things we can do for ourselves and for our families in 2004 is get out and vote for political leaders who will protect the rights of and opportunities for working families. These lawmakers must lead us forward to economic and social justice without sacrificing our hard-won rights.

In the upcoming March 2 primaries and in the general election in November 2004, voters will go to the polls to elect the next president of the United States, as well as other federal officials and lawmakers at state and local levels. Because most Americans do not exercise their right to vote,

these officials will be elected by union members and the rest of the community pass us by. We have a right to health, overtime pay, health and safety laws.

Voting is our opportunity to elect the officials we want.

Registering to vote and casting a vote are all part of the process. If you are already registered to vote, go to the polls and fill out a vote.

## Election Endorsements

### Local 3 Districts

#### SAN FRANCISCO - DISTRICT 1

U.S. Senate	Barbara Boxer
U.S. House of Representatives	
District 6	Lynn Woolsey
District 8	Nancy Pelosi
District 12	Tom Lantos
District 14	Anna Eshoo
California State Senate	
District 3	Carol Migden
District 8	Jackie Spier
District 11	Ted Lempert
California State Assembly	
District 6	Joe Nation
District 12	Leland Yee
District 13	Mark Leno
District 19	Gene Mullin
District 21	Ira Ruskin
San Mateo County Board of Supervisors	
District 1	Mark Church
District 4	Rose Jacobs Gibson
District 5	Adrienne Tissier
Marin County Board of Supervisors	
Steve Kinsey	
Hal Brown	
Measure 2	Yes

#### FAIRFIELD - DISTRICT 4

U.S. Senate	Barbara Boxer
U.S. House of Representatives	
District 1	Mike Thompson
District 7	George Miller
District 10	Ellen Tauscher
California State Senate	
District 4	Mike Machado
California State Assembly	
District 7	Jim Leddy
District 8	Lois Wolk
Solano County Board of Supervisors	
District 5	Ruth Forney
Solano County Democratic Central Committee Supervisory	
John Andres	
Irving T. Teranishi	
Patricia Johnson Teranishi	
Measure 2	Yes

#### ROHNERT PARK - DISTRICT 10

U.S. Senate	Barbara Boxer
U.S. House of Representatives	
District 1	Mike Thompson
District 6	Lynn Woolsey
California State Senate	
District 3	Carol Migden
California State Assembly	
District 1	Patty Berg
District 6	Joe Nation
District 7	Jim Leddy
Lake County Board of Supervisors	
District 1	Ed Robey

#### Mendocino County Board of Supervisors

District 1	Mike Delbar
District 2	Richard Shoemaker

#### Sonoma County Board of Supervisors

District 1	Valerie Brown
District 3	Tim Smith
District 5	Mike Reilly

#### OAKLAND - DISTRICT 20

U.S. Senate	Barbara Boxer
U.S. House of Representatives	
District 7	George Miller
District 9	Barbara Lee
District 10	Ellen Tauscher
District 13	Pete Stark
California State Senate	
District 7	Tom Torlakson
California State Assembly	
District 11	Joe Canciamilla
District 14	Lonnie Hancock
District 16	Wilma Chan
District 18	Johan Klehs
District 20	Alberto Torrico

Hayward City Council	Olden Henson
Alameda County Board of Education	Fred Sims
Measure 2	Yes

#### STOCKTON - DISTRICT 30

U.S. Senate	Barbara Boxer
U.S. House of Representatives	
District 18	Dennis Cardoza
California State Senate	
District 5	Mike Machado



# voice, make it heard

are elected by less than half of the American people. As working people, we cannot afford to let this opportunity go. We have too many issues and rights, like transportation funding, health care, workers' compensation and workplace safety, that are too important.

Use this opportunity to band together and make our voices heard. It's our chance to elect pro-labor leaders and hold them accountable.

Visit the website, educating yourself on candidates and issues, and filling out the essential pieces of the election process. If you are not registered to vote, the Local 3 officers urge you to visit your union's voter registration form. If you have extraordinary person-

al or work time constraints, call your business representative and ask them to bring some forms to the jobsite on their next visit. We owe it to ourselves and to the brothers and sisters who came before us to be active union members.

The following candidates are endorsed by Local 3 because they are pro-labor. All of them contacted your union's leaders, asking for your support. Many are incumbents and deserve our support because they have helped Local 3 in the past. The other, non-incumbent candidates have promised to represent you well. It's our turn now to come together to make our voices heard at the voting booth. Let's support the candidates who support us and continue to wage the good fight. Remember, united we win.

## California State Assembly

District 15 Elaine Shaw  
District 17 Barbara Matthews

Mayor of Stockton Ann Johnston

Stockton City Council  
District 4 Diana Lowery

San Joaquin County Board of Supervisors  
District 1 Steve Gutierrez  
District 3 Victor Mow

Stanislaus County Board of Supervisors  
District 1 Pat Paul

Calaveras County Board of Supervisors  
District 2 Steve Welinsky

## FRESNO - DISTRICT 50

U.S. Senate Barbara Boxer

U.S. House of Representatives  
District 18 Dennis Cardoza  
District 20 Jim Costa

California State Assembly  
District 30 Nicole Parra  
District 31 Juan Arambula  
District 34 Maggie Florez

Mayor of Fresno Sue Saigal

Fresno City Council  
District 6 Daral Kennedy

Fresno County Board of Supervisors  
District 2 Susan Anderson  
District 3 Sal Quintero

Merced County Board of Supervisors  
District 4 Lee Neves

## YUBA CITY - DISTRICT 60

U.S. Senate Barbara Boxer

California State Assembly  
District 2 Barbra McIver

Marysville City Council Christina Billeci

Butte County Board of Supervisors  
District 1 Bob Beeler

Sutter County Board of Supervisors  
District 1 Ganga "Gabrial" Singh

Yuba County Board of Supervisors  
District 2 Bill Simmons  
District 3 Mary Jane Griego

Superior Court Judge Debra Givens

## REDDING - DISTRICT 70

U.S. Senate Barbara Boxer

California State Assembly  
District 2 Barbra McIver

Shasta County Board of Supervisors  
District 2 Mark Cibula  
District 4 Rick Bosetti

## SACRAMENTO - DISTRICT 80

U.S. Senate Barbara Boxer

California State Assembly  
District 8 Lois Wolk  
District 9 Roger Dickenson

Sacramento City Council  
District 2 Sandy Sheedy  
District 6 Kevin McCarty

## SAN JOSE - DISTRICT 90

U.S. Senate Barbara Boxer

California State Senate  
District 11 Ted Lempert  
District 13 Manny Diaz

California State Assembly  
District 20 Alberto Torrico  
District 22 Sally Lieber  
District 23 Joe Coto  
District 24 Jim Beall  
District 27 John Laird  
District 28 Simon Salinas

San Jose City Council  
District 2 Forrest Williams  
District 4 Chuck Reed  
District 6 Ken Yeager  
District 8 Dave Cortese

Monterey County Board of Supervisors  
District 4 Darlene Dunham  
District 5 Dave Potter

Santa Clara County Board of Supervisors  
District 2 Blanca Alvarado  
District 3 Pete McHugh  
District 5 Liz Kniss

Measure F Yes  
Measure P Yes  
Measure B Yes  
Measure 2 Yes



## UNIT 12 STATE CRAFT AND MAINTENANCE

By Flo Davis, Unit 12 Director

### Covering Caltrans and (much) more

Often referred to as the "Caltrans Unit," Local 3's portion of Unit 12 involves many more departments in addition to the California Department of Transportation (Caltrans). While Caltrans does have the lion's share of employees, the California Highway Patrol, Departments of Forestry and Fire Protection, Corrections, Education, Fish and Game, Parks and Recreation, Water Resources, Veterans' Affairs, Developmental Services, Mental Health, General Services and Motor Vehicles, as well as the Franchise Tax Board, Office of Emergency Services, Stephen P. Teale Data Center and about 30 fairground sites also have employees in Unit 12. The designation "Caltrans Unit" does not credit the other departments involved.

The area covered by IUOE Local 3's Unit 12 Division spans California from the Kern County line to the Oregon border and from the Nevada border to the ocean. We have 11 offices – San Francisco/San Mateo, (650) 652-7969; Fairfield, (707) 429-5008; Rohnert Park, (707) 585-2487; Oakland/Alameda, (510) 748-7446; Stockton, (209) 943-2332; Eureka, (707) 443-7328; Fresno, (559) 229-4083; Yuba City, (530) 743-7321; Redding, (530) 222-6093; Sacramento, (916) 565-6170; and San Jose, (408) 295-8788 – from which about 30 business representatives service Unit 12 members and fair-share payers.

