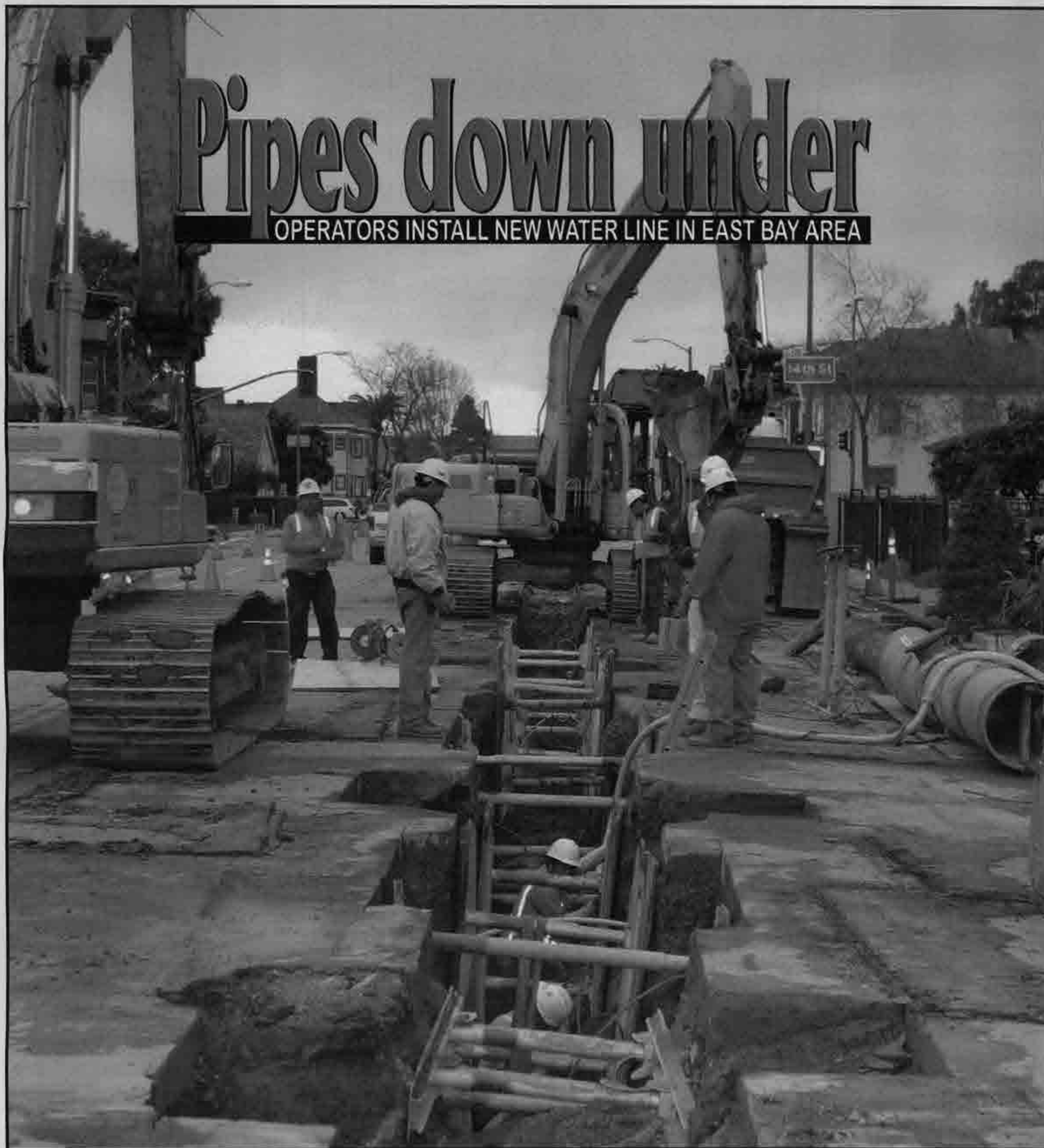


# ENGINEERSnews

VOL. 63, #2 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • FEBRUARY 2005

## Pipes down under

OPERATORS INSTALL NEW WATER LINE IN EAST BAY AREA





## For The Good & Welfare

By John Bonilla, Business Manager

### In 2005, OE3 continues to pave the way

With every new year comes a new beginning, and 2005 has proven to be no different.

Local 3 said goodbye to one of its leaders in January with the resignation of Financial Secretary Harold K. Lewis. Harold is a 57-year Operating Engineer, and the union will truly miss his leadership. On behalf of the officers and Local 3, I wish him the best in his retirement.

I have always believed that when one door closes, another opens. And that is what has happened with Harold's resignation. Russ Burns, who has done a fine job as our treasurer, was sworn in Jan. 2 as financial secretary, and filling Russ's shoes as treasurer is 30-year Operating Engineer Carl Goff. Carl has what it takes, and I welcome him as the newest member of our administration. We have begun 2005 with a fresh, confident and strong leadership team ready to lead the union through another prosperous year. Please read more about the new administration on page 9.

As President Miller mentions in his column on page 3, the best way to be prepared for challenges that come along is to plan ahead, and that is exactly what Local 3 has done for 2005. The officers held strategic planning sessions in 2004 and developed a solid map for the coming year.

As always, we plan to keep membership service our No. 1 priority. In addition to the union's regularly provided services, such as contract negotiations, grievance handling, organizing and training skilled workers, we have several goals to implement that will benefit our membership.

We will continue to find innovative ways to keep health and welfare money in check. With the health care economy not improving, this will be a priority for some time. This year we will continue the audits on health and welfare service providers to make sure we are getting the biggest bang for our buck. In doing this, we have already recovered \$1 million for the Utah members' Health & Welfare Trust Fund. Wow! I would say our efforts have really paid off.

Last year we set a goal for membership education, and we continue with that in 2005. You can expect to see an educational presentation regarding your pension and health and welfare benefits in the March issue of *Engineers News*. There will be a live presentation on this subject at district meetings and Retiree Association meetings beginning in March. In addition, we will continue using the *Engineers News* as a communication source to keep the membership informed of important union issues. As always, members will be able to

stay up-to-date on union issues in 2005 by attending their quarterly district meetings, as well as special events such as the Semi-Annual Meetings. On that note, I look forward to seeing you all at the upcoming March 20 Semi-Annual at the Solano County Fairgrounds in Vallejo, Calif.

Local 3 is dedicated to keeping its staff members educated as well. They keep our union running at its best. Local 3 keeps them up-to-date on union issues and provides training to continually upgrade their membership service skills. Because of this continual staff training and education, Local 3 will maintain its top-notch service and representation in 2005.

Speaking of training, we will be working in 2005 to complete Local 3's newest training facility, the Kahuku Training Center on Oahu in Hawaii, which was recently dedicated to former Financial Secretary and JAC Co-Chairman Harold K. Lewis and JAC Chairman Ed Hulihee. Though now retired, Lewis will continue working with Local 3 to see the training facility through to completion. You can read more about the training center on page 20.

As always, we plan to monitor legislation at the federal, state and local levels to ensure that working people's issues are taken care of. We will continue to hold politicians accountable regarding legislation that affects our membership.

Membership involvement is a vital asset to Local 3. It is your commitment and dedication to your union that keeps it strong. Local 3 is your union, and we want you to be a part of it, so this year we will work to develop new and innovative ways for you to get involved. Stay tuned.

On the road of 2005 there are sure to be ups and downs, twists and turns, and possibly some bumps in the road. But whatever comes our way, we will be prepared. We head into this journey with a detailed map and a well-packed bag of strong leadership, a driven membership, and an unflinching sense of purpose and solidarity. With these tools, we can get past any roadblock that comes our way. Here's to smooth sailing.

In Solidarity,

John A. Bonilla  
Business Manager and  
IUOE General Vice President



Richard Murphy, a 21-year Local 3 member, works for McGuire & Hester on the pipeline job in downtown Oakland. ...10

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## In the News

### Extreme Makeover, OE3 style



Pictured behind the American flag mounted on the jib tip of a 70-ton Link-Belt hydraulic truck crane is the nearly completed new home of a very special Bay Area family. Ten Local 3 members working with Bigge Crane and Rigging were part of this renovation as volunteers on ABC's "Extreme Makeover: Home Edition."

Every Sunday at 8 p.m. PST, much of America tunes in to television's ABC network to see lives changed forever as one lucky family's home is completely renovated on the popular "Extreme Makeover: Home Edition" TV program.

Ten Local 3 members working with Bigge Crane and Rigging were a part of this life-changing experience Dec. 10-14 when they volunteered their time as part of the "Extreme Makeover: Home Edition" team to renovate a San Francisco Bay Area home. These Operating Engineers worked alongside ironworkers from locals 378, 118 and 377, as well as many other construction volunteers.

Working around the clock with DeNova Homes, other subcontractors and an army of volunteers, Bigge operating and rigging crews lifted nearly "everything but the kitchen sink" to rebuild the home of Karen Sears and her two children, one of whom is afflicted with a rare genetic disorder that requires special accommodations.

The property, located at the end of a narrow cul-de-sac, was one of the design team's larger home replacement projects to date and the first of its kind on a steep down slope lot. Because of these unique site conditions, using a single large crane to assemble the structure was the only viable option for DeNova Homes to complete the residence in a record 109 hours from start to finish, all done safely without injury or incident.

Bigge Crane and Rigging is thankful for all of the volunteers who donated their time and expertise for "this most challenging and worthy effort."

Local 3 member volunteers were: J.T. Brown, Jim Cousins, Mike Dodero, Dave Eyler, Tom Kohlenberg, Dave McGarry, Adam O'Brien, Doug Stone, Mike Wildes and Bill Wurz.

The episode aired in January.

## Talking Points

By Bob Miller, President



### Planning is important

Along with you, I watched and listened in horror as stories and images of the Southern Asia tsunami, triggered by a 9.0 earthquake, emerged on television and in newspapers. I couldn't help but be moved by the stories of misery and suffering. Like you, I soon learned that although the tsunami could not have been stopped, its toll could have been lessened if area residents had been warned of the approaching danger. Unfortunately, there is no early warning system for the Indian Ocean like we have for the Pacific Ocean. The last tsunami to hit Southern Asia occurred in 1883, so the thought was that a warning system really wasn't needed. I'll bet Asian governments are working to create a warning system now!

This tragic experience reminded me of how important planning is to our daily lives. All of us are faced with life choices that require our attention. Whether it's maintaining good health, getting married, buying a new car or house, ensuring a college education for our kids, retirement or making financial ends meet during slow work periods, careful planning can make all the difference. Knowing this, why don't more people plan? I think the answer is fairly simple: Many people believe things generally have a way of working themselves out, so planning really isn't all that important. Yet, many of us have had in our own lives or that of family or friends a "tsunami experience." And for those of us who have, believe me, we now understand the importance of planning.

Planning is also important for the efficient administration and operation of Local 3. Under the direction of Business Manager John Bonilla, Local 3 officers and staff have been involved in a strategic planning process. The goal of the process is to create an organization that provides the best possible service for our members in a world of ever-changing economic and political conditions. In simple terms, we're determining: What do we need today? What might be necessary for tomorrow? And, how do we move successfully from today to tomorrow? As you might imagine, it's quite a process.

Working with district and department staff, officers have examined Local 3's financial and operational human resource needs. We've also examined the financial condition and future needs of Local 3's health & welfare and pension funds. From the health & welfare fund review we made some changes that are already paying off. The financial condition of the fund is improving. We're also working on an improving pension fund management and investment strategy. These improvements will make a great fund even better. We also are reviewing financial and economic forecasts and how they might impact the work picture. We've set organizational goals and are reviewing them regularly to make certain they're met, and if not, to find out why not. It has been a lot of work and I'm sure that a lot more will follow. However, no matter how hard the planning work is, it's a heck of a lot better than Local 3 getting hit by an unexpected tidal wave.



## CREDIT UNION

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

# Bank on it: Non-union financial services are no deal

As you know, one of the most important things we can do to protect our hard-earned dollars is vote union. It is also important to buy union-made products and do business with union organizations. Not only will the union movement benefit, you and your family will benefit. As recording-corresponding secretary for OE3, I pay special attention to the financial world, and I can tell you this: Every Local 3 member should be banking with our union-member-owned credit union, Operating Engineers Local 3 Federal Credit Union (OEFCU).

### Banks' disturbing new fee generators

Yesterday's hand-slap attitude for overdrafts has morphed into a high-five. Why? More and more banks are offering what's called "bounce protection." The bank agrees to cover your checks (at its sole discretion) up to a certain amount, typically \$100 to \$1,000. This can save you some trouble and embarrassment if you make a mistake in your checkbook, but there's more to it than concern for your well-being.

There is usually a \$25 to \$40 fee assessed for each check paid by the bounce-protection service. Frequently, you also are charged interest on top of the fees. The unethical part of this trend is that banks are slyly promoting these profit-generating overdrafts. How?

**The available-balance trick.** Banks can legally pad your balance by including the amount of your bounce-protection limit. For example, let's say you have \$500 in your checking account and the bank decides your bounce-protection limit is \$600. When you inquire about your balance, your available funds will show as \$1,100, not the \$500 you actually have. This leads to profit for the bank in the form of overdraft fees.

**The large-checks-first trick.** Another ploy to increase the odds you'll bounce checks involves purposely clearing your checks in order of size - the largest first. This makes the smaller checks that may have cleared if processed first subject to overdraft fees.

### Numbers don't lie

A recent study from Forrester Research asked consumers if they thought certain financial companies looked out for them. Not surprisingly, 70 percent of big banks received low consumer-satisfaction ratings. Citibank got 22 percent, while Fleet, which is merging with Bank of America, scored 26 percent. Bank of America had a 37 percent satisfaction rating and Chase Bank scored a mere 27 percent. It's no wonder banks scored so low; the numbers tell the whole story.

### Banks vs. credit unions

In 2002, California credit unions paid \$294 million more in interest on deposits to their members than California banks paid to their customers. Furthermore, California's credit union members paid \$347 million less in loan

interest than California's bank customers. Credit union members also paid a whopping \$300 million less in fees than bank customers. The Public Interest Research Group recently determined that U.S. consumers pay an average of \$228 in bank fees per year despite the proliferation of so-called "free checking."

Like the numbers show, your credit union pays more interest on your deposits and charges less interest for your loans. After all, the credit union is owned by you - Local 3 members. OEFCU answers to you - not profit-seeking shareholders and overpaid boards of directors.

### Bankers' anti-credit-union campaign

Adding yet another car to the greed train, bankers have declared war on credit unions. Not content with the 93.5 percent market share of combined bank-credit-union assets they already hold, banks are determined to prevent credit unions' growth through a massive lobbying effort to legislate additional credit union taxes.

In fact, the American Bankers' Association has made eliminating credit union competition its No. 1 priority. ABA is even offering bank employees monetary rewards for "catching" credit unions engaging in advertising and other activities they deem "too bank like." For example, the ABA blasts credit unions for offering services, such as Internet banking. Bankers think they should determine how credit union members should be served.

While it's true that credit unions' not-for-profit status make them exempt from federal income tax, they pay all other applicable taxes like payroll, property and social security taxes. Bankers assert credit unions should be subject to the same taxes and regulations as banks to "level the playing field."

The fact is, if bankers truly believed credit unions had it so good, they could certainly convert to a credit union charter. But then, as credit unions, they could no longer issue stock or pay their boards of directors. They'd also have to limit their commercial loans to 12.25 percent of their total assets. They'd have to maintain more stringent capital-to-asset ratios. To date, no bank has chosen to convert to a credit union charter. Maybe they're not really interested in a level playing field after all.

### A final note

The bottom line is this: Your union-member-owned credit union is better for your bottom line. As union members, we should avoid known union-busting mega-banks like Wells Fargo. You owe it to your family and fellow union members to buy union, and that includes your banking services. Call OEFCU today at (800) 877-4444 or visit [www.oefcu.org](http://www.oefcu.org).

## OEFCU branch offices to serve you

### CALIFORNIA

**Alameda** ATM location  
1620 South Loop Road  
Alameda, CA 94502  
(510) 748-7440

**Auburn**  
1915 Grass Valley Hwy., Suite 400  
Auburn, CA 95603  
(530) 889-2969

**Burlingame**  
828 Mahler Road, Suite A  
Burlingame, CA 94010  
(650) 697-0598

**Dublin** ATM location  
7300 Amador Plaza Road  
Dublin, CA 94568  
(925) 560-9660

**Eureka**  
1213 Fifth St.  
Eureka, CA 95501  
(707) 441-9590

**Fairfield**  
2540 N. Watney Way  
Fairfield, CA 94533  
(707) 425-4489

**Fresno**  
4860 N. Cedar Ave.  
Fresno, CA 93726  
(559) 241-0508

**Modesto**  
538 McHenry Ave.  
Modesto, CA 95354  
(209) 525-8460

**Redding**  
20308 Engineers Lane  
Redding, CA 96002  
(530) 222-5184

**Sacramento**  
9806 Old Winery Place, Suite 5  
Sacramento, CA 95827  
(916) 369-6752

**Sacramento (Arco Arena)**  
4044 N. Freeway Blvd., Suite 150  
Sacramento, CA 95834  
(916) 565-6190

**Sonoma County**  
6225 State Farm Drive, Suite 102  
Rohnert Park, CA 94928  
(707) 585-1552

**Morgan Hill** ATM location  
325 Digital Drive, Suite B  
Morgan Hill, CA 95037  
(408) 782-9803

**Stockton**  
1916 N. Broadway  
Stockton, CA 95205  
(209) 943-2455

**W. Stockton**  
1818 Grand Canal Blvd., Suite 1  
Stockton, CA 95207  
(209) 472-0708

**Yuba City**  
468 Century Park Drive, Suite B  
Yuba City, CA 95991  
(530) 742-5285

### HAWAII

**Honolulu**  
1111 Dillingham Blvd., Suite E1B  
Honolulu, HI 96817  
(808) 841-6396

### NEVADA

**Reno**  
1290 Corporate Blvd.  
Reno, NV 89502  
(775) 856-2727

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

### OREGON

**Gladstone**  
805 E. Berkeley St.  
Gladstone, OR 97027  
(503) 655-5462

### UTAH

**Salt Lake City**  
1958 W. North Temple  
Suite B  
Salt Lake City, UT 84116  
(801) 533-2374







## FRINGE BENEFITS

By Charlie Warren, Director

### Northern California Labor Health Care Coalition

Under the direction of Business Manager John Bonilla and the Board of Trustees, Local 3 has taken a proactive approach in dealing with the high and rising costs of health care. To protect the financial stability of the Trust Fund, the union implemented a comprehensive strategic plan that includes immediate action and long-term solutions.

Central to our long-term strategy has been coalition building with other crafts and labor groups that share our concerns and goals. Local 3 has joined with several other unions and the California Works Foundation to form the Northern California Labor Health Care Coalition. The coalition has formed to take action in solving the rising

health care cost crisis. Through Local 3's partnership with the coalition, we are taking action to collectively confront skyrocketing costs and poor-quality health care.

Our partnership with the coalition is a giant push toward a solution. The Northern California Labor Health Care Coalition recognizes that until we take action to fight rising health care costs and fight for quality improvements, we will continue to watch our wages stagnate and our health care benefits wither away. Local 3 and the coalition will unite with community allies, elected officials and employers in the public and private sector to take action and bring long-term solutions to the health care system in California.

### TrustBenefits Online

You can now access benefit information via the Internet – seven days a week, 24 hours a day.

By following a simple registration process and using the Personal Identification Number (PIN) generated specifically for you, you can access information about your specific employer contributions and annual work history information, as well as your Health and Welfare eligibility and reserve hour bank. Of course, all of your specific personal information is completely secure. TrustBenefits Online uses state-of-the-art encryption and security to prevent unauthorized access to your personal information.

Find your benefit information on the Internet with these four easy steps.

**Step 1:** Visit [www.oe3trustfunds.org](http://www.oe3trustfunds.org).

**Step 2:** You must register using the PIN provided to you. If you do not have a PIN, please call TrustBenefits Online Customer Service toll free at (866) FOR-TBOL or (866) 367-8265. Click the "New User" button at the top of any screen and you will arrive at the "Welcome New User" screen.

**Step 3:** After you have completed the User Registration form, click "Submit."

**Step 4:** Click "Continue" and you will arrive at the log-in screen.

For benefit-related questions, contact the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105. For questions regarding access, site navigation or security, contact TrustBenefits Online at (866) 367-8265.

### Pre-retirement meetings

Planning for your retirement is important. Your Local 3 retirement benefits will generally comprise a major portion of your retirement income. We encourage you and your spouse to attend this

meeting and familiarize yourselves with all aspects of your retirement benefits. These benefits have a direct bearing on your financial security and deserve your attention.

#### STOCKTON

Tuesday, Feb. 1 7 p.m.  
Operating Engineers Building  
1916 N. Broadway  
Stockton, CA

#### SALT LAKE CITY

Thursday, Feb. 3 7 p.m.  
IBEW Local 354  
3400 W 2100 S  
Salt Lake City, UT

#### ROHNERT PARK

Thursday, Feb. 10 7 p.m.  
Operating Engineers Building  
6225 State Farm Drive  
Rohnert Park, CA

#### FRESNO

Monday, Feb. 14 7 p.m.  
Operating Engineers Building  
4856 N Cedar  
Fresno, CA

#### SACRAMENTO

Tuesday, Feb. 15 7 p.m.  
ILWU Hall  
600 4th St.  
West Sacramento, CA

#### RENO

Wednesday, Feb. 16 7 p.m.  
Operating Engineers Building  
1290 Corporate Blvd.  
Reno, CA

#### REDDING

Tuesday, Feb. 22 7 p.m.  
Operating Engineers Building  
20308 Engineers Lane  
Redding, CA

#### EUREKA

Wednesday, Feb. 23 7 p.m.  
Best Western Bayshore Inn  
3500 Broadway  
Eureka, CA

#### YUBA CITY\*

Tuesday, March 29 7 p.m.  
Sutter-Yuba Board of Realtors  
1558 Starr Drive  
Yuba City, CA

\* Date change



## ORGANIZING

By Ras Stark,  
Organizing Director

### A new year and the fight continues

In looking back on 2004, Local 3 can be proud of what was accomplished from our organizing activities. Under the direction of Business Manager John Bonilla and with the support of his team of officers, we made headway during very tough times for organizing and continued to make progress in taking back our industries and bringing unorganized workers the benefits of union membership. In some areas we were more successful than others. Top-down organizing seemed to work best for construction; we signed 24 new employers using it. Bottom-up organizing wasn't as successful as it has been in past years. We had nine elections; of those, we won four, tied one and lost four. As I have reported before, the National Labor Relations Board has become a roadblock to our bottom-up efforts. I think we are going to have another four long, tough years with them.

Over the past year, one thing became very clear to me: No matter how hard the fight, Bonilla and the officers always vowed to fight on and leave no worker behind or unprotected. I also developed an even stronger appreciation for the value of teamwork in organizing. Organizers, district staff and members working together is what's really responsible for our victories. I'm very proud to be a part of this team effort.

An example of our business manager's commitment to the unorganized is the ongoing struggle to get a first contract for workers at Empire Waste Management. We won an election for the 180 workers there in March 2003. They still don't have their first contract. Vice President Frank Herrera is leading the fight to get a fair contract for them. I hope to report in my next column that we finally achieved it.

During the past year I learned how important the Local 3 Research Department is to our organizing program. Before we begin a campaign, we ask them for a full background report on potential organizing targets. Their research and recommendations are usually right on the money. If they tell us an employer is financially viable and is a suitable target for other reasons, we usually have good success in organizing them. In some instances they tell us to not spend any more time on the target, for example, if the company is broke.

Like I said, it's a new year, but the fight goes on. As I've said before, if it wasn't for strong member support for organizing, we wouldn't be as successful. With winter here and work slowing, now may be a good time for you to consider working as a "salt" in one of our organizing campaigns. If you are interested, contact your district office or the Organizing Department for details on becoming a "salt."

Thanks again for your support. In working together, we can make 2005 a great year for Local 3 organizing.

#### Retiree Association Meetings

Meetings begin in March. Check [www.oe3.org](http://www.oe3.org) for meeting dates, times and locations. Check Engineers News next month for a full listing.