Any Unit 12 member or fair-share payer who has an issue or problem with wages, hours and other terms and conditions of employment should contact the nearest IUOE Local 3 office and ask for the business representative who covers the area in which s/he works. "Terms and conditions of employment" have been interpreted to include health and welfare benefits, vehicle and transportation expenses, work hours, transfer and reassignment policies and organizational security issues.

Anyone with an issue or problem should not wait to contact his/her business representative. The ability to effectively grieve a Unit 12 contract violation is lost when the time limits have passed before the employee contacts the business representative, as the contract sets out specific timelines for filing grievances. Often, the business representative can contact the appropriate department and settle an issue before it gets to the grievance stage.



## TECH NEWS

By Business Representatives Ed Wodzienski and Rob Jones and Testing, Inspection and Surveying Director Dean Dye

### Inspectors: performing reinforcing steel observation

In a continuing effort to educate members about the disciplines our inspectors cover, this month's article will focus on reinforcing steel.

Reinforcing steel observation is meant to give assurance that the supplier is exercising satisfactory control over production, fabrication and placing of reinforcing steel so it meets project specifications, applicable codes and industry standards.

Qualified special inspectors who diligently perform the duties listed below while under the direct supervision of the materials engineering laboratory can best achieve this objective.

Duties of an inspector performing reinforcing steel observation:

#### A. Documents

1. Review the approved plans, specifications and approved shop drawings.

2. Review applicable sections of referenced codes, such as the Uniform Building Code (ICBO); the building code requirements for reinforced concrete (ACI-318) by the American Concrete Institute; the Manual of Standard Practice of the Concrete Reinforcing Institute (CRSI); the reinforcing steel welding code (AWS D1.4) by the American Welding Society.

#### B. Mill test reports

1. Verify reinforcing steel mill test reports (when available) for mill markings and test data, checking against project requirements.

2. Sample material for tests directly from unopened bundles when required by specifications.

#### C. Fabrication

1. Check each shipment of reinforcing steel for the following:

- a) Bar sizes and grades are as specified.
- b) Mill marking is in conformance with mill test reports.

c) Check for corrosion, contaminants, surface cracks and bars damaged in shipment.

d) Check shop bends for specified radius and cracks.

#### D. Placement

1. During placement of reinforcing, check for proper bar locations, alignment, laps, ties, form and ground clearance, supports, field bend radii and cracks, gouges or tack welds causing stress concentrations, hardened concrete and removal of contaminants.

2. If welding of reinforcing is required, it should be observed as defined in UBC Section 1701.5 (5.3), with particular emphasis on joint configuration, suitability of low hydrogen electrodes, preheat and interpass temperatures and interpass slag removal. Check welding procedures for conformance to AWS D1.4.

3. Before concrete placement, check for complete installation and notify the contractor of any variations from plans and specifications. If variations are not corrected, before the start of concrete placement, promptly notify the proper authority.

4. During concrete placement, check for displacement of reinforcing steel. Check for removal of dirt, concrete spatter and grease.

5. Check embedded items, including anchorages, inserts and bolts installed in concrete in compliance to project documents. Verify they are solidly cast in place during placement of concrete.

#### E. Reports

1. Submit written progress reports describing the tests and observations made and showing the action taken to correct nonconforming work. Itemize any changes authorized by architect/engineer. Report all uncorrected deviations from plans or specifications.

### Techs in the field



From left: Derek Mackay and Daren Hatch work on the survey crew at the Gale Ranch Project.

From left: Eric Bergesen and Bill Davis work for RW Davis out of Novato on the Hamilton Field Project.





## ORGANIZING

By Ras Stark, Organizing Director

# Representation makes a difference

Unorganized workers often ask me if union representation will truly make a difference in their lives. My answer is always the same: "It will, if you really want to take control of your life." I explain to them that being a union member isn't a passive experience. Better wages, benefits and working conditions don't just happen because workers vote for union representation. Workers must be united in their support of negotiating demands. In some cases, they must be willing to withhold their services in support of the demands. They'll be asked by their union to stand up and be counted. If they are willing to do that, then representation will make a difference.

For some workers, the notion of standing up to the boss, even with the support of Local 3, is too much. They say they aren't willing to do it, that it's just too much hassle or that they want a guaranteed outcome if they stand up. In my experience, I have learned that you only get what you are big enough to try to take, it takes an organization to deliver, and there are no guarantees in life.

Let's take a look at what the no-hassle approach really gives workers. They have no ability to plan financially because they are totally dependent on the wages the boss decides to pay. The same is true with raises. For benefits, maybe you will have them, maybe you won't. Maybe some will have benefits but

not everyone. These workers have no say on the job. The boss says "it's my way or the highway," and that's what they have to live with.

To me the choice is clear. If you want the opportunity to seek a better life, vote for union representation. The struggle for a good contract with decent wages, benefits and working conditions won't be a passive experience, but the payoff for a worker and his or her family is worth it.

Local 3 will always fight for what's right for unorganized workers, provided they have a commitment to fighting for union representation and a decent contract.



## RANCHO MURIETA TRAINING CENTER

for Apprentice to Journey-level Operator

By Curtis Brooks, Director



## CCO Tests for new candidates

### 2004 Written Exam

Exam	Deadline for application
April 25	March 5
June 27	May 7
Aug. 29	July 2
Oct. 24	Sept. 3
Dec. 19	Oct. 29

### CCO Practical Test

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

## Local 3 offers crane simulator classes

Don't miss out on this opportunity to sharpen your skills as the Rancho Murieta Training Center continues offering onsite crane simulator demonstrations based on the interest level in each district. Interested journey-level operators, contact your dispatchers or district representatives to reserve a space. Dates and locations are based upon participation.



## Apprenticeship graduates

Joseph McKenzie	Construction Equipment Operator	Eureka	Dec. 31
Joel Avendano	Construction Equipment Operator	Stockton	Dec. 8
Anthony Hammock	Construction Equipment Operator	San Francisco	Dec. 22
Eric Rodriguez	Construction Equipment Operator	Stockton	Dec. 1
Mark Dal Porto	Construction Equipment Operator	Stockton	Dec. 1
Jeffrey Covington	Crane Operator	Oakland	Dec. 10
Michael Calassa	Heavy Duty Repairer	San Francisco	Dec. 15
Craig Thompson	Construction Equipment Operator	San Francisco	Dec. 8

## FROM FAIRFIELD

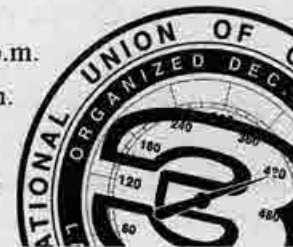
**Fairfield volunteer opportunity**

Interested in volunteering for your union? Here is your chance. The Fairfield District needs volunteers to help with phone banking for the upcoming March primary election on the following dates:

Feb. 3, 4 and 5                      5:30 p.m. to 8 p.m.  
Feb. 17, 18 and 19                5:30 p.m. to 8 p.m.

March 1                                      5:30 p.m. to 8 p.m.  
March 2 — election day            10 a.m. to 8 p.m.  
Dinner will be served.

Please call the Fairfield hall at (707) 429-5008 if you can help.



## FROM WYOMING &amp; SOUTH DAKOTA

**Casper office reports record number of dispatches in 2003**

Work has slowed for our union contractors just in time for a winter break. Our three pipeline contractors this year finished their projects in the nick of time before Christmas, and the Casper office had more dispatches in 2003 than any year previous.

For training classes this winter, the Wyoming Building & Trades offers eight-hour Mine Safety and Health Administration refresher classes each month in Rock Springs. Call the Casper office at (307) 265-1397 for locations and times if you need to renew your certifications. The

classes are free to Local 3 members in good standing.

The next District 15 meeting is Wednesday, March 24 at 7 p.m. The meeting will be at the Casper Hall, 4925 Wardwell Industrial Ave., in Bar Nunn. There is a retiree meeting at 2 p.m. and a pre-retirement meeting at 6 p.m. March 24. We hope to see you there. As always, please don't hesitate to call the Casper office if you have any questions or concerns.