## RANCHO MURIETA TRAINING CENTER

*for Apprentice to  
Journey-level Operators*

By Curtis Brooks, Director

## Tough road ahead for bona fide training programs

Everyone goes through tough times, and, as we all know, tough times don't last, but tough people do. The Operating Engineers apprenticeship program has always prided itself in being one of the top producers of qualified, skilled workers.

It appears that current state and federal administrations are making it easier for non-union contractors to employ unskilled, untrained labor. In addition, they are relaxing the minimum standards for establishing apprenticeship programs in California, which will force the industry to accept workers whose skills are weak because of lack of training. An untrained worker is not always the safest worker.

In these times of administrative downsizing, restructuring and elimination, we find ourselves under attack for being good at what we do, providing essential health and welfare benefits for our members and their families, and ensuring a safe and productive work environment. Under similar circumstances, the apprenticeship program was born out of fire and necessity. Despite adverse economics, it has progressed into the equal-opportunity, diverse structure that exists today. Make no mistake about it, we will continue on that road of hard work and perseverance; the result being a high-quality product in the shape of union apprentices and journey-level operators for the stakeholder and customer (i.e. the signatory employer).

That's why we continue to take the holistic approach of assuring every member who attends the University of Operating Engineers (Rancho Murieta Training Center) receives the highest quality and most innovative training. That will continue to be our No. 1 priority under the guidance and supervision of Business Manager John Bonilla.

Regardless of the competition, Operating Engineers will prove the best apprentices come from programs that care about the quality of training and individual success. The best Operating Engineers are those who bring with them honed skills and value continuity of the craft, as well as the craftsperson.

See you on the next job.

## CCO Practical Test

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

### 2005 CCO Exams

Exam	Deadline for application
April 3	Feb. 11
May 22	April 1
June 26	May 6
Aug. 28	July 8
Oct. 23	Sept. 2
Dec. 18	Nov. 4

## APPRENTICESHIP GRADUATES

Arnold Carter	Construction Equipment Operator	Sacramento	Dec. 13
Bryce Colan	Heavy Duty Repairer	Fresno	Dec. 13
David Lewis	Construction Equipment Operator	Sacramento	Nov. 29
Elliot Prevost	Construction Equipment Operator	Oakland	Nov. 15
John Morris	Construction Equipment Operator	Yuba City	Dec. 6
Michael Olden	Construction Equipment Operator	San Francisco	Nov. 24
Stephen Cubbler	Construction Equipment Operator	Sacramento	Dec. 6



## Mechanics Corner

By David DeWilde



## Let's talk tires

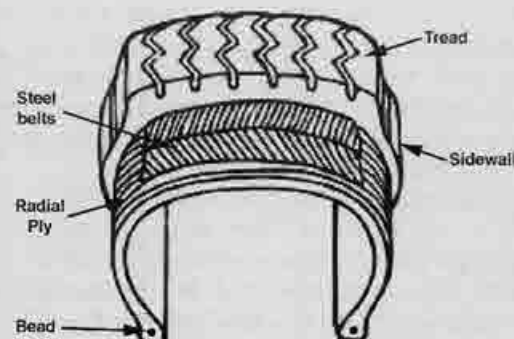
Recently I was asked some technical questions about tires. After discussing the subject at length, I realized it would make a good topic for this article. So let's take 30 seconds, and I will tell you everything I know about automotive tires.

Steel-belted, tubeless, radial tires are the best choice for most automotive and light-truck

(LT) applications. They perform better and provide better traction, wear and ride. Bias-ply tires and tube-type tires are still available for specialty, large truck and off-road applications.

Here's a look at the basic tire construction.

Automotive tires have information embossed on the sidewall, including the size of the tire, speed rating, tire-inflation pressure, load rating, tread wear, traction and temperature. LT tires don't usually include tread wear, traction or temperature ratings.



An example of tire size is 245/50 R 17. This tire is 245 mm at the widest point. In this case, 50 means that 50 percent of 245 (122.5 mm) is the height of the sidewalls. This is considered a low-profile tire. Whereas a 245/75 size means that 245 mm is the

widest point of the tire and that 75 percent of 245 (183.75 mm) is the height of each sidewall. A lower sidewall usually provides better handling, but it trades it for a rougher ride. The "R" stands for radial. If there is a letter in front of the "R" like "VR," then the "V" is the speed rating of 149 mph. The speed rating letters start at "S" (112 mph) and go to "Z" (149-plus mph). The speed rating also could be located after the tire size. Now, the 17 is the rim diameter in inches, which is very important. Don't mismatch the tire and rim size or bad things can happen.

Tire inflation is what the manufacturer recommends for max load. Adjusting the tire pressure to fit the vehicle or application is a good idea. For

example, a pickup truck with no load in the bed doesn't require as much air pressure in the rear as the front, which has the weight of the engine. Watch the tire



tread wear. If the middle of the tire is wearing faster, decrease the pressure a few pounds and check it again later. If the outside of the tread is wearing faster than the inside, increase the pressure, but don't exceed the manufacturer's specifications.

Tread wear, of course, is how fast the tread wears. A rating of 400 is good, whereas 200 is not so good. Temperature rating refers to how well a tire resists overheating. A is best, B is good and C is the minimum for passenger car tires. Traction is the wet-road braking performance. It does not represent turning, resistance to hydroplaning, dry-road braking or traction on snow or ice.

Check your tires for proper inflation and wear monthly, if not more often. If the inside or outside of the tire is wearing out first or if there is an unusual wear pattern, see a qualified automotive repair center, as there might be a mechanical problem. Also, rotating the tires gives a longer life to a tire. The steering tires tend to wear off the edges faster. Rotating helps even the wear.

As far as brand names go, I have no suggestions. I do believe, in many cases, you get what you pay for.





## INSIDE NEGOTIATIONS

By Frank Herrera, Vice President



## OE CAT

By Cindy Tuttle, Political Director

## Looking back on 2004 into 2005

The last week of December 2004 was a relaxing week for me. I think it was the only time this year I was at my desk four consecutive days without any major interruptions. I was able to catch up on my reading and paperwork and spend some time looking back on 2004 and into 2005. As I think back on some of the challenges we faced and the accomplishments we made in 2004, I believe it was a successful year for Local 3.

### Nevada

After 18 months of tough negotiations with Newmont Gold, we were able to reach agreement and still maintain our dignity. The contract ratified in February. We also ratified a first-time agreement with Martin Marietta Materials.

The training facility in Nevada is on track and has turned out to be a state-of-the-art facility. We graduated 10 apprentices from the Nevada program in November. I was proud to attend the graduation ceremony; it was a first-class event.

In February, the Nevada health and welfare fund reserves were down to 3.6 months of reserves. The trustees were forced to implement some aggressive changes to the plan. President Bob Miller and I conducted several educational meetings with the membership regarding these changes. At these meetings, the membership was presented three options, the most popular option was approved and implemented. I'm happy to say that today there are over 13 months of reserves in Nevada's health and welfare plan. At the next trustee meeting, we will explore plan improvements.

Nevada's work picture was 60 percent better in 2004 than the previous year. This increase is unprecedented. It looks just as promising in 2005, so for those members considering relocation, now would be the time to make the move.

### Negotiations

The Fresno District recently won an election with American Transit Mix, and I'm looking forward to a good round of contract negotiations with them. As always, the goal is to negotiate the best possible contract with membership support.

The battle continues for a new contract with Empire Waste Management. Contract renewals for 2005 include the following:

- Peterson Power Systems
- Bay Counties Civil Engineers and Land Surveyors' Association Master Agreement
- Testing and Inspection Master Agreement
- Waste Management Disposal, El Dorado County
- Teichert, Marysville Plant
- Teichert, Hallwood Plant
- Yuba County District's Baldwin plants
- Kino Aggregates

### The year ahead

I'm looking forward to chairing the district meetings while President Bob Miller is on assignment in Hawaii. I'm also looking forward to 2005 and the work ahead, growing the union, training, lobbying for work, attending trust fund meetings and participating in union trust fund decisions. I know it will be a good year across our jurisdiction.

In closing, I want to congratulate and welcome Carl Goff to our team of officers. Best wishes and thanks to retired Financial Secretary Harold K. Lewis for his loyalty, friendship and service. Harold, I look forward to celebrating your legacy with you this month. Congratulations also to Russ Burns on his appointment to financial secretary, San Jose District Rep. Fred Herschbach on his transition from conductor to trustee and Hawaii District Rep. Allan Parker on his new position as conductor.

In solidarity.

## Schwarzenegger wants your lunch

California has experienced more than a few changes since former Gov. Gray Davis left the Capitol and Arnold Schwarzenegger took office. For labor, the most significant change has been the takeover of big business, which is, no doubt, a direct result of having a business-sympathetic governor in office.

Schwarzenegger has taken more corporate special interest money per hour than any governor in California history, and he has paid those special interests back by vetoing bills passed to protect workers. He has, in fact, vetoed every labor-sponsored bill sent to him for signature.

Now the governor is trying to push anti-worker legislation through the system to help his big business friends even further. Most recently, he targeted workers' lunch breaks.

On Dec. 10, the Schwarzenegger administration announced new "emergency regulations" to take away a guaranteed lunch break for nearly every California worker in the private sector. The regulations were rushed to the Office of Administrative Law without public notification or distribution to avoid negative press coverage and then become effective immediately upon the OAL's approval. But on Dec. 20 the Schwarzenegger administration was forced to rescind its proposed rules just before the OAL was set to rule on them. According to the *Sacramento Bee*, the administration's decision to rescind the rules was prompted, in part, by public feedback.

It was Operating Engineers Local 3, the California Labor Federation and other AFL-CIO-affiliated unions that flooded the governor's office with letters, faxes and e-mails demanding he stop pushing the emergency regulations. Business Manager John Bonilla and other labor leaders, in their letters to the governor, urged the OAL to allow more time than five days for public comment. Their suggestion was taken at the 11th hour – Schwarzenegger was forced to resubmit the regulations without emergency status through the normal regulatory process, and now the regulations have a 120-day public comment period.

You have an opportunity to join Local 3 and its labor partners to comment on Gov. Schwarzenegger's proposed regulations on workers' lunch breaks at one or more of the following public hearings. Please join us.

"This is just the beginning of the governor's attempt to terminate workers' rights, but we have a chance to stop it," Bonilla said. "These hearings are our chance to tell the governor how we feel about his lunch break take-away."

- **San Francisco**  
Feb. 8, 9 a.m., Hiram Johnson State Building, 455 Golden Gate Ave.
- **Los Angeles**  
Feb. 4, 9 a.m., Ronald Reagan State Building, 300 South Spring St.
- **Fresno**  
Date and location to be announced at [www.calaborfed.org](http://www.calaborfed.org).

This chart offers a glimpse of what's in and what's out since former Gov. Gray Davis left the Capitol and Arnold Schwarzenegger took office. As you can see, "The People's Governor" is no friend of working people.

IN	ARNOLD SAYS...	OUT
Esquire Grill		Dinner at your desk
Salmon and trail mix		Turkey and broccoli
"The Tonight Show"		"Inside Politics"
Private jets		Southwest Airlines
Sun Valley and Maui		All work, no play
Cigar tent		Smoke-free work environment
Suite at the Hyatt		House in the suburbs
Jan Tanna glow		Oil of Olay complexion
Man jewelry		Aerosol hair spray
Cowboy boots		Oxfords
Prada, Banana Republic and the short-sleeved white work shirt		Gray suits, blue shirts, politician ties
"Girlie men"		"Implement my vision"
Shopping mall rallies		Farm worker rallies
Big business		Labor unions
Huge special-interest fund-raisers		Really big special-interest fund-raisers

Source: *Sacramento Bee* - November 2004





## CRAFT MAINTENANCE

By Larry Edginton, Craft Maintenance Director

### About negotiations

As we begin negotiations with the state of California, I thought it might be worthwhile to review a few of the negotiating basics I've picked up over the years. Although every negotiation is different, some things tend to hold true. The most important thing is the questions that must be answered before a bargaining proposal is developed. There are four questions that must be asked, answered and for which supporting information must be developed. These questions are detailed below.

#### What is it that you want?

Many times members demand that "everything" be included in an opening bargaining proposal. No matter the merit of a demand, they say "put it on the table." Sometimes the union will agree to this because we believe we need some "throwaways" for bargaining. This practice can cause serious problems. Management can clearly see the "throwaways," and they may think we think they are stupid if we are willing to put these items on the table. In my opinion, this practice destroys our credibility and often insults an employer — not exactly the way you want to start off bargaining. The lesson I have learned is to stick to serious and reasonable proposals. You're usually better off in the long run.