The District 15 staff hopes everyone had a wonderful and safe holiday and wishes a busy and productive year to all members.



District 15 congratulates Rinker Materials-Guernsey Stone for two years without a lost time accident. Back row, from left: Glen Warner, Steve Lambert, Ryan Offe, Gary Lewis, Sammy Allen, Swade Prewitt, John Orr, Bill Haynes and Phillip Lampman. Front row, from left: Penny Oliver, Bob Bugher, Chet Oliver, Bill Redenbaugh, Erik Collar and Tom Addleman.

## FROM HAWAII

**Hawaii welcomes distinguished visitors**

Before the holidays, the Hawaii District was honored by visits from two congressional legislators. Financial Secretary Harold K. Lewis poses for a picture with U.S. Sen. Dan Akaka (above) and U.S. Rep. Ed Case (below).



District 17 staff and OE CAT members provided generous support for the Children of Domestic Abuse Toys for Tots campaign. The extra efforts of Hamona Dowell and Adrian Keohokalole made this first toy drive a success.

Business Manager John Bonilla addresses the members at a district meeting in Hilo. The district meetings the week of Dec. 8 on Kauai, Oahu, Maui and in Hilo and Kona on the Big Island were well attended.



ATPA Administrator John Sweeney and Fringe Benefits Director Charlie Warren speak to members at a pre-retirement meeting in Hilo.



## Scholarship Contest Rules for 2004

### Applications available at district offices and credit union branches

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

### ACADEMIC SCHOLARSHIP

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

Winners 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

- Children of Local 3 members may apply for an academic scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.
- Children of deceased Local 3 members are eligible to apply for the scholarships. The parent of the applicant must have been a Local 3 member in good standing for at least one year immediately preceding the date of death.
- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2003) or 2) the spring semester (beginning in 2004), 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 2004 and March 31, 2004.

### 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 winners selected.

Academic scholarship winners will be announced at the June Executive Board meeting of Operating Engineers Local 3. 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, 2004:

- 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 award twenty (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, daughters, stepchildren and foster children of Local 3 members.

### GENERAL GUIDELINES FOR RANDOM-DRAW SCHOLARSHIPS

- Children of Local 3 members may apply for the scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.
- Children of deceased Local 3 members are eligible to apply for the scholarships if the parent was a Local 3 member for at least one year immediately preceding the date of death.
- Children of Local 3 members who plan to attend college or 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, 2004. Previous winners are not eligible to apply.
- Winners will be determined by a random drawing to be held at the July Executive Board meeting. Applicants do not need to be present to win.
- The money will be funded when the college or trade school confirms the winner is a full-time student.

### WHERE TO GET APPLICATIONS

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

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





## CRUISE THE MEXICAN RIVIERA WITH OE3 And support the Operating Engineers Scholarship Foundation

Join our group on an eight-day Mexican Riviera cruise onboard  
Norwegian Cruise Lines' Norwegian Star  
Jan. 24, 2005

Roundtrip from Los Angeles, Calif. with a unique itinerary that includes an  
overnight in Acapulco and full days in Ixtapa, Puerto Vallarta and Cabo San  
Lucas.

Enjoy "Freestyle Cruising" (choose what you want to do, where you want to  
dine and what you want to wear) and a beautiful ship that offers everything  
from 10 restaurants, pools and jacuzzis, full fitness center and spa to Las Vegas-  
style shows and a fabulous casino - our own private parties - and much more!

Cruise-only rates from \$549 per person, double occupancy inside  
cabin; rates for outside cabins from \$689 per person, double occupa-  
ncy; balcony cabins from \$869 per person, double occupancy.\*

**To make a reservation or for more information,  
call toll free at (888) 713-0441**

\*Rates include a \$50 contribution to the Scholarship Fund and port charges. U.S.  
government taxes are \$60 per person extra. Roundtrip air not included.

## HONORARY MEMBERS

The following retirees have 35 or more years of mem-  
bership in Local 3 as of December 2003 and are eligi-  
ble for Honorary Membership effective Jan. 1, 2004.

Fred Barrett	1216279
Jack Hay	1059678
William Hewlett	1359556
Harry Huet	1355150
Robert Kashka	1359562
Dennis Marotte	1301512
James McAllister	1359615
Keith Nelson	0798101
William G. Pearch	1321296
Stanley Richardson	1334908
Robert Shinnick	1359824
Henry Spillner Sr.	1181821

## Semi-Annual Meeting

Rec. Corres. Secretary Robert L. Wise  
announces that the next Semi-Annual meeting  
of the membership will be held Sunday, March  
14, 2004 at 1 p.m. at the following location:

Solano County Fairgrounds  
900 Fairgrounds Drive, Expo Hall  
Vallejo, CA

## Departed Members

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

Betts, Jay	Vernal, UT	12-03-03
Biggers, John	Willows, CA	11-28-03
Briscoe, Harry	Citrus Hts, CA	11-18-03
Clark, Donald	Sunnyvale, CA	11-25-99
Costa, Raymond	Santa Maria, CA	11-23-03
Donley, Verl	Oroville, CA	11-27-03
Fanzone, John	Stevens Point, WI	11-22-03
Herndon, Lewis	Sutherlin, OR	11-30-03
Hilton, Donald	Esparto, CA	12-07-03
Kennerley, Arnold	Lower Lake, CA	11-28-03
Landes, Louis	San Jose, CA	11-25-99
Latzen Jr. Phillip	Placerville, CA	12-08-03
Maggetti, Arnold	Turlock, CA	11-19-03
Maki, Eino	Sonoma, CA	12-08-03
Mason, Byron	Yerington, NV	12-03-03
McCurdy, Rex	Napa, CA	10-07-03
Mello, William	Petaluma, CA	11-21-03
Meyers, Robert	Oroville, CA	05-28-03
Montee, Frederick	Exeter, CA	12-04-03
Pavao, John	Kamuela, HI	12-03-03
Piazza, Alvin	Bodega, CA	11-29-03
Pignone, John	San Francisco, CA	12-07-03
Rasmussen, Robert	Woodburn, OR	12-09-03
Steagall, Cyrill	Auburn, CA	11-28-03
Storch Jr., Peter	Turlock, CA	11-28-03
Strasser, Arthur	Williamsburg, NM	11-23-03
Tabiayo, Louie	Pacific Grove, CA	11-27-03
Taylor, Gilbert	Chico, CA	11-27-03
Thompson, Joe	Kingman, AZ	10-31-03
Vierra, William	Cool, CA	10-19-03
Walters, Joe	Lathe, CO	11-25-03

## Deceased Dependents

Darrough, Bettie, Wife of Darrough, M.	06-23-03	Lepper, Marion, Wife of Lepper, R.J. (Dec)	10-07-03
Halikas, Olivia, Newborn of Halikas, Savvas	12-05-03	Lockett, Phyllis, Wife of Lockett, Forest	11-28-03
Kinslow, Lulu, Wife of Kinslow, James	11-29-03	Logan, Lorraine, Wife of Logan, Hoyt E. (Dec)	08-08-01
Woolsey, Mathew, Son of Woolsey, Robert	12-26-03	McCarrell, Ruby, Wife of McCarrel, T.	12-07-03
Geck, Diane, Ex-Wife of Albert, Kenneth	12-06-03	McKinney, Elaine, Wife of McKinney, Junior	12-03-03
Busch, Rose, Wife of Busch, Fred (Dec)	11-12-03	Ralston, Norma, Wife of Ralston, William	03-2002
Carkhuff, Verna, Wife of Carkhuff, Eugene (Dec)	11-29-03	Rego, Loretta, Wife of Rego, Martine	11-23-03
Dewitt, Frances, Wife of Dewitt, Jesse (Dec)	08-24-03	Rudd, Lavell, Wife of Rudd, Rulon (Dec)	11-15-03
Eagen, Dorothy, Wife of Eagen, Richard	11-22-03	Schattin, Hermina, Wife of Schattin, Alois	10-25-03
Graham, Irene, Wife of Graham, Ralph	11-05-03	Smith, Gracie, Wife of Smith, Ray (Dec)	11-20-03
Halstead, Beverly, Wife of Halstead, W. (Dec)	11-16-03	Valverde, Julia, Wife of Valverde, F.E. (Dec)	11-24-03
Han, Helen, Wife of Han, Gilbert	11-15-03	Vucurevich, Gussie, Wife of Vucurevich, Mike (Dec)	11-19-03
Hughes, Caroline, Wife of Hughes, Vernon (Dec)	11-21-03		



## DISTRICT MEETINGS

## FEBRUARY 2004

- 5th District 01: Burlingame, CA  
Machinists Hall  
1511 Rollins Road
- 5th District 30: Stockton, CA\*  
Italian Athletic Club  
3514 Cherryland Drive
- 19th District 50: Fresno, CA  
Cedar Lanes  
3131 N. Cedar
- 26th District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.