OK, you say, but what's a serious and reasonable proposal? An initial proposal should be the highest number you believe an employer can afford. The employer is usually thinking along the lines of "what's the least we can get away with?" If you have an employer pushing a "low ball" proposal, that usually works to the union's advantage. I focus on this "low ball" as it puts the employer in a position of weakness because their proposal is unreasonable. I never try to advance an unreasonable proposal. It puts me in a position of weakness and I never get to discuss what's reasonable.

In addition to being reasonable, a successful proposal must be clear, concise, and easily understood and implemented. If its implementation or interpretation requires attorneys, accountants or more administrative positions, forget it.

#### Why do you deserve it?

I've learned that this is often the toughest question for a union and its members to answer because it requires answers that are honest and factual. If you expect an employer to agree to a proposal, you better have the facts to support it. If you don't have the facts in your favor, don't expect the employer to agree to your demand. I've learned that "cooking numbers" usually doesn't work. You have to do your homework and get real facts. Time spent doing homework usually improves results.

#### What will it cost?

Many times this question will be missed or left entirely to the employer to figure out. This is a very dangerous practice. Do you really trust an employer to provide real bottom-line costs? In addition, you need your own idea of costs to determine if your proposal is reasonable. Like I said, you want to begin bargaining with what you think is the highest amount the employer can afford. You also need to know costs when considering the "bottom line" for a settlement. Lastly, you need to know this to answer the following question.

#### How will it be paid for?

No matter how you cut it, proposals cost money. As a part of the union's "homework," we need to analyze an employer's financial condition. This sometimes requires outside assistance. Finding the answer to this question usually determines the financial terms of an agreement. However, one should not assume that if money can be found workers will get a raise. On balance the opposite is true. That is, if money can't be found, workers won't get a raise. Employers will always claim they have no money. It's our job to find out if they do.

One last point I want to make is that even if the union answers all of the questions and does its homework, there is one last factor in determining whether a fair contract can be reached: whether the employer is truly interested in reaching an agreement with its workers. California has a new governor, and I don't yet know where he stands on this question. After a few bargaining sessions I think I'll know. I'll keep you posted on what I find out.

## OE3 puts brakes on CHP

California Highway Patrol officials recently learned that vigilant OE3 members could issue a few tickets of their own. Suspecting wrongdoing, Commercial Vehicle Inspectors at the Cordelia Inspection station blew the whistle by contacting OE3 Business Rep. Travis Tweedy to report management's suspicious behavior.

Tweedy conducted a full investigation and determined that in one instance management had violated the contract by ignoring the seniority section and its obligation to bargain by bypassing the union and establishing new procedures for lane assignment. In another instance, Tweedy discovered another contract violation in CHP management unreasonably monitoring a member's interaction with other workers and members of the public.

Grievances were filed on behalf of the affected members. After considerable discussion, CHP management realized it didn't have a way to beat the wrap and settled each grievance in favor of the affected members. Commercial Vehicle Inspectors now know they've got a few laws to enforce of their own. They're included in their union contract!



## TECH NEWS

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

### Spray-applied fireproofing

Spray-applied fireproofing observation is meant to verify that the application of material is in accordance with the project specifications, applicable codes and manufacturer's recommendations.

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

#### Observation duties

##### A. Documents

1. Review the approved plans, specifications and manufacturer's recommendations.
2. Review applicable sections of referenced codes and standards.

##### B. Observation procedures

1. Verify substrate condition for cleanliness before application.
2. Verify application in accordance with code and specifications.

##### C. Testing and sampling duties

1. Measure thickness of spray-applied fireproofing in accordance with specifications and Uniform Building Code Standard 7-6.
2. Remove and deliver samples to materials engineering laboratory for unit weight tests.
3. Reinspect areas repaired because of insufficient thickness or damage by sampling, tenant improvements, panel placement, rain, etc.

##### D. 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.



Surveyors, do you ever wonder who that guy is on the cover of our Surveyors Contract? Well, now we have a front view. He is Jaime Salcedo (left) pictured here with Chip Davis while working on the new UCSF campus at China Basin. These members work for Psomas out of the Sacramento office.



# New year, new beginnings

*Union says goodbye to Lewis, promotes Burns and welcomes Goff*



Conductor Allan Parker and Financial Secretary Russ Burns are sworn in by President Bob Miller Wednesday, Jan. 5 in Honolulu.



President Bob Miller swears in Carl Goff as treasurer, Russ Burns as financial secretary and Fred Herschbach as trustee on Sunday, Jan. 2 at the Sacramento administration building.



Harold K. Lewis

After a fruitful 57-year career as an Operating Engineer, Financial Secretary Harold K. Lewis decided it was time to hang up his hard hat and retire. Lewis' resignation was accepted Dec. 31, 2004.

Lewis is a legend in Hawaii, where he spent most of his career, said Business Manager John Bonilla. Lewis retired from his position as financial secretary in 1982 but was asked to resume this position in 1998. So it's fitting, Bonilla said, that he retire, once again, as financial secretary.

"I hate to see Harold go. He gave his life to this local union," Bonilla said. "But he's 82 years old, and it's time for him to enjoy some time with his family."

Bonilla said Lewis will continue to work with the union in finishing Hawaii's new training center, and is working for the union as a consultant to ensure a smooth transition in Hawaii.

Treasurer Russ Burns, a third-generation Operating Engineer and 25-year Local 3 member, was chosen as the new financial secretary.

"Russ does a good job, and I'm really proud of him," Bonilla said. "He really stepped up to the plate (in his term as treasurer)."

Vice President Frank Herrera added, "He's earned his wings, and I'm really proud of Russ, too, for the things he's been able to accomplish."

Filling Burns' shoes as treasurer is Carl Goff. Goff has more than 20 years with

Local 3 and close to 30 years as an Operating Engineer. He was initiated in June 1976 with the IUOE Local 450 and began working in Northern California in 1981. In 1984, Goff transferred his membership to Local 3. In 1988, he was hired as a dispatcher for District 90-San Jose and worked in that capacity until 1991 when he relocated to Texas.

In 1993, Goff returned to California and was elected to serve as a member of the Grievance Committee in District 01. He was rehired as a dispatcher for District 01-San Francisco/San Mateo in 1994. In 1996, he was promoted from dispatcher to business representative for District 01, then to district representative for District 01 in 2000. Goff, a graduate of the Harvard Trade Union Program, was promoted to executive director of the Contracts Department in December 2003, where he continued to serve the membership until Jan. 2, 2005, when he was sworn in as the union's treasurer.

Choosing a new officer was not a hard decision, Bonilla said, but it was not easy either.

Bonilla explained that being an officer takes dedication, loyalty and work ethic, and being available for the membership 24 hours a day. Carl has what it takes, the business manager said, and the officers are confident he will serve the union and its membership well.

"I've been watching Carl for a lot of years," Bonilla said. "He's done one hell of a job, and he deserves this opportunity to serve and represent the Local 3 membership."

On becoming a union officer, Goff said that other than when his two daughters were born, the day he was sworn in as the union's treasurer was the proudest day of his life.

"I will do my very best for the membership of this union," Goff said. "I will work with this team of officers to the bitter end. I pledge them my loyalty, and there is no end to that."

San Jose District Rep. Fred Herschbach will step up in Goff's place as trustee, and Hawaii District Rep. Allan Parker will take Herschbach's place as conductor. Burns, Goff and Herschbach were sworn in Sunday, Jan. 2 by President Bob Miller. Parker was sworn in Wednesday, Jan. 5, in Hawaii.

"The decisions that were made were unanimous from all the officers," said President Bob Miller. "I couldn't think of a better group of people to come in and take the positions they've taken."



Business Manager John Bonilla congratulates newly sworn-in Treasurer Carl Goff and welcomes him as the newest member of the Local 3 officer team.



Jeff Clay, a third-generation Operating Engineer with 20 years in Local 3, assists Operator Dale Byers, a five-year member at the controls, by easing the pipe into place.



Operator Dale Byers, a five-year Local 3 member, works with laborer crew members to downtown Oakland.

# Pipes down und

## OPERATORS INSTALL NEW WATER LINE IN EAST

Story and photos by Heidi Mills, associate editor

Local 3 members Dale Byers, Sean Rogers and Jeff Clay know pipelines. If you ask them how or why, they'll tell you to look at their last two dispatches from the Oakland District office, which indicate the three men recently transitioned from one water pipeline job in San Ramon to another just five miles away in downtown Oakland.

Though separate, the two jobs are part of one larger project owned by the East Bay Municipal Utility District called the East Bayshore Recycled Water Project.

EBRWP is a three-year, multi-phase project that will supply up to 2.5 million gallons of recycled water a day to portions of Alameda, Albany, Berkeley, Emeryville and Oakland. The first phase is scheduled to provide 0.7 million gallons a day of recycled water by early 2005.

The recycled water will pump through new pipelines, separate from the East Bay Area's drinking water system, and be used for industrial processes and cooling towers, irrigation and other non-consumptive uses.

EBMUD is constructing a recycled water treatment system at its wastewater treatment plant in Oakland to filter and disinfect the treated wastewater before it is used as recycled water. The district also plans to add storage at the wastewater treatment plant to hold up to 7 million gallons of recycled water, and it will build two new pump stations to move the water through the pipes. McGuire & Hester, a Local 3 signatory contractor since 1989, is installing most of the pipeline for the project.

### Out with the old

It was the first week caught up with McGuire & Hester, Street between 16th and downtown Oakland. The weeks.

Dale Byers was running the loader and Jeff Clay was at the controls, working alongside Richard Murphy and Dale Byers, welders, pipefitters.

The crew was laying new pipe as they pulled out an old, crossed paths with the new pipe. They pulled up the old line, then laid the new line.

Clay said their goal for the project was to lay 250 feet of pipe.

### Traffic and safety

To achieve their daily goals, the crew had to cooperate with them. It meant everything from passing cars to work together as it showed the streets to be completed.





move a piece of pipe down Adeline Street in



Local 3 staff gathers for a picture with the crew of Operating Engineers working for McGuire & Hester on the Oakland pipeline job. From left: Oakland Business Rep. Charles McGuire, Sean Rogers, Dale Byers, Richard Murphy, Dave Floyd and Apprenticeship Coordinator Randal Miller.



Operating Engineer Sean Rogers, a four-year Local 3 member, runs an excavator and a loader for McGuire & Hester.



Operating Engineers work with union laborers, welders, pipefitters and sawcutters to ensure the pipe is level and set into the right position underground.



This 24-inch bucket was designed specifically for the Oakland pipeline job. It has a welded plate off one edge only, so the operator can clean dirt off the side of the pipe and the top of the pipe simultaneously.

der  
BAY AREA

of the new year when *Engineers News* McGuire & Hester's crew working on Adeline Street between 14th and 15th streets near De Fremery Park in Oakland. The crew had been on the job only three

ing an excavator, Sean Rogers had coordinated the work. Clay was on the ground coordinating the work with Project Engineer Jeff Hoebel. They were joined by two other Local 3 Operating Engineers, Dave Floyd, as well as a group of union laborers and sawcutters.

new pipeline beneath the street in pieces of a rusted 16-inch abandoned gas line that was removed. Like a seesaw, the crew would carefully lay the new line underground. On that day, like every workday, was to

goal, the crew needs the elements to align. It might seem obvious, but it's not easy for workers to coordinate with pedestrians and clouds to fog to work on underground work on busy city streets safely.

On this particular early-January morning, Hoebel said the crew was delayed because a car was parked in a no-parking zone where they needed to work. After a tow truck was called and the car was moved, work began immediately.

"That's the way this crew works," Hoebel said. "There are no issues, and that makes the job run smoothly."

The towing incident was not unusual but something they've come to expect on this job where speeding cars and disobedient drivers are the norm. Traffic is definitely the biggest challenge for us, Hoebel said.

"Working on the street is better than being in the mud, but here there's a lot of traffic," Hoebel said. "We take extra safety precautions because of it."

Safety is discussed at length every Monday morning when the crew conducts its weekly safety meeting. The crew also participates in a brief safety meeting each morning to learn about the work schedule planned for that particular day.

Besides traffic, the major topic of discussion at the meetings is the utility lines the crew has to deal with daily. The tangled web of water, gas and fiber-optic lines on Adeline Street has proven most challenging for the crew. It is the only street on the job where all three types of lines intersect, which means the new pipe has to be welded and cut to fit over, under and sometimes around the existing lines. Because the lines are live, EBMUD and PG&E specialists are on location to supervise. According to Hoebel, the specialists have been on the job since day one.

## Project timeline

EBMUD broke ground on EBRWP in Emeryville in April 2003. The district laid several thousands of feet of pipeline beneath the streets from Emeryville to Oakland, stopping at 32nd and Mandela Parkway in Oakland, before putting the remaining 15,000 feet of pipeline out to bid.

McGuire & Hester won the bid and began potholing investigations to verify the underground utilities in EBMUD's design plans in March 2004. That work continued for eight months and resulted in some major changes to the initial bid, including dropping the last 4,000 feet of the 15,000-foot bid.

From its investigations, McGuire & Hester concluded it would be infeasible to install the last 4,000 feet of pipeline. The company also found an 1,800-foot abandoned gas pipeline that would need to be removed before the new pipeline was installed.

McGuire & Hester began installing the new pipeline beneath the streets of downtown Oakland at the intersection of 16th and Poplar streets in mid-December 2004. All 11,000 feet of pipeline will be installed in sections starting at 32nd and Mandela Parkway, continuing on 16th Street to Adeline Street and finishing with the section from 7th Street to Martin Luther King Boulevard.

The company expects to finish the job by May 2005.

## *Award-winning OEFCU building dedicated to Local 3 members*



Business Manager John Bonilla prepares to cut the ribbon at the OEFCU building's Oct. 17, 2004 dedication-open house. From left: OEFCU President and CEO Leon Lanfri, Financial Secretary Russ Burns, Business Manager John Bonilla, Former Treasurer Norris Casey, Former OEFCU President and CEO William Onesta, President Bob Miller, Vice President Frank Herrera, Livermore City Councilwoman Lorraine Dietrich, Rec. Corres. Secretary Rob Wise and Former Business Manager Don Doser.



Business Manager John Bonilla dedicates the new OEFCU Administration Building to the members of Local 3 who supported and were involved in the building's development. Bonilla is seen standing next to a plaque that now hangs in the lobby of the building.

Since 1964, the Operating Engineers Local 3 Federal Credit Union has proudly served Local 3 members and their families. As times change, services are added and updated so OEFCU members continually receive the best available service.

As services change, administrative needs change, and after 40 years of service, OEFCU had outgrown its administration headquarters in Dublin, Calif., and needed a new building. Construction of the new building began in June 2003 and ended in June 2004. Hathaway Dinwiddie, notorious for using all-union labor, constructed the building with a 100 percent union workforce, said OEFCU's Vice President of Business Development Ron Poff.

At an Oct. 17 open house, Business Manager John Bonilla dedicated the building to the members of Local 3 who supported and were involved in constructing the new building. A plaque naming the union officers and

executive board, which now hangs in the lobby, was presented at the open house. The lobby also features a unique desk with five Corian panels. Each panel has a different piece of equipment etched into it, and when light is shined behind the panels, the etchings appear three-dimensional. Features like these make the new administration building "a beautiful building," said Poff.

In fact, the new state-of-the-art building, designed by RHL Design group, received a "Commercial Architectural Design of the Year for 2004" award from the *East Bay Business Times*.

To see the building for yourself, visit:  
250 North Canyons Parkway  
Livermore, CA 94551

To inquire about OEFCU's services, call (800) 877-4444 or visit [www.oefcu.org](http://www.oefcu.org).

## One-stop service for Utah members

Utah members can now visit their district office and the Operating Engineers Local 3 Federal Credit Union in one trip — Utah's OEFCU branch has relocated to the District 12 hall as of Dec. 13, 2004.



OEFCU staff members Erin Ostrander and Joan Robinson stand behind the counter in Utah's credit union, which recently opened in the District 12 hall.

The inside of the Utah District hall was given a "face-lift" as the hall was reconstructed to house the credit union.

The new address and phone numbers for the Utah OEFCU branch are as follows:  
1958 W. North Temple, Suite B  
Salt Lake City, UT 84116  
(801) 533-2374 or  
(800) 733-0333 (Utah area only)

The district hall maintains the same address, but is now "Suite A."

Credit union hours are Monday through Friday 8:30 a.m. to 1 p.m., and 2 p.m. to 5 p.m. (Closed from 1 p.m. to 2 p.m. for lunch).

## Morgan Hill OEFCU

As of Nov. 22, 2004, OEFCU has a new location in Morgan Hill, Calif. The credit union will be located inside the new District 90 hall.

The new address and phone number for the Morgan Hill OEFCU branch are as follows:  
325 Digital Drive, Suite B  
Morgan Hill, CA 95037  
(408) 782-9803

Credit union hours are Monday through Thursday 8:30 a.m. to 5:30 p.m., and Friday, 9:30 a.m. to 6 p.m.



## FROM EUREKA

## Work picture gets in shape for new year

It's here! Eureka's annual crab feed is Feb. 12. If you have not purchased your tickets, you can get them at any district office or call (707) 443-7328 to reserve tickets. Please do so as soon as possible, as this event is often sold out. No-host cocktails are at 4:30 p.m., followed by dinner from 5 p.m. to 8 p.m., featuring bread, salad, pasta and the freshest all-you-can-eat Dungeness crab on the West Coast. We will have door prizes and a Dutch raffle with great prizes for all ages. Rooms at the Days Inn, Best Western Bayshore and the Red Lion have been reserved, so if you call to make reservations, mention you are with the "Operating Engineers Crab Feed."

The work picture is shaping up for the new year with Contr

Construction firing up work at the Boating Center and the Fisherman's Terminal job in Eureka underway. We are waiting for bid results on the \$10 million city of Fortuna wastewater expansion project. Other highly anticipated upcoming projects include the water intake project, the water storage project, and the treatment and infrastructure projects in the city of Rio Dell. Funding to the tune of \$8 million is all but awarded. Bidding will begin in March with contract awards due in April. Those projects should get off the ground this year.

As we dry out, the \$26 million Behavioral Sciences Building at Humboldt State University should get back on track soon.

I want to thank our Public Employee members for their par-

ticipation in Local 3 activities. Bob Martinez and members of the Eureka Police Officers' Association have been active in many areas in Local 3 and the community. Many city of Arcata members took an active role in the political process in Humboldt County with great success. Thank you all for the hard work.

We have some active organizing campaigns going on, and we encourage all members to call anytime to see what we can do together to take back our market share.

We're looking forward to a safe and productive season, and let's not forget to join and use our Local 3 credit union conveniently located in the hall.

Be safe! Steve, Carol, Bran and Tina

*Please come to the annual  
Eureka Crab Feed*

**When:** Presidents' Day Weekend  
Saturday, Feb. 12

**Where:** Eureka Elks Club  
445 Herrick Ave.  
Eureka, Calif.

**Schedule:** No-host cocktails 4:30 p.m.  
Dinner 5 p.m. - 8 p.m.  
Dancing 6 p.m. - 10 p.m.

**Cost:** \$25 per person  
\$20 per retiree

**Menu:** Crab, pasta, salad  
and all the trimmings

**Door prizes**

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

## FROM ROHNERT PARK

## Crews report record winter hours

District 10 had one of the best turnouts in recent memory at the December district meeting at the Lakeport Yacht Club. Active members, apprentices and retirees who came to hear reports from the officers and representatives and visit with friends and co-workers filled the room.

As the work season winds down, some crews in the district report record-high hours banked in 2004. Aaron Hall said he's had one of the best years ever working with Argonaut Constructors surface crews.

Jerry Engelke of Engelke Construction said this has been one of the busiest winters.

North Bay Construction recently completed work on the River Front Regional Park near Windsor. The 304-acre park is expected to open in early spring. It will offer access to two lakes, a mile of river frontage and a redwood grove. The conversion from abandoned gravel pits to park may be the ultimate recycling effort.

Ghilotti Brothers currently has Atlas Tree Surgery removing more than 100 trees as part of a \$12 million public works project launched

this winter to enhance safety and accommodate increasing traffic. The project calls for replacing three bridges with concrete arch culverts over two creeks and widening and reconstructing Conde Lane, Shiloh Road and Mitchell Lane in Windsor. In all, improvements will be made along 1.5 miles of roadway, including work on water and sewer mains and storm drains, construction of sidewalks and bike paths, and two railroad crossings will be smoothed over. Superintendent Tom Hyland anticipates a need for some good hands on this project, which is expected to take a year to complete.

Granite Construction will start clearing in April for a \$4 million project on Hwy. 20 from Cold Creek Bridge to the Lake County line. The project calls for installation of various drainage systems, lane widenings and overlay.

Weeks Drilling ratified its new agreement, and contract negotiations are underway with Petersen Drilling and Pump and Bartley Pump.

District 10 is undergoing some changes. Dispatcher Marshall Bankert retired Jan. 1, and we wish him well as he begins his new assignment in the "retiree" job classification. His duties for this new classification require him to do mostly nothing, and Bankert said he is up to the challenge. Bankert holds District 10's record for most Volunteer of the Year awards, and he has a lifetime of political and union activism to overcome. If he finds this overwhelming, we will gladly open our phone banks and welcome him with open arms. Good luck, Marshall!

District 10 welcomes its new dispatcher, Gordon Lunde, who was initiated into Local 3 in 1985. Lunde brings with him a strong background in computers, client services, problem solving and union activism. Stop by and introduce yourself.

George Steffensen returned Jan. 1 to the Joint Apprenticeship Committee as the Apprenticeship Coordinator covering Districts 1, 2, 3 and 10. H.K. Pang will move from organizing to fill Steffensen's position as business representative for Lake County and Sonoma County.

**Dates to remember:**

- Hazmat eight-hour recertification training, 6225 State Farm Drive, Rohnert Park, Jan. 21, 7 a.m. and Feb. 17, 7 a.m.
- Pre-retirement meeting, Feb. 10, 7 p.m., 6225 State Farm Drive, Rohnert Park
- Retiree Association meeting, March 3, 10 a.m., Lakeport Yacht Club 55-5th St., Lakeport
- Retiree Association meeting, March 3, 2 p.m., 6225 State Farm Drive, Rohnert Park
- District meeting, March 3, 7 p.m., 6225 State Farm Drive, Rohnert Park
- Semi-Annual meeting, March 20, 1 p.m. Solano County Fairgrounds, Vallejo
- We have scheduled and confirmed a date for District 10's annual barbecue picnic. Mark your calendars for June 26 at the Sonoma County Fairgrounds in the Founders Grove Area. Volunteers are always welcome!

The District 10 staff wishes you and yours a happy, safe, healthy and prosperous new year.



Local 3 members Tom Ricetti, Joey Cooper and Cain Finnegan work for Mendocino Construction Services on the rip-rap job on Hwy. 101 near Hopland.



## FROM YUBA CITY

**Bonds to finance Hwy. 149 construction this spring**

District 60 continues to keep busy in the private market as weather permits. **Teichert Construction** is working on subdivision sites in the area, constructing streets, doing gutter work and grading house pads in several locations, including the Plumas Lake area west of Hwy. 70 and south of Olivehurst, the Arboga area southwest of Olivehurst and behind Yuba College east of Hwy. 70 off Earle Road, south of Marysville.

**Jaeger Construction** from Yuba City has subdivision work for one of the bigger developers in the area, K.B. Homes. The company is working west of Yuba City off Hwy. 20 and in Live Oak off Larking Road. With so much work, Jaeger formed a new division for curb and gutter work.

**DeSilva Gates** continues to maintain an office in east Linda. The company shifted to the private market with a subdivision on the west side of Olivehurst and one east of Live Oak.

The rock, sand and gravel industry is busy keeping material on the ground and supplying material to developers in the district and surrounding areas.

With all of the housing construction in the county, Olivehurst Public Utility District had to expand and upgrade its wastewater treatment plant. Phase One, which is worth about \$22 million, will include site grading and paving, as well as concrete, mechanical and electrical work. We should know the low bidder soon.