## MARCH 2004

- 4th District 10: Rohnert Park, CA  
Engineers Building  
6225 State Farm Drive
- 16th District 17: Honolulu, HI  
Washington Inter. School Cafeteria  
1633 So. King St.
- 17th District 17: Hilo, HI\*  
Hilo ILWU Hall  
100 W. Lanikaula St.
- 18th District 17: Maui, HI\*  
Maui Beach Hotel  
170 Kaahumanu Ave.  
Kahului
- 18th District 90: San Jose, CA  
Masonic Hall  
2500 Masonic Drive
- 24th District 15: Casper, UT  
Engineers Building  
4925 Wardwell Industrial Drive
- 25th District 12: Salt Lake City, UT  
Engineers Building  
1958 W. N. Temple
- 25th District 20: Oakland, CA  
Warehouse Union Local 6  
99 Hegenberger Road

## APRIL 2004

- 1st District 80: W. Sacramento, CA  
ILWU Hall  
600 4th St.
- 8th District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way
- 15th District 30: Stockton, CA  
Italian Athletic Club  
3514 Cherryland Drive
- 20th District 40: Eureka, CA  
Red Lion Inn  
1929 4th St.
- 21st District 70: Redding, CA  
Engineers Building  
20308 Engineers Lane
- 22nd District 60: Yuba City, CA  
Sutter-Yuba Board of Realtors  
1558 Starr Drive

\* Date change

## Election of Market and Geographic Area Committee Members

Business Manager John Bonilla has announced the election of Market and Geographic Area Committee members at each of the regularly scheduled district meetings in Northern California, Reno, Utah and Wyoming during the first quarter of 2004.

Eligibility rules are as follows:

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

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

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

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

## 2004 Grievance Committee Election

Rec. Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committee members shall take place at the first regular quarterly district meeting of 2004.

The schedule of the meetings at which these elections will be held appears in the district meetings schedule.

## District 90 offers hands-on gradechecking classes

Gradechecking classes will be hands-on the first Saturday of February, March and April. The classes will be held at Heritage Park on Taylor Avenue between Hwy. 87 and Coleman in San Jose. Bring your tools, hand level, tape measure and ruler. Classes will run from 8 a.m. to noon.

Night classes will be at the hall from 6:30 p.m. to 8 p.m.:

Feb. 3, 17 and 24  
March 2, 16 and 23  
April 12, 19 and 26

## Congratulations 51-plus members

The following members were inadvertently omitted from the December *Engineers News*.

<b>52 YEARS OF MEMBERSHIP</b>	<b>56 YEARS OF MEMBERSHIP</b>
M.L. Darrough .....05/51	Carmen Silverii .....10/46
<b>53 YEARS OF MEMBERSHIP</b>	<b>57 YEARS OF MEMBERSHIP</b>
Keith Milliron .....08/50	Arthur Cedula .....10/44
<b>54 YEARS OF MEMBERSHIP</b>	<b>59 YEARS OF MEMBERSHIP</b>
Frank Stimac .....02/43	Leroy E. Ruffner .....8/41
<b>55 YEARS OF MEMBERSHIP</b>	<b>64 YEARS OF MEMBERSHIP</b>
John W. Albonico .....09/46	Arnold Zehnle .....07/38

## Retirement Association Meetings

The Operating Engineers Local 3 officers look forward to joining you and your spouse at the Retiree Association meetings. The first of the meetings are scheduled to begin in March. Please see the schedule below for a meeting in your area.

<b>LAKEPORT</b>	<b>WYOMING</b>
Thursday, March 4 10 a.m.	Wednesday, March 24 2 p.m.
Yacht Club	Holiday Inn
55 5th St., Lakeport, CA	1675 Sunset Drive, Rock Springs, WY
<b>ROHNERT PARK</b>	<b>SALT LAKE CITY</b>
Thursday, March 4 2 p.m.	Thursday, March 25 2 p.m.
Luther Burbank Center	Operating Engineers Building
50 Mark West Springs Road, Santa Rosa, CA	1958 W.N. Temple, Salt Lake City, UT
<b>WATSONVILLE</b>	<b>CONCORD</b>
Thursday, March 18 10 a.m.	Tuesday, March 30 10 a.m.
VFW Post 1716	Concord Centre
1960 Freedom Blvd., Freedom, CA	5298 Clayton Road, Concord, CA
<b>SAN JOSE</b>	<b>OAKLAND</b>
Thursday, March 18 2 p.m.	Wednesday, March 31 10 a.m.
Masonic Temple	Oakland Zoo - Snow Building
2500 Masonic Drive, San Jose, CA	9777 Golf Links Road, Oakland, CA



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

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

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

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

**Or e-mail to:  
webmaster@oe3.org**

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

**FOR SALE:** Foreign stamp collection. 350 countries from 1840-1940. \$350. Can break up to suit your needs. 408-226-0729. Reg. #1225584

**WANTED:** Ford engines 427-428 cu.in. Also 4pd tranny and Ford parts. 408-226-0729. Reg. #1225584

**FOR SALE:** 1999 Trackmagic Shifter-Kart. Cro-moly frame. Cr-80 power, best parts throughout. Prepped over winter, set up for infinieon. Stand, spares, safety gear, notes. \$4,000/obo. 707-718-5100 or 707-421-9518. Reg. #2396391

**FOR SALE:** Tandem bike, fast track exercise machine, used furniture, dishes, silverware, cooking utensils, computer parts, monitor, ice chests, garbage cans, Japanese car jacks, tires, rims, 24" t.v., VCR and DVD player, fax phone, small refrigerator, JVC camcorder, radios, dinette set, couch, love seat and chair, end table. 925-458-8044. Reg. #2248341

**FOR SALE:** Digmore model 5944 Dipper Stick for John Deere model 310C Backhoe. Never been used. Make offer. '73 Miller welder model BIG D4, 350amp, 100% duty cycle, Perkins diesel. Never worked commercially or mounted on trailer. \$6,000/obo. 510-701-3125. dalerob@onemain.com. Reg. #1584237

**WANTED:** Fresh water cooler for a 3.0 mecruser engine, 1997 model. Also a crab trap puller. 530-346-2918 or farmerjr@cwnet.net. Reg. #1271053

**FOR SALE:** 2000 29-foot Arctic Fox (Nash) double-slide. Like new. Will deliver. \$20,000/obo. 916-723-1064. Reg. #2137644

**FOR SALE:** 1994 Dolphin diesel pusher. 32', 48,000 miles. Two roof air conditions, window awnings all around, electric patio awning, new tires, many extras. Very clean, well-maintained. One owner. \$46,500. 775-267-2416. grammatwiss@yahoo.com. Reg. #1689693

**FOR SALE:** '95 Honda Del Sol looks new, low mileage (87,000). Car has been well taken care of, with regular maintenance. \$5,850/obo. Mary at 916-456-9256 or Dave at 916-359-4996.

**FOR SALE:** 1994 Atlanta III, Teton, 3 axle, 5th wheel. Duct air conditioning, duct heaters, twin skylights, 3 slide outs, duct fresh air fans, new water heater, new front air conditioner, new refrigerator, built in dishwasher, microwave, sofa, satellite dish. Excellent condition, non-smoker. \$39,500. 209-604-3014. Reg. #2275457

**FOR SALE:** 2002 Ford pickup F-350, duet tires, 4x4, XLT. White, 4 door, pop up ball, rear tow package, cab guard. Clean, one owner, non-smoker. 55,000 miles. Warranty. \$38,750. 209-604-3014. Fax 209-772-2240. Reg. #2275457

**FOR SALE:** One man heavy duty boat loader (12 or 14"). Ready to use, also aluminum motor carrier. Both \$275. 541-902-1952. Reg. #1208481

**FOR SALE:** '95 Dutchmen, 36' travel trailer, 13' slide out, dual a/c (one is ceiling ducted), 40 gal. hot water heater, full size washer, queen walk-around bed, back room computer work station, full size jetted tub, excellent live-in trailer. \$14,950/obo. 775-329-0806. Can be seen in Hollister, CA. R#reg. #1369144.