The four-lane widening of Hwy. 149 in Butte County may happen soon. Work was supposed

to begin in 1998 to eliminate the last stretch of two-lane road between Chico and Oroville. The plan included construction of freeway-style interchanges where Hwy. 149 connects with Hwy. 99 and Hwy. 70. The cost was estimated at \$415 million in 1998. However, with the delays and environmental rule changes, the current cost is estimated at \$825 million. This project is ready for construction and currently eligible for an alternative-funding mechanism known as Grant Anticipation Revenue Vehicles (GARVEE). With the defeat of California Propositions 68 and 70, GARVEE bonds are the likely financing for Hwy. 149. If things go as they should, Hwy. 149 will be under construction this spring.

## FROM UTAH

**McChesney retires from JAC**

At the direction of Business Manager **John Bonilla**, we will hold special townhall meetings at the Crystal Inn in St. George March 22 and at the Spring Chicken Inn in Coalville March 23. Sandwiches and refreshments will be served at 6 p.m., and the meetings will begin at 7 p.m. with Local 3 officers and District 12 staff in attendance. Please join us; we are interested in your input and ideas. We will have important information for you regarding the union and the Trust Fund.

District 12 wants to recognize a special member of our staff who is retiring, **Phil McChesney**. McChesney has served as Joint Apprenticeship Committee Coordinator in Utah for five years.

McChesney began his career with Operating Engineers in 1977 with Green

Construction in Wyoming. During the next 23 years, he rode scrapers, dozers, blades, front-end loaders, backhoes and trackhoes for contractors across Utah, Wyoming and Nevada. He worked on projects such as the Smith Morehouse Dam, Little Dell Dam and the Salt Lake City International Airport. He also worked for W.W. Clyde as an operator at the Kennecott Copper Mine in Magna, Utah.

McChesney led crews as a foreman for several contractors and proudly supervised more than 60,000 accident-free hours with **Wasatch Constructors**. He has been a great asset to Local 3 from the first day he began operating equipment through his last day as JAC Coordinator. We are sad to see him go and want to thank him for his excellent service to the apprenticeship

program and Local 3 membership. McChesney's ambition and dedication to his work will be greatly missed by our staff. All our best and good luck to you, Phil!



Phil McChesney

**District 12's Townhall Meetings**

Sandwiches and refreshments: 6 p.m.  
Meetings convene at 7 p.m.

March 22 Crystal Inn St. George  
1450 South Hilton Drive  
St. George, UT 84770

March 23 Spring Chicken Inn  
1969 S. Hoytsville Road  
Coalville, UT 84017

## FROM FRESNO

**Members deliver toys to Madera children's hospital**

We hope everyone had a Merry Christmas and a great start to the new year. The Fresno District made it a Merry Christmas for the children at the children's hospital in Madera. About 25 members and spouses delivered toys to the children one week before Christmas, Local 3 style. Ten Harley-Davidson motorcycles and several vehicles traveled across Shaw Avenue to Hwy 41. What was the hurry? They had to get there before the cold weather fogged up their glasses! Santa, who was very thankful for Local 3's efforts and generosity, greeted everyone. We think Santa arrived in a 1956 Chevy with hydraulics! As everyone left chanting "Merry Christmas," car alarms were "singing" throughout the parking lot as the Harleys rumbled away. We truly appreciate the Local 3 members, families and friends who donated toys, games and stuffed animals to make our second toy drive a success.

We look forward to a successful work season aside from the normal weather shutdowns. Local 3 member **Pat Beckwith** is overseeing a \$7 million job on the next phase of the Madera High School Improvement and Expansion Project. **Garrett Construction**, **Teichert Construction** and **Granite Construction** are keeping crews busy in the northern area of the district.

In the south valley, an ethanol plant will start up in Tulare County in early spring. Work on the federal prison in Mendota began in January 2005; however, the subcontractors are not yet known.

Please contact the district office with any questions.

**Notes:**

- Pre-retirement meeting: Feb. 14, 7 p.m., district office
- Retiree Association meeting: March 1, 2 p.m., Cedar Lanes
- District meeting: March 1, 7 p.m., Cedar Lanes
- Contact the district office to sign up for a gradesetting class.
- Local 3 member **Blake Wallace**, who was injured while performing duties as a heavy-duty repairer, is doing well.



Christmas was a merry occasion for the children at the children's hospital in Madera, thanks to Fresno District members, family and friends who delivered toys to them one week before Christmas. Those participating in the toy drive included **Jeff Salazar**, **Jason** (last name unknown), **Jim Ogawa**, **Danny Henry**, District Rep. **Ras Stark**, **Tom Davis**, **Charlotte** and **Gary Best**, Business Rep. **Sam Uhler**, **Angel Berstler** and nephew, **Ken** and **Kathy Smith**, Dispatcher **Denise Alejo**, **Neil Garcia**, and **Sonya**, **Dean** and **Otis Pierce**.



## FROM FAIRFIELD

## PLA ensures union work on Vacaville project

Work in 2005 looks good for District 4. The Genentech project in Vacaville broke ground and is scheduled for completion in two years. There are two general contractors working for Genentech: Flour and D.P.R. Both are signed and bound to a Project Labor Agreement, ensuring all work is done union. DeSilva Gates has the dirt work for both projects with Mountain Cascade doing the underground. Rosendin Electric and St. Francis Electric also are on the project. K&K Crane, Peninsula Crane and Maxim are involved with the project's crane work, which started in January.

The Lagoon Valley Project is finally expected to start this summer. The project was approved 12 years ago by the Vacaville City Council but never got underway. The project includes 1,150 new homes, 700,000 square feet for commercial and retail space and a fire-police station, along with \$4.5 million to dredge the lake.

Ghilotti Construction has work on residential projects on Mare Island in Vallejo at Hiddenbrook and in American Canyon. North Bay Construction is busy with overlay work at Mare Island. Talus Construction is busy with the underground on Ghilotti Construction's job at American Canyon.

Heide and Williams is doing dirt work on two hotel projects in Napa. The projects are bid for \$1 million each. Heide also has the Queen of the Valley addition for another million. Hess Construction was awarded the Imola Street water tank at \$4.5 million. Harold Smith and Son is finishing a large residential project located off Hwy. 29 and Imola.

Crane work is looking good with the crane barns staying busy. Bigge will be involved with turnaround at Tesoro and Chevron refineries. Maxim will start work at Shell and Air Products in Martinez soon. Haskell

Corporation will have a big turnaround at Conoco-Phillips; Bragg Crane is involved with that work. The outside rental work is keeping the steady hands busy.

Dredging work is moving with Dutra staying busy in Collinsville, offloading material from the Port of Oakland deepening. Dutra also sent two rigs to Washington state with Local 3 members operating the rigs. Manson is not doing any dredging right now, but its rigs are working on the Bay Bridge and at the Port of Oakland. Great Lakes has Clam Dredge No. 53 working three shifts at the Port of Oakland deepening.

**CRANE OPERATORS:** A reminder that CCO certification of all crane operators will be mandatory effective June 1, 2005. If you need to schedule time for certification, contact Pauline McCullough at the Rancho Murieta Training Center at (916) 354-2029, ext.232.

## Scholarship Contest Rules for 2005

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

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

## WHO MAY APPLY

- Children of Local 3 members may apply for an academic scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.
- Children of deceased Local 3 members are eligible to apply for the scholarships. The parent of the applicant must have been a Local 3 member in good standing for at least one year immediately preceding the date of death.
- The applicants must be senior high school students who have, or will be, graduated at the end of either: 1) the fall semester (beginning in 2004) or 2) the spring semester (beginning in 2005), 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 a scholarship must have achieved not less than a "B" average in their high school work. Applications will be accepted until March 31, 2005.

demie requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved not less than a "B" average in their high school work. Applications will be accepted until March 31, 2005.

## 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, 2005:

- 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, 2005. 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

**SEMI-ANNUAL MEETING**

Rec. Corres. Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership is Sunday, March 20, 2005 at 1 p.m. at the following location:

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

**DISTRICT MEETINGS**

*All meetings convene at 7 p.m.*

**FEBRUARY 2005**

3rd District 01: Burlingame, CA  
Machinists Hall  
1511 Rollins Road

10th District 30: Stockton, CA  
Italian Athletic Club  
3514 Cherryland Drive

24th District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.

**MARCH 2005**

1st District 50: Fresno, CA\*  
Cedar Lanes  
3131 N. Cedar

3rd District 10: Rohnert Park, CA  
Engineers Building  
6225 State Farm Drive

8th District 17: Honolulu, HI  
Washington Inter. School Cafeteria  
1633 S. King St.

9th District 17: Hilo, HI  
Hilo ILWU Hall  
100 W. Lanikaula St.

10th District 17: Maui, HI  
Maui Beach Hotel  
170 Kaahumanu Ave.

17th District 20: Oakland, CA  
Warehouse Union Local 6  
99 Hegenberger Road

24th District 12: Salt Lake City, UT  
IBEW Local 354  
3400 W. 2100 South

31st District 90: Morgan Hill, CA  
Engineers Building  
325 Digital Drive

**APRIL 2005**

7th District 80: Sacramento, CA  
ILWU Hall  
600 4th St.  
West Sacramento

14th District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way

19th District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.

26th District 40: Eureka, CA  
Best Western Bayshore Inn  
3600 Broadway

27th District 70: Redding, CA  
Engineers Building  
20308 Engineers Lane

28th District 60: Yuba City, CA  
Sutter-Yuba Board of Realtors  
1558 Starr Drive

\* Date change

**Operating Engineers  
Local 3 welcomes the  
following new contractors**

District 11 - Reno  
Marietta Materials  
Pipe Eyes  
Acme Concrete Pumping

District 12 - Salt Lake City  
Clyde Ellsworth JV  
Scheck Industries

District 20 - Oakland  
Golden State Bridge  
Simco Construction  
Acorn Concrete Pumping

District 30 - Stockton  
Bender's Tractor Repair  
H Triple J Equipment Repair

District 50 - Fresno  
Harco Crane Service

District 60 - Yuba City  
Wittsell Excavating

District 70 - Redding  
Eagle Peak Rock & Paving

District 90 - San Jose  
Multiple Concrete Enterprises  
The HDD Company

District 17 - Hawaii  
Traylor Pacific  
Concrete Coring Co. of Hawaii

District 89 - Technical Engineers  
Lee Leishman dba Granite Engineering

**ELECTION OF MARKET  
AND GEOGRAPHIC AREA  
COMMITTEE MEMBERS**

Business Manager John Bonilla has announced the election of Market and Geographic Area Committee Members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 2005 with eligibility rules as follows:

- 1) Must be a member in good standing of the parent local.
- 2) Must be living in the committee's geographical area.
- 3) Must be working/making a living in the industry in that area.
- 4) Must be an "A" Journeyperson.
- 5) Cannot be an owner-operator.

No member shall be nominated unless s/he is present at the meeting and will accept the nomination and the position, if elected.

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

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

**2005 GRIEVANCE  
COMMITTEE ELECTION**

Rec. Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 2005.

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

**"We dig" Local 3**

The Engineering and Utility Contractors Association awarded its highest honor, the "We Dig California Award," to Operating Engineers Local 3 Business Manager John Bonilla, Carpenters Local 22's Bob Alvarado and Laborers Local 304's Jose Moreno for their formation of the Basic Craft Alliance and its positive impact on union contractors.

The award, which in the past has been granted to state and federal legislators, as well as a select few labor leaders, was presented Jan. 29 at EUC's Annual Installation Dinner.

**Congratulations  
51-plus year members**

The following members were inadvertently omitted from the December issue of *Engineers News*:

**53 YEARS OF MEMBERSHIP**

W. A. Rogers 0595699

**58 YEARS OF MEMBERSHIP**

Vernon Mourer 0349457

**61 YEARS OF MEMBERSHIP**

Ernest Pestana 0425261

**HONORARY MEMBERS**

The following retirees have 35 or more years of membership in Local 3 as of December 2004 and are eligible for Honorary Membership effective Jan. 1, 2005.