**FOR SALE:** White fiberglass bed cover hard top. Fits '99 GMC and Chevy truck. \$400. Like New '77 Honda Trail 90 high and low gears, loaded w/extras, low miles. \$1,200. Rototiller 5hp, rear tine. \$100.00 Sears 8hp chipper/shredder. 3 years old like new. \$300. Pick up truck tool box across the top opens both sides. \$50. 209-668-1341. Reg. #1344167

**FOR SALE:** D-7 Cat 12 yard scrapper. Baby items - crib, tod-

dler bed, high chair, you name it. Couch and love seat. Dinette set. Oak dinette chairs. Twin mattress and box spring. 209-245-3532.

**FOR SALE:** 3bd/3ba approx 1,800sq. ft. home. Central heat and air. Wood stove, built-in stove, oven, refrigerator, dishwasher, garbage disposal, glass sliding door exposes snow cap mtns. Elevation approx. 700 ft. Need to call - many amenities. 209-245-3532.

**FOR SALE:** 1995 17' SV17 Fisher boar, 90hp merc with 9.9 kicker merc, 45lb 12-24 volt motor guide trolling motor, X70 a low range fish finder, X25A low range fish finder, new boat cover, Birmini top, am/fm marine radio, 3 batteries, 2 live wells, boat always kept indoors, excellent condition. \$10,000. \$11,000 w/9.9 kicker. 831-637-2464. Reg. #1586184

**FOR SALE:** One stackable plot for 2 in Vets section. Oakhill in San Jose, Ca. \$2,000. 775-673-3210. Reg. #1244949

**FOR SALE:** Snug hard top fits GMC short bed 1999 and up. #400. 1977 Honda 90 trail bike on off road. Like new. Lots of ex. 998 mile. \$1,200. Sears "drive socket set 2" to 15/16" racket and extings. \$150. 209-668-1341. Reg. #1344167

**FOR SALE:** Maple gun cabinet. Top holds 10 guns, has a light and glass doors lock. Bottom has two drawers and two locking doors. Size 73 in high, 42 1/2 in. wide and 14 in. deep. Extremely well made. Excellent condition. \$300. 209-745-2574. Reg. 1826078

**FOR SALE:** Enclosed "Bobcat" sweeper unit. Has quick connect hyd's and cutting edge to scrap caked on mud. Only has 20 hours on it. Fits 553,750s, 763, 773, 863, 873 and 963. \$2,500/obo. 559-822-2345. Reg. #1774638

**FOR SALE:** 87 KX60, 91 DS80, 96 DS80. All are in excellent running condition. Great starter bikes for kids. Some gear included for full price. \$1,150 for each. Cash only. 707-447-5419. Reg. #1952914

**FOR SALE:** Tractors, Massey-Ferguson diesel with box scraper, good tires, runs good. \$2,875; Model 720 John Deere, runs good. \$1,775. 209-826-9465. Reg. #1043556

**FOR SALE:** 50 pieces 3" aluminum irrigation pipe 30ft long. \$20 each. 15 pieces 21ft 2" galv. pipe \$35 each. 80 double head rain bird sorinklers, single

sleeves end caps, elbows, tees. 209-759-3695. Reg. #394389

**FOR SALE:** Porter wood planer #24. 24-inch wide cut, 8 inch deep, 3 phase electric motor. 775-428-6388. Reg. #2373161

**FOR SALE:** Shopsmith Mark 5-500. Saw, drill press, horizontal drill, lath, disc sander \$500/obo. Must see! 916-300-4273. Reg. #1288541

**FOR SALE:** Digmore model 5944 Dipper Stick for John Deere model 310C Backhoe. Never been used. Make offer. 510-701-3125 or dalerob@onemain.com.

**FOR SALE:** 81 Suburban 4x4, 6,000 miles on rebuilt 350; 3" vortrex exhaust, good tires and brakes, front end alignment recently done. \$2,500. 21' Jensenmar sail boat with 30' mast, 2 sets of sails, 4hp motor, portapotty. \$2,000. 775-337-9339. Reg. #2485215

**WANTED:** Paying up to \$5,000 for antique cork top Whiskey bottles from San Francisco. Top prices paid for soda, bitters and other antique bottles. Richard T. Siri, P.O. Box 3818, Santa Rosa, CA 95402. 707-542-6438. Reg. #1025301

**FOR SALE:** 2001 KZ sportsman 28' travel trailer with 2 slide outs. Sleeps 6. Roof air. Front bedroom with walk around queen bed and separate entrance door. Stove/oven never used. Center bathroom. Excellent like new condition. \$16,000/obo. 530-639-1005. Reg. #2124108

**FOR SALE:** Yale forklift, needs minor work, 4000lbs. Runs, hard rubber tires. \$550. Onan generator (4000) needs a circuit board, runs good. \$300. RV, sofa couch, new, charcoal grey. \$300. RV, kitchen cushions, new, charcoal grey. \$250. 831-637-1087. Reg. #2389914

**FOR SALE:** Artic Fox Cab-over Camper, 2001. 18ft over all. For 8ft bed, with tie downs. Electric jacks, slide out, 6 cubic ft refer, built in generator, awning, air conditioner. Queen bed, wet bath, 46 gal fresh water, microwave, CD/phone hook ups, total winterized pkg. See to appreciate. \$23,000 new, sell for \$16,000/obo. 209-786-1925. Reg. #277668

**FOR SALE:** 2002 BMW K1200LTC, silver, showroom condition. 4,500mi, 5 speed OD w/rev. gear. ABS, custom luggage rack, heated seats and grips, pwr windshield, rear trunk w/speakers, 6 year ext. warranty. Paid \$25,000. Divorce, must sell

for \$18,500/obo. 530-758-3212. Reg. #1793823

**FOR SALE:** 2000 25 Ann model pearl white with green, loaded with extras, 31,000, new tires, brakes, always garaged. \$13,000/obo. 541-473-9400. Reg. #1265028

**FOR SALE:** Hard wired model 65 Garmin G.P.S. with antenna \$50.00. Mint Joe Montana rookie card \$200. 707-725-5334. Reg. #0939694

**FOR SALE:** 1989 Suncrest class A motorhome, 34', extremely low miles, queen size bed, sleeps 6, roll-out awning, 460 engine, good rubber, just smogged with current registration, and much, much, more \$19,989. 530-549-4223. Reg. #1440557

**FOR SALE:** 5th wheel 1994 Westport by Avion. 34', 2 slides, back door, queen walk around bed, non-smoking, no pets, garaged. \$16,000. 916-334-2572. Reg. #581570

**FOR SALE:** 5 acres in foothills (East of Fresno). 3bd/2ba 1920 sq.ft. 4 year old house. Very clean. Pellet stove. Fantastic view, beautiful landscaped, paved road, fenced, shop, livestock sheds, more storage areas and many extras. Must see to appreciate. \$389,000. 559-322-6230. Reg. #19970331

**FOR SALE:** 16ft Livingston boat with new top and outdrive. 4cyl, Chev. Engine. 650-365-7706. Reg. #7583941

**FOR SALE:** 1971 Chevy 1-ton dually V8 4 sp, 10' diamond plate flat bed. Pintel and ball hitch. Needs little TLC. Runs good. \$1,800/obo. 530-268-4614. Reg. #993927

**FOR SALE:** 1996 Chevy Silverado 4x4, ext. cab. Camper shell, all power L&H interior, new tires, 105k hwy miles, looks and runs good. \$11,000. 707-4517275. Reg. #1971845

**FOR SALE:** 1983 MacGregor 25 foot swing-keel sailboat. Sleeps 4. Includes 1998 galvanized two axle trailer, 2002 Nissan 6hp four stroke outboard, new marine VHF, depth finder, and marine port-a-potty. Refurbished sails, extras. mtnpilotdiver@msn.com to request full list and photo. \$4,000. 775-342-6693. Reg. #2275493

**FOR SALE:** Lane 2 pc sectional Sofa (93x118), gas stove (almond color) \$75, microwave \$30, chest freezer \$75, glass top sofa table \$50. 530-656-2388 Evenings Reg. #245240



## FROM ROHNERT PARK

**Labor will remember leader and friend O'Donnell**

Labor lost a good friend with the Dec. 8 death of Father Bill O'Donnell of St. Joseph's the Worker Church in Berkeley. Father O'Donnell marched with Caesar Chavez and Bobby Kennedy in the late 1960s when the Farm Workers' Union was struggling for recognition from grape growers. Father O'Donnell dedicated his life to the "fight for the rights" and stood up and fought for poor immigrants' rights and labor unions. He

believed the salvation of working people was through unions. When Operating Engineers Local 3 was organizing nurses at the Washoe Medical Center in Reno in 1999, Father O'Donnell drove from Berkeley to offer a blessing at a rally in July of that year. Father O'Donnell was eulogized by Congresswoman Barbara Lee, House Minority Leader Nancy Pelosi and actor Martin Sheen. He will be missed by all.



CAT volunteers gather for a picture at the Rohnert Park hall Dec. 6 before leaving to help with the Newsom campaign in San Francisco. Back, from left: Marshall Bankert, George Steffensen, Coleen Pete, Gary Pete, Pat O'Halloran and Craig Sprinkle. Kneeling, from left: Jim Killeen and Nate Wallin.

## FROM YUBA CITY

**Dirt work slows as bridge work continues into 2004**

It's that time of year again when almost all dirt work has halted in District 60. We had a good work year, but didn't get started until late in the season because of rainy weather continuing through May. Once it dried out there was plenty of work.

We still have some bridge work going on in the area. Benco should work all winter on two bridges. One is located on Hwy. 70 south of McGowan Parkway. The company will start the stainless-steel bridge on Fairview Road

between the towns of Maxwell and Williams in mid-February. A.C.C./ West Coast Bridge will continue working all winter on six bridges dotting the Feather River Canyon on Hwy. 70, beginning about 40 miles north of Oroville and ending near Quincy. It began reconstructing these bridges in September 2002 and will likely complete the project by the end of 2004.

Steelhead Constructors kept members busy late into 2003 working on the Mendocino Pass slope stabilization project. Weather per-

mitting, Steelhead's work continues on a boat ramp east of Wheatland at Camp Far West.

As you are aware, 2004 is an election year. It is vital that our voices are heard regarding issues and candidates. We'll be looking for volunteers to participate in phone banking and precinct walking as well as other political activities. If work is slow for you this winter and you're itching to do something productive and effective, give us a call at the hall. Your efforts for the good of the union and its members are greatly appreciated.

## FROM FRESNO

**Volunteers deliver holiday cheer, toys to children's hospital**

Greetings from Fresno District Rep. Ras Stark.

Hello brothers and sisters. I hope all is well with you. Work has slowed in the area because of rain, but the work picture looks good for 2004.

District 50 would like to honor Lee McClatchey of Lee's Paving, a signatory contractor with Operating Engineers Local 3. Lee McClatchey became a Local 3 member in 1963 and worked as an Operating Engineer for about seven years before opening his own grading and paving company. Lee also has owned two rock, sand and gravel plants. Lee's Paving does most of Caltrans' county and city work in the area and is a respected company because of its top-quality service. Lee gives a lot of credit to his employees, who are Local 3 members, and supports his community. He supports youth soccer and Little League in Visalia and Goshen.



Santa's helpers gather for a picture at the hospital after delivering more than 100 toys. Back row, from left: Special Rep. Mike Brown, Asst. District Rep. Ray Ronell, DJ Foster, Tamara Braden, Jim Ogawa, Lisa Ogawa, Organizing Director and District Rep. Ras Stark, Wendy Stark, Business Rep. Bob Merriott and Dispatcher Denise Alejo. Front row, from left: Jeff Webber, Apprenticeship Coordinator Larry Braden, Tabitha Berstler's brother-in-law, nieces and Tabitha Berstler.

The Fresno District also supported its community this holiday season. We had a successful toy run Dec. 31 to benefit the Children's Hospital of Central California, formerly known as Valley Children's Hospital. Staff and volunteers in

cars and motorcycles delivered more than 100 toys to the hospital. Dean Atturo coordinated the event with Operating Engineers Local 3, the Operating Engineers Local 3 Federal Credit Union and Granite Construction. We thank Dean and

everyone who participated for a job well done. A special thank you to all who donated gifts.

We thank Apprenticeship Coordinator Larry Braden and the apprentices for their hard work and support. Thanks to Public Employee Asst. Director Bob Titus and Public Employee Rep. Doug Gorman for their outstanding work in the public sector.

Members are invited to join our staff Wednesday evenings from 5 p.m. to 8 p.m. in the Fresno District office located at 4856 North Cedar Ave. in Fresno. We will inform you of the work situation, upcoming projects, answer questions and invite you to a "mystery meal." Depending on which business representative ("chef") is on duty for the evening, we may have anything from hot dogs and hamburgers to a hearty beef stew. Get to know the representatives who represent you.

## FROM UTAH

**New year work picture off to good start**

W.W. Clyde Compactor Operator Jana Snell, Scraper Operator Daniel DeLeon and Dozer Operator Eddy Thompson widen U.S. 191 near Moab, Utah.

With the winter weather upon us in Utah, work has drastically slowed. Most signatory contractors have work lined up for spring, and it looks like a good start for the 2004 season.

As we close out another year and begin to look at the new year, we need to look at the issues affecting our daily lives. Politics seems to have control over everything. We as a membership, along with our families and friends, need to become personally involved. Utah's governor wants to take money from the highway and

water funds and put it into education, which would mean less work in the construction industry and fewer good tax paying jobs. The cost of health care is rising. We need to contact our government representatives and voice our displeasure with these issues.

This is an important year politically with many key positions up for grabs that will impact the policies of our state, including the governor, state senators and representatives and congressional seats. We encourage every



Crane Operator Tyler Davidson works for Kramer Construction on the inlet structure at Yuba Dam.

member to contact the union hall at (801) 596-2677 and sign up for the OE CAT program. We want to get behind candidates who will fight for our interests. With diligence and hard work, we can make a difference.

## FROM RENO

**Work picture holds steady as elections, issues take center stage**

The Nevada District hopes everyone had an enjoyable and safe holiday season. Work around Truckee Meadows is still positive with help from a few big jobs, including Granite Construction's ReTRAC project downtown. T.W. and Condon Johnson also have crews downtown working on this project. Q&D Construction works on the Saint Mary's Hospital expansion in downtown Reno and is the low bidder on the \$29 million downtown convention center.

Granite Construction and Q&D Construction work together on a new interchange at Clear Acre and McCarran Boulevard, a \$34 million job. Along with Frehner Construction's Spaghetti Bowl project, these projects will help ease the traffic in the northern part of Reno and Sparks.

Spanish Springs is growing at a rapid pace with lots of subdivision work. T.W. started work on its \$7 million sewer line. Edward Kraemer and Sons starts Package A of its \$79 million I-580 expansion south of Reno, which starts at Mt. Rose Highway and goes to the Bowers Mansion cutoff. This new part of the freeway covers 8.5 miles and includes many bridge structures – one being the bridge over Galena Creek. Ames Construction moves the dirt for Kraemer on the first phase of this project. Package B, which is set to bid in 2005, consists of the remainder of the project. The most significant activity of Package B is the grading and paving on the 8.5 miles of new freeway.

Ames Construction works on the \$68.9 million Carson bypass in Carson City. Between this project and the dirt work on I-580, Ames Construction has a significant amount of work in the area. In the eastern part of the state, Frehner Construction picked up a \$2 million job on I-80 by Valmy and works in Wells on I-80. Road and Highway Builders have projects on I-80 at Osino and at Wadsworth.

The work picture is good in northern Nevada. Will it always be like this? We know the answer to that. This is an election year – local, state and national. We need to elect candidates who have an ear for our issues. We need to secure the things we are taking for granted now. How about prevailing wage laws? Let's elect someone who will fight to keep it intact. Cost of health care – we need someone in office who will help cap the cost of medical care across the nation. How about overtime issues in Congress? How about federal funding for infrastructure in our state? These are a few of the issues candidates need to address. We must elect candidates who are willing to address our concerns.