Albert Capri	1413849
Leroy Criswell	1414613
Harry Devack	1344619
Keith Graham	1391927
Sal Grasso	1175023
Lester Krueger	0970034
Wallace Mitchell	1226193
Richard Olson	1142821
Giorgio Santanicola	1382453
Kenneth Tanner	1231382
John Ware	1015138

**OE3 welcomes new members**

Local 3 is proud to welcome the following new members who were sworn in at the December 2004 district meetings:

**DISTRICT 10 - ROHNERT PARK**  
Ross Waycik

**DISTRICT 17 - HAWAII**  
Wesley Alapai  
Jarom Ayoso  
Garrett Cagampang  
Richard J. Cravalho  
Steven Gamponia  
Hiram Kaukani  
Bradford Lung  
Russell Mau  
Michael Niles  
Melvin Satterlee Jr.

**DISTRICT 20 - OAKLAND**  
Consafos Chavarin  
Ronald Coleman  
Brenda Gozel  
Joe Neith  
Gladys Perry  
Elena Talley  
Chris Whittle

**DISTRICT 90 - SAN JOSE**  
Scott Ehrman  
Jack Farrell



## 2005 Hazmat Class Schedule

Location	Eight-hour refresher	40-hour (Monday - Friday)
District 10 - Rohnert Park	Thursday, Feb. 17	
District 12 - Salt Lake City	Saturday, Feb. 26	Feb. 28 - March 4
District 30 - Stockton	Friday, Jan. 28	
District 40 - Eureka	Friday, Feb. 4*	
District 50 - Fresno	Saturday, Feb. 12	
RMTC		Feb. 7 - Feb. 11*

\*Date change

Location for Utah Hazmat training:

Union Labor Center, 2261 South Redwood Road, Room 15, Salt Lake City, UT 84119

## Departed Members

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

Baker, Chester Roseville, CA 11-05-04	Fenrich, John Riverbank, CA 11-14-04	Incillio, Miliano Waipahu, HI 11-19-04	Skinner, Jack Kearns, UT 11-20-04
Brandon, Obie Broderick, CA 11-17-04	Fernandez, David Kula, HI 12-03-04	Kerkhoff, Eugene San Mateo, CA 11-21-04	Smith, Henry Vernal, UT 11-22-04
Buhrle, Max Shasta Lake, CA 10-30-04	Fox, Richard Porterville, CA 11-04-04	Lyman, Ted Santa Rosa, CA 11-18-04	Steves, Robert Auburn, CA 11-15-04
Carlsen, Richard Ukiah, CA 12-02-04	Fritz Jr., George Vernal, UT 11-30-04	Marvel, Robert Dayton, NV 10-28-04	Stokes, James Pahrump, NV 10-27-04
Cesario, Michael Watsonville, CA 10-01-04	Garcia, Manuel Tracy, CA 11-20-04	McCoy, Edward Farmersville, CA 11-14-04	Thomas, Homer Gene Autry, OK 11-10-04
Collins, Scotty Fresno, CA 10-29-04	Guilford, Vernon Lebanon, OR 11-24-04	Neely, Harry Willits, CA 11-22-04	
Connolly, William Pittsburg, CA 12-02-04	Hayes, Rich Salt Lake City, UT 12-04-04	Olson, William Payson, UT 11-16-04	
Disch, Steve Elk Grove, CA 10-26-04	Hulsey, Chester Sacramento, CA 11-13-04	Orr, Clarence Jamestown, CA 11-16-04	



### IUOE Western Conference officers sworn in

The officers of the International Union of Operating Engineers Western Conference take the oath of office in Palm Springs, Calif., following the fall election by IUOE Western Conference delegates. The IUOE Western Conference is comprised of more than 200 delegates from 17 local unions in the western United States. From left: Larry Johnston, Bill Dikeman and Local 3 Business Manager John Bonilla, trustees; Allan Darr, secretary-treasurer; Jim McLaughlin, vice president; William Waggoner, president; and Jerry Kalmar, trustee.



Operating Engineers Local 3 presents

## ALASKA

Seven-night cruise aboard the luxurious

*Sapphire Princess*

**May 15 - 22, 2005**

Roundtrip from Seattle, Wash.

Bring your family, invite your friends and reunite with former co-workers on a fabulous cruise through Alaska's historic and beautiful Inside Passage. The huge *Sapphire Princess* is truly a floating resort with wonderful restaurants, entertainment, spa and sports facilities. Best of all, on a Princess ship you have "Personal Choice," which means you choose when and where to dine, and you can dress casually all the time if you wish. Our group rates include a \$50 per person tax-deductible contribution to the OE3 Scholarship Fund.

Inside

\$899 per person, double occupancy

Outside

\$1,229 per person, double occupancy

Balcony

\$1,349 and \$1,399 per person,  
double occupancy

Limited space in each category. \$350 per person deposit. Third, fourth and single rates available.

**Final payment due Feb. 25**

**CALL (888) 713-0441**  
to book your OE3 Alaska Cruise TODAY.

## Deceased Dependents

Arriola, Ofelia. Wife of Arriola, Jesus (dec).	06-23-04
Boswell, Maxine. Wife of Boswell, Jimmy (dec).	11-24-03
Chase, Evelyn. Wife of Chase, Wilbur.	12-04-04
Estes, Hattie. Wife of Estes, Jim (dec).	11-20-04
Fowler, Audrey. Wife of Fowler, Harry.	11-29-04
Harrison, Erma. Wife of Harrison, Clayton.	11-08-04
Hitchcock, Orlevia. Wife of Hitchcock, Wallace (dec).	08-26-04
Hopfe, Judith. Wife of Hopfe, Herman.	10-23-04
Judd, Emma. Wife of Judd Jr., Maxwell (dec).	12-08-04
Larsen, Mary. Wife of Larsen, Delano (dec).	05-01-03
McMasters, Rosemary. Wife of McMasters, Mitchell (dec).	06-22-04
Means, Sarah. Wife of Teed, Roy (dec).	11-30-04
Moss, Laverne. Wife of Moss, Howard (dec).	11-03-04
Nelson, Dora. Wife of Nelson, William.	12-12-04
Shaw, Ruby. Wife of Shaw, Charles.	09-16-04
Shiraki, Ellen. Wife of Shiraki, Richard (dec).	11-24-04
Sondgroth, John. Son of Sondgroth, Edwin.	11-02-03
Wharton, Bernice. Wife of Wharton, Clyde (dec).	11-06-04
Wolfe, Loeta. Wife of Wolfe, William (dec).	11-11-04
Zane, Henrietta. Wife of Zane, Ahvin.	10-22-96



**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: Oliver Tractor 1973 model 1800, plus 3 bottom plow and misc. tools. All for \$2,875. (209) 826-9465. Reg. # 1043556

FOR SALE: 2003 Ford F-150 beige truck, extended cab, snug top, wheels, CD, AM/FM, Flowmaster K-N Air Flpk High Performance System, low mileage, very clean, lots of extras, one owner, \$17K. (559) 960-4966. Reg. # 2149218

FOR SALE: White 1986 Nissan truck. \$1,500 o.b.o. Truck has had only two owners and 154,000 miles. 5-speed manual with AM/FM stereo cassette. Bed liner. Smogged, with commercial plates (which is very useful in the Bay area). Very Reliable. Call Daniel @ (888) 403-7519. Reg. # 2491813

FOR SALE: Subway Sandwich Store at 18030 Hesperian Blvd., San Lorenzo, CA 94580. (510) 487-2266, (510) 415-3345, (510) 282-5378. Upadhyaya@yahoo.com Reg. # 2286249

FOR SALE: Two burial lots in Fresno Memorial Gardens with two reinforced concrete vaults, two interment services, veterans marker installation and border. Endowment care. \$800 (208) 682-3504. Reg. # 0969094

FOR SALE: 2 bdr. House on 1 1/2 lots, 2 ROS lots. Industrial lot 119' by 120'. Approx. 30x80 shop metal grain bin \$53K Bushel in Paxton NE (30 miles west of North Platt) (308) 239-4664. Reg. # 1152758

FOR SALE: Harley Davidson 1990 FX STC Softail Custom-EVO

Motor/ Thunder Header/ Corbin Seat, 22K original miles. Aqua silver paint. Many x-tras. \$14K o.b.o. 847-6766. Stroke forces sale. Reg. # 2262517

FOR SALE: Flatbed for a Dodge 1-ton 3500. All mounts to fit Dodge frame, wiring harness that plugs into Dodge wire loom, fifth wheel and bumper pull hitch. 9-ft. long, 94" wide, 26" tall head board, 6" metal side rafts, steel diamond plate deck, all lights on bed. Like brand new. \$1,200 o.b.o. (530) 432-6335. Reg. # 2299697

FOR SALE: 25 ft. Yukon Delta house boat (1979) w/ factory trailer. \$8,500 obo. Call for details. (530) 538-9493 or (530) 370-1240. Reg. # 1945393

FOR SALE: 1988 Camry 4-door. Garage sale: misc. items for sale. Call for directions to Bay Point, CA. (925) 458-8044. Reg. # 2248341

FOR SALE: Drop-in bed-liner for 2004-2005 Ford F-150 6 1/2' Styleside bed. Imprinted w/ Ford logo. Used very little. \$120. Galt, CA. (209) 745-2778. Reg. # 1787778

FOR SALE: D5H 8RC01716 5,00 hrs; 140G Blade 72V 16183 5,700 hrs; Cat 325L Excavator, 7LM0724 3,430 hrs; and Cat CP563c, 5JN00481, 1,233 hrs. All in excellent condition. Call or e-mail for pricing and equipment attachments. RM4141@aol.com or (925) 672-4141. Reg. # 1175074

FOR SALE: Surveying parts for EDM. Mini Prism \$150; Single prism \$150; Pole \$118. Pole Backdown \$100. Total value \$520. Items can be purchased separately for prices shown, or all items for \$300. Grass Valley. (530) 477-8837 anytime. Reg. # 0865600

FOR SALE: 2003 Craftsman Twin 22 ohv lawn Tractor/52" mower. Used once. Bought new for \$2,800. Selling for \$1,900. (530) 671-1724. Reg. # 1855418

FOR SALE: Three burial lots. \$800 each. Santa Rosa Memorial Park. Shiloh Edition. Call Jan Urdzik at (707) 542-1580. Reg. # 750237

FOR SALE: 1995 Polaris XLT 600 Special. 2,600 miles. 1993 Polaris Indy 500 EFI. 2,150 miles and trailer. \$5,500. (530) 674-3874. Reg. # 2267070

FOR SALE: 2002 GMC Envoy SLE. Black. Loaded: OnStar, alloy wheels, 6 multi-disk CD, sunroof, much more. 44,500 miles. KBB \$20,300; asking \$19,500 obo. Beautiful SUB. (530) 534-5284. Reg. # 1514858

FOR SALE: 2002 Vista camper shell. White, fiberglass, fits 8' bed. Insulated, interior light, exterior break light. All windows open for easy access and are locking. Came off 2002 Dodge Ram. \$600. (925) 516-9679. Reg. # 2102638

FOR SALE: 1981 Chevy Camaro Z28 California Classic. Rebuilt engine, T10 transmission, leather interior, T-top, new tires, rally wheels, midnight blue. \$2,800 obo. (209) 333-2506. Reg. # 1774822

FOR SALE: 1989 Honda Accord LX. New distributor, timing belt, power steering, water pump, brakes, CV joints, belts and hoses. Like new. \$2,000 obo. (209) 333-2506. Reg. # 1774822

FOR SALE: 2003 Holiday Rambler Alumacraft 31-ft travel trailer. Large rear window, 2 recliner chairs, large slide, queen bed, 15,000 BTU furnace/AC, microwave, gas or electric water heater, LOADED. \$24,750. (559) 741-9078 or (559) 679-4255 for details. Reg. # 1749997

FOR SALE: In the country near Delta, UT. Three miles from Intermountain Power Plant. Newly remodeled 2,000sq.ft on 4.8 acres land. New sprinkling system with newly planted lawn and trees. Room for horses or other animals. \$85,000 On oiled frontage road. (435) 864-3493. Reg. #1359602

FOR SALE: Winnebago 2003 Itasca 27C slideout workhorse chassis. 11,500 miles. Fully loaded. \$56,900. (916) 725-5594. Reg. #674963

WANTED: Pony motor for water truck. Needs to be diesel air cool with pump or out to pull a 3x4 pump. In good condition. (408) 629-4142. Reg. #1386886