Remember: The pre-retirement meeting is Thursday, Feb. 12 at 7 p.m., and the district meeting is Thursday, Feb. 26 at 7 p.m.

A reminder about the monthly meeting in Elko: It's held the second Tuesday of the month at 6 p.m. in the Elko office.

Have a safe and prosperous new year.



# Public Employee News

VOL. 5, #2 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • FEBRUARY 2004

## ***Decision at arbitration grants employees higher pay***

Operating Engineers Local 3 represents city of San Jose employees in about 79 different classifications, ranging from heavy equipment operator to parking control officers and painters. One of the classifications represented is facility repair worker. There are facility repair workers assigned to the San Jose International Airport and the San Jose Convention Center.

Employees in this job classification perform minor repair and maintenance work to the facilities to which they are assigned. One of their job duties per their job description is performing "spot painting." The classification "painter" performs journey-level work in the trade. Painters are paid about \$4 an hour more than facility repair workers.

In June 2001, facility repair workers at the San Jose Convention Center were assigned to repaint the interior of the center's grand ballroom. This work entailed much more than the "spot painting" listed as a duty in their job descriptions. It took about four facility repair workers more than three weeks to paint the ballroom.

The Memorandum of Agreement (MOA) between the city of San Jose and Local 3 has a provision in the contract stating that when an employee is assigned the duties of a higher classification, they should be compensated at the higher classification's pay scale. Because the facility repair workers were assigned the duties of a higher classification (painter), they asked management to compensate them accordingly. The city of San Jose's Department of Convention, Arts and Entertainment, which operates the convention center, denied their request and refused to pay them at the higher scale.

The union responded by filing a grievance with the city on behalf of the facility repair workers. The city denied the grievance by invoking another sec-



tion of the MOA, which states that to receive higher class pay, there must exist a vacancy in that classification. In other words, there has to be a vacant painter position at the convention center for an employee to receive the higher-class pay for performing the work. The Department of Convention, Arts and Entertainment does not have painter positions assigned to them. Therefore, the city denied the grievance. The union requested that the grievance move forward to arbitration.

The arbitration took place Sept. 24, 2003. At the hearing, the city admitted that the facility repair workers routinely perform the duties of higher classifications (painters, plumbers, carpenters, etc.), but because there are no journey-level classifications assigned to the department, they did not have to pay the facility repair workers the higher pay. Antonio Ruiz of the Van Bourg,

Weinberg, Roger & Rosenfeld law firm, on behalf of the union, argued that the two sections of the MOA are not bound to each other. Therefore, the city must pay higher classification pay when assigning facility repair workers to perform the duties of those classifications.

In Arbitrator William Rule's decision, the union prevailed. The arbitrator agreed with the union that the two sections of the MOA are not joined. He stated that any time the city has an employee performing the work of a higher classification, it must pay the employee the higher wages, regardless of whether a vacancy exists in that classification. To not do so would "make a mockery of what employees are paid under the MOA." The city was ordered to pay the affected employees for the higher classification work performed.

## NEWS FROM THE public employees



by

**KURT BENFIELD**

**Director of public  
employee division**

## Great time at PORAC

Nov. 20 through Nov. 23, 2003 marked the 50th PORAC (Peace Officers Research Association of California) annual conference in Desert Hot Springs, Calif. This year was not much different than most others with great weather and high attendance from law enforcement agencies and vendors from all over the state of California. PORAC is a law enforcement association that functions to promote the professional qualifications and standing of all public safety officers. To accomplish this feat, they, like Local 3, are heavily involved in politics, lobbying and other legislative action to provide for the constitutional protection of public safety officers. PORAC has been instrumental in helping increase survivor's benefits (for spouses and dependents of law enforcement personnel killed in the line of duty).

PORAC conferences are very well attended for several reasons. Training classes occur during the conference that provide information to many associations on subjects such as 3 percent at 50 PERS formulas, contract negotiations, critical incident issues, political involvement and the latest equipment to hit the streets. Being somewhat of a fraternal organization (membership made up solely of public safety officers), many officers spend time with fellow

officers discussing politics or the latest case they have been working. It's a great time to get some training, share ideas and maybe even talk about negotiation strategy and important state or local politics. PORAC maintains 45,000 members and is the largest statewide law enforcement association.



*From left: Senior Business Rep. Don Dietrich enjoys dinner at the PORAC banquet with Don Forbes of the Santa Cruz County Deputy Sheriffs' Association and his wife, Chris Forbes.*

Local 3 represents more than 70 law enforcement organizations within its six-state jurisdiction. We have worked very closely with PORAC and its sister organization, the Peace Officers Research Association of Nevada, in the past and continue to do so. Local 3 recently teamed up with PORAC Legal Defense Fund to get more people involved with representation and

PORAC. During the conference, Local 3 maintains an exhibitor's booth to present our available services and talk with PORAC and Local 3 members. Local 3's business representatives attend the training classes to stay up to date with the latest trends being taught and to help our members with political action committee interests. In all, it was a successful conference with many agencies approaching Local 3 for representation and membership.

Here at Local 3 we believe in assertive representation of all of our units and have built a reputation on that same assertive reputation. While the private law firms debate whether or not to take a case to arbitration or hearing because of the cost to them, we are winning those same arbitrations because it's the right thing to do. Thanks goes to Local 3 Business Manager John Bonilla and his excellent team of officers who provide the leadership, freedom and encouragement to assertively represent our members. We added many new law enforcement agencies to our membership in 2003 based on our assertive representation and retired law enforcement staff to service those members. We look forward to seeing you out and about. Stay safe.

## Pat Thistle joins Local 3 staff

In keeping with the Local 3 tradition of having the best and brightest, I am very pleased to announce the addition of Business Rep. Pat Thistle to our Public Employee staff.

After serving his country aboard submarines in the military, Thistle served 10 years as a law enforcement officer and detective for the city of Pasadena in Southern California. He attended law school during that time, and upon graduating, became a member of the California Bar. Thistle has 25 years of public relations and public sector representation in California. In those many years of labor and legal representation, he has represented law enforcement, firefighters, transportation employees, nurses, teachers, attorneys and district attorney investigators in several agencies throughout California, as well as litigated cases for organizations and individuals in many employee and organizational rights cases. Thistle was counsel to many law enforcement labor organizations, including a stint as association general counsel for the Los Angeles Police Protective League (LAPD) from 1988 to 1991, and still worked many cases with them until coming on board with Local 3. Thistle is very knowledgeable regarding labor and employment law, appellate law, criminal defense, workers' compensation, pension, civil rights and police discipline and discrimination law.

During his time in private practice, Thistle published many

articles on various subjects dealing with employer-employee relations and labor issues. Thistle has worked closely with many large organizations, including the Police Officers' Research Association of California for many years, and he knows many individuals within that great organization.

Coming from a labor family, Thistle is well aware of the value of a strong labor organization and the benefits it can provide our members.

I am pleased to have Pat Thistle on the team, as he will service our members in the valley area out of the Modesto office. I invite you to join me in welcoming him on board at your next association or general membership meetings. Our excellent team of representatives in the valley, Dean Cofer, Joe Santella, Doug Gorman and Asst. Director Bob Titus, will of course join Thistle in carrying out our No. 1 mission of service to the membership.

If you have any questions, please do not hesitate to contact Pat Thistle in the Modesto office at (209) 529-7377 or [pthistle@oe3.org](mailto:pthistle@oe3.org).



*Pat Thistle*



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## CEMA prepares for election at VTA

By Randy Johnese, business representative

Last spring, the American Federation of State, County and Municipal Employees (AFSCME) filed a decertification petition against the County Employees Management Association (CEMA) for the management bargaining unit at the Santa Clara Valley Transportation Authority (VTA). During the past 11 months, CEMA, with the assistance of OE3, has taken the AFSCME petition as a challenge to spend time listening to our members' concerns.

As a result of that process, CEMA has changed the way it provides service and representation to our members at the VTA. CEMA added a second business representative and took

a much more aggressive approach toward representing VTA managers. CEMA has also established an electronic newsletter, *The VTA News*, that provides regular updates to the CEMA membership.

CEMA's VTA Advisory Committee, which met on a monthly basis, increased its schedule to weekly meetings. The members of the advisory committee took on the responsibility of assessing member concerns and CEMA support. Since last summer, the committee has assessed that support for CEMA has grown based on our new representation approach. We are now confident of winning the election as soon as it is held.

NEWS FROM THE  
**public**  
employees

## Here's to a safe new year

By Dan Venters, business representative

Happy new year to everyone, from all of us in Reno and District 11. We hope you and yours had wonderful holidays, but now it is time to think about work and returning to the routine of everyday life.

Local 3 staff reminds everyone to think about safety in the workplace and at home. This time of year, there will be moisture on the roads, handrails and

outside stairways, and areas can be frozen and slick. Think about where you are and what you are doing when you are driving and when you are at work. Remember, don't be in a hurry when traveling, allow extra time to reach your destination. Watch your footing on stairways and hold handrails firmly on stairways and catwalks while you work.

For several years, I have heard Local 3's officers, district representatives and business representatives encourage members to think about their safety and to remind their brothers and sisters to work safely. Please remember, Local 3 wishes everyone a safe, productive and prosperous 2004 so we may celebrate the winter holidays again.

## An American's perspective

By Dave Helm, business representative

There is nothing quite so somber as picking up the newspaper or watching the evening news lately. It's enough to make you want to dig a bomb shelter, gather everyone you care about and lock them inside and then load up your shotgun to guard them just like grandpa did in the '50s.

We have the war in Iraq, the nightly death tolls as the last vestiges of Saddam's group of merry men run about bombing, shooting and booby trapping everything in sight, Bin Laden and his group of morons running amuck, the terror alerts (orange and climbing), the state, county and city deficits, taxes, layoffs, the vehicle license fee hike and veto, politics, and now the "mad cow" scare. Heck, I live on burgers, now what am I going to do?

Well, this is certainly shaping up to be an uplifting article. Death, disease, politics, taxes, terror, unemployment, bombs and now no burgers; where's my shovel?

The world is changing, always has, always will. The world is dangerous; like that's a new concept. Anyone want to travel back in time and find me a safer place?

It would be easy to fall victim to the Cold War mentality. Amplify the dangers, skulk about looking for "them" and yearn for the "good old days" when xenophobic paranoia justified our fears and granted us the right to act badly so we could "protect" ourselves. You in? Not me, not for one second.

What the nightly news doesn't tell us, and what we have to remind ourselves, is how lucky we are. Our ancestors came to this land seeking opportunity and freedom. Their journeys were often arduous, they came to a foreign land, many of them poor, uneducated and persecuted, many did not even speak English. They did not have the luxury of sitting around and griping; they were too busy working to feed their families.

We need to look to our ancestors and draw strength from their accomplishments while not falling victim to their mistakes. This is not a time to amplify our differences, to create

division, to sit around griping about what we do not have, how tough things are or about what could have been only "if" – you fill in the blank.

These are tough times, but not tough enough to bend our will, to cripple us or to make us yield. "They" are the enemy. "They" are trying to take us down. I am tired of hearing about the theys and them.

We, all of us, are America. We are the hardest working, most courageous, strongest willed, most charitable folks this world has ever known. We have the honor and privilege to be American. We have the privilege to be associated with the best union in the best country in the entire world. We also have a duty to make this world a better place for our heirs, to improve upon it and pass along what has been given to us just like our ancestors did. We will persevere; we will thrive. We have to, we are America, and we are Operating Engineers Local 3.

The next time you drive down the road and see a Local 3 sticker or a U.S. flag waving, take a second to remember just how lucky you are and then remember why you do what you do. The freedoms of America have allowed us to have a collective bargaining agreement, organize, and protect our rights as employees, fair wages and other labor protections brought about by strong unions like Local 3. Private law firms did not do it, and the power is in the people as it should be. Local 3 has 42,000 represented workers – that's a lot of power we can wield for the benefit of our members in this great country. Thanks for minimum wage, 40-hour workweeks, overtime and bringing us the weekend.

If the aforementioned sounds a little too patriotic or prideful, you'll have to look to someone else for an apology. In case you're wondering, yes, I do drive a truck, wear Levis, drink beer, listen to country music and play baseball with my kids. I am American and damn proud of it!



## NEWS FROM THE public employees

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## The South Dakota way

By Don Dietrich, business representative

I recently spent a week in South Dakota with Public Employee Business Rep. Terry Hutchison. South Dakota is what is referred to as a right-to-work state. This is a very misleading statement. What right to work really means is the right to be treated poorly.

More often than not we take for granted how good we have it in California. I don't mean the beautiful weather or the Pacific Ocean; I'm talking about our rights as working folks. We enjoy the right to collectively bargain, to join and belong to a union without reprisal and to a fair method of resolving disputes. We have higher wage standards and better benefits. I could go on about how good we have it, but instead I want to share with our members how difficult it is being a union member in South Dakota.

First, let's talk about the cost of living. A gallon of milk costs the same in South Dakota as it does in California. A loaf of bread, a dozen eggs, the cost of a fast food value meal, all the same. Gasoline is about 8 cents a gallon cheaper in South Dakota. Housing in South Dakota varies by location, but I estimate it's about half the cost.

The wage rate is less than half of what our public sector employees make in California. It's closer to a third of the wage rate on average.

The benefits are even worse. Most of the counties and cities offer health care with no dental or vision care. The health care deductible is \$1,500 out of pocket with a 50/50 split of the next \$2,500 in a year before the plan begins to pay the bills. One of the members I spoke to broke his leg and the bill was around \$11,000. The health care plan paid about \$4,000. Out-of-pocket expenses were more than \$6,000 for the member. Imagine making \$10 per hour and running up a \$6,000 medical bill. This is almost a half a year in wages.

Right to work means there are no agency shop provisions for collecting fees from non-union members. Employees who don't join the union are provided better benefits and raises than those who do join.

Case in point: the city of Deadwood. This is a town financed by gambling casinos. The city coffers are full. Employees who are union members get five weeks of vacation after 20 years with the city. Employees who are non-union get five weeks of vacation after 15 years with the city.

Operating Engineers Local 3 has been in negotiations for several months trying to reach a contract agreement with the city of Deadwood. The city's offer is to take away union security and provide minimal raises that won't offset the rising cost of health care. The city refuses to look at OE3 health care plans that would save the city money. The city is only interested in trying to drive the union out of town. They have never claimed to be unable to provide decent cost of living increases or health care contributions. In fact, they refuse to provide the union with budget infor-

mation even though it is public information. We went through mediation to try and resolve this matter while I was there. The city showed no interest in resolving the matter. The next step is a hearing before the Department of Labor. The findings are merely advisory, therefore of little help. Ultimately, a contract will be imposed upon the members with no recourse. Remember, this is not about a city

facing deficit and financial hardship. This is about union busting.

A fairly common theme among these jurisdictions is to regressively bargain. The city and county come to the table with takeaways. The union negotiates for months just to keep the current level of benefits. This is a practice during good economic times as well as bad.

Another tactic used by these jurisdictions is when bargaining

occurs. All of the bargaining sessions I attended were during late afternoon and early evening hours. This is so the employer does not have to provide release time for the members during work hours. The city and county officials would rather stay late than allow members to bargain on company time. Keep in mind that this is all for the sake of jobs where \$10 per hour is a good wage.

Through all of this, what impressed me the most is the members' commitment to the union. They all told me they knew going union would be a battle, and once they stepped across the line there was no going back. These folks are committed to improving the conditions for the majority. The members who are active walk around with a target on their back, under constant scrutiny.

I'd like to take a moment to thank my host, Business Rep. Terry Hutchison. He takes it all in stride. He is committed to the membership. I showed up with very little advanced notice. I know he could not have scheduled the numerous bargaining sessions and meetings we attended in the three days before my arrival that he was notified I was coming. Hutchison picked me up early every morning at 7 a.m. or earlier five of the six days, and we did not return until after 8 p.m. each night.

We drove through snow blizzards on two-lane, isolated highways. Except when we encountered buffalo blocking the road, Hutchison rarely stopped between destinations. We were usually early to our destination, which left him the opportunity to stop in and speak with various members, department heads or elected officials - all in a day's work for a Local 3 business representative.

I would like to thank those dedicated members I had the good fortune to meet. To Angela, Linda and Terry from the Hot Springs School District; Sarah, Don, Randy and Gary from the city of Deadwood; Gary Anderson and Dale Olson from Sturgis County; Ken and Gary from Butte County and Detective John Harmon from Meade County Sheriff's Department. These are all folks who stick their neck out every day for the good of all.