FOR SALE: Charter membership in Colorado River Adventure. Six resort campgrounds through Arizona, California and Old Mexico. Paid \$4,000. Will sell for \$2,000. Also, two burial plots in Memorial Estates on Redwood road in Salt Lake City. Will take \$1,200 obo. (435) 528-5684 or e-mail jac@gtelco.net. Reg. #0863715

FOR SALE: 2000 24'. Aljo travel trailer. Sleeps 6, queen-size bed, bunk beds, microwave, CD player, central heat, air conditioning, refrigerator, tub and shower. \$12,000. (209) 985-1459. Reg. #1870667

FOR SALE: 1962 (2) International Scouts 80. One is rebuildable; one is for extra parts. \$2,000 obo. (916) 922-4180. Reg. #2049626

FOR SALE: 1993 580 Super K. Excellent condition. 4+1 bucket, extended hoe, new brakes, greased daily, 40% rubber, 36-inch bucket. (925) 674-8781 or (925) 383-4583

FOR SALE: 2000 Ford Mustang convertible, 5 speed, AM/FM, cass/cd, new tires. Only 57,000 miles. Blue w/black top. Excellent condition. \$9,000. (530) 671-1724. Reg. #1855418

FOR SALE: 1996 Ford F-150 long bed. 117,000 miles. Excellent condition. 6cyl. 4.9 liter. 5-speed manual all-wheel drive. Eddie Bauer model. A/C, P/S, P/W, P/Dr locks, tilt wheel, cruise control, AM/FM stereo, cassette, side running boards, bed-liner. \$4,750 obo. (209) 754-5310. Reg. #0758334

FOR SALE: 2003 Ford F-150 beige truck, extended cab, snug top, wheels, CD, AM/FM, Flowmaster K-N Air Flpk High-Performance System, low mileage, very clean, lots of extras, one owner. \$17,000. (559) 960-4966. Reg. #2149218

FOR SALE: 1978 Tahiti jet boat 21'. Runs strong. Needs upholstery work. 460 ci-400hp. \$3,500 obo. (707) 538-4002.

FOR SALE: 1981 HD shovel-head. Lots of chrome. \$9,500 obo. (707) 538-4002. Call evenings till 7 p.m.

FOR SALE: 1991 Buick LeSabre custom 4-door. \$2,500. 1964 Chevy 1-ton flatbed 7x9 ft. \$2,500. (209) 847-5346. Reg. #0519758

FOR SALE: Stump grinder, 25hp Kohler engine, M.F.G. by Foxx Inc. Grinds 30" stump in 10 minutes. \$7,500 with trailer. (209) 847-5346. Reg. #0519758

FOR SALE: Redwood burl coffee table. 7' long, 42" wide at widest point. 4" thick top slab with redwood stumps for legs w/2-tier end table. \$2,000 obo. (707) 763-8779 after 4 p.m. Reg. #1872314

FOR SALE: Trailer mounted barbecue pit 8' long 42" wide grill w/2 chicken turning trays which hold 35 halves each. \$1,500 obo. (707) 763-8779 after 4 p.m. Reg. #1872314

WANTED: Vintage hand and abney levels, W.L.E. Gurley, Stanley, etc. (775) 835-0251. Reg. #2284209

FOR SALE: 2002 GMC Sierra 2500 SLT King cab, 4x4, Duramax diesel, Allison transmission, tow package fully loaded, leather package, bed-liner, diamond plate trim, new tires and rims. \$30,000 obo. (530) 585-2261. Reg. #1907746

FOR SALE: Tow bar and base plate #162-2, Falcon 5250 made by Tow Master. Very good condition. Safety cables and pins. Tow bar rating 5,000 lbs, all instructions for mounting. New \$710, will sell for \$325. (831) 637-2464. Reg. #1586184

FOR SALE: 80 acres 25 miles west of Red Bluff, CA. Three-quarter miles of live creek through middle of land is beautiful oasis. 1,570 sf mobile home, 1,500 gal. water tank, gravity to house. Generator power, cell phone, year round road, older D4 Cat dozer, M.F. backhoe. \$190,000. (530) 949-0361. Reg. #0841515

FOR SALE: '88 Marlin, 17 foot, hard top, cuddy cabin, 165 hp, 4cyl. Merc. I/O, cabin heater, 9.9 hp Mariner kicker. '01 Pacific trailer, dual axle w/brakes. \$6,500. (775) 265-2668. Reg. #0976160

FOR SALE: 1946 Harley Davidson Knucklehead 74 CI Engine rebuilt by HD dealer. Mostly stock. Unique motorcycle. \$18,500. (707) 442-5265. Reg. #1620480

FOR SALE: '98 Silverado ext. cab, 3rd door, Rhino liner, tow pkg, Z71, V8 350 5.7L, 106k mi., \$12,500 obo; '98 Inflatable 10ft, 8hp Nissan, w/trailer \$1,500. (707) 332-4918. Reg. #2475056

FOR SALE: 10 wooded acres Southern Oregon. 2bd/2ba brick house w/ attic, central heat & cooling, woodstove, pantry, 2 storage buildings, chicken coop, garden area, room for horses, seasonal creek, low taxes zoned "forest." Mild weather. 5 min. from trout-stocked Lake Selmac, 25 min from Grants Pass. \$189,000. (650) 726-7810. Reg. #2023990

FOR SALE: 300 amp Arco Welder. Made by Miller same as Miller. 4-cyl. continental trailer mounted. Lots of Leed. \$750. (510) 758-1064. Reg. #1159561

FOR SALE: Advanced turbo system for 7.3 diesel, new in box. \$1,800. National Truck Crane 24,000 lbs lift. 57-ft. reach. \$6,000 obo. Wayne Chipper \$3,000. (530) 357-4208 evenings. Reg. #2290906

FOR SALE: Livestock Powder River Equipment, used 14' loading chute, six rail - 3' walk gate, two 8' gates, one 10' gate and one 12' gate. Also set of slide-in livestock 8' pickup bed racks. call (925) 455-8710. Reg. #0811400

FOR SALE: 1985 T-bird with V-6 engine, all power, good tires and custom wheels, clean inside. Excellent condition. Only \$1,195 takes it away. Located in Redding, CA. (530) 243-4302 after 6 p.m. Reg. #0865537

FOR SALE: 2003 Harley Davidson V-Rod, 500 miles, some surface scratches, \$15,000 obo. Call for details. (707) 372-8060.

FOR SALE: Three burial lots. Will sell one, two and all three for \$800 each. Located in Santa Rosa Memorial Park, Shiloh edition. (559) 229-6783. Reg. #750237

FOR SALE: 12K 5th wheel hitch \$85. 2 5th wheel tailgates, Ford \$50. Blue Ox tow bar, Toyota. \$35. \$150 for all. (916) 635-1485. Reg. #861665



## FROM SACRAMENTO

**Stationary plants piping at full capacity**

Construction work has slowed in the Sacramento area because of rain, though stationary rock, sand and gravel plants are still working at full capacity.

One of the larger projects this winter is on the Sacramento River with Affholder boring two 15-foot diameter tunnels under the river. Affholder also is doing an 8,800-foot by 110-inch tunnel on the Bradshaw Interceptor.

Rados, Mountain Cascade and Las Vegas Paving have deep sewers in West Sacramento. PKS has a large water and sewer main in

the Sunrise-Douglas area. In conjunction with the tunnels and deep sewer work, the company is building two water treatment plants in West Sacramento.

Collet is doing four light rail commuter stations on the Folsom Rail Project.

Work in the Tahoe area is on hold until spring. Hopefully our Caltrans members will have lots of overtime from snow removal throughout winter. Snow is needed to lead California out of the drought.



District Rep. Richard Marshall (far left) poses for a picture with a partial crew of Teichert's Grantline and Prairie City operations.

## FROM NEVADA

**Near-record snow levels keep operators working 24/7**

Gary Giovannetti and Bobby Butler, both 13-year Local 3 members, take a break from moving snow in northern Nevada, where recent storms have dumped nearly 33 inches.

The new year rang in with one of the biggest storms in years for northern Nevada; we received 32.4 inches at the Parr Boulevard observation center and nearly broke a 1911 record of 37.9 inches. Operating Engineers from many contractors have switched from dirt movers to snow movers, working around the clock to keep the roads clear and traffic moving.

The big trouble is trying to find places to put

the snow. Much of it was moved to Don Mello Sports Complex in Sparks. Work for the next few weeks will involve moving the snow to dry out jobsites and start the busy season that is not expected to slow down anytime soon.

Work has been temporarily shut down because of weather, but 2005 promises lots of work, and like last year, Nevada is looking for operators from all over to come here and work.

Upcoming projects for bid are South Meadows Parkway in Reno at \$4.4 million, Hwy. 395 at Topaz for \$9.6 million and Lamoille Highway in Elko for \$4.1 million.

Frehner Construction picked up two big paving jobs on I-80; one at Golconda for \$13.5 million and the other at Dun Glenn, which is west of Winnemucca.

Remember to be safe in the new year and have a good season.

## FROM SAN JOSE

**Granite opens new yard in Santa Clara**

Congratulations to Granite Construction on the grand opening of its new yard in Santa Clara, Calif. It was a huge event; Granite has a six-bay shop, plenty of parking and a nice office.

The work picture is good in San Jose and across the district. Granite's Bay Area branch expects a busy 2005. Other signatory contractors say the same thing: It looks like 2005 will be busy.

The agents and myself give a special thanks to our Community Action Team volunteers on their work during the 2004 election cycle. Our district did well in the political arena; all but two candidates we supported won. We spent lots of time phone banking and precinct walking down south in Monterey, Santa Cruz and Salinas. Special thanks to our apprentices — they really did more than their share.

Public Employee Division Business Rep. Don Dietrich did a superb job coordinating precinct walks in Santa Cruz and Ben Lomond. He had some



From left: E-board member Mike Sierra, Construction Manager Dan Elshire, District Rep. Fred Herschbach and Grievance Committee member Frank Vargas at the grand opening of Granite Construction's new yard in Santa Clara, Calif.

sheriffs help us precinct walk for Mark Stone, who was a candidate for supervisor in Santa Cruz County. Stone won by a large margin.

I encourage all operators to please come to our gradesetting classes on Wednesday nights. Instructor Dennis Garringer does a good job working with our members. Classes go from 6 p.m. to 8 p.m. We usually run out of gradesetters, and there is always work for a gradesetter. You need to know what the job is supposed to look like before you can build it.

We will have a 40-hour Hazmat refresher and an eight-hour refresher in January. Call Dispatcher Joe Morrison at (408) 465-8260 to sign up. We needed several Hazmat-certified operators this year but couldn't get them.

Last but not least, I want to thank the membership for getting San Jose into a new building. The old building served us well, but it was time to move. Please come by for a tour — it's your building, and I think you'll be proud. Have a safe season.



## FROM HAWAII

## Kahuku Training Center dedicated to Lewis, Hulihee

OAHU - The Hawaii Joint Apprenticeship Committee hosted the site dedication ceremony of Local 3's newest training facility Dec. 11 in honor of JAC Chairman Edwin S. Hulihee and recently retired Financial Secretary and JAC Co-Chairman Harold K. Lewis.

The Kahuku Training Center, which features portable classrooms, a maintenance shop and a 63,000-gallon water tank, will soon feature permanent state-of-the-art classrooms and administration offices. The training center is the only one of its kind in the Pacific Basin. No other craft in the area maintains its own training facility.

"Kahuku" translates from the native Hawaiian language as "the projection" and is the name of the town on Oahu's north shore where the training center is located.

Lewis and Hulihee were chosen as honorees for their efforts in launching Hawaii's apprenticeship program in 1968 and guiding the program continuously into 2005.

The dedication ceremony took place at the training center site with welcoming remarks from JAC Administrator Nelson P. Umiamaka followed by a blessing from Rev. Lyons "PeeWee" Welch, a retired journey-level Operating Engineer.

The blessing was accompanied by speeches from Business Manager John Bonilla, Lewis and Hulihee. Bonilla praised the business community and its partnership with labor in helping the JAC establish the training center.

"We started with 10 cents of hourly contributions in 1968 and socked it away to purchase this land," Bonilla said. "It was the coming together of business and labor that made this facility a reality."

Umiamaka then introduced Honolulu City Council Chairman Donovan Dela Cruz, who presented a proclamation to the JAC on behalf of the city of Honolulu. Dela Cruz was joined by Honolulu Mayor Mufi Hannemann, who pledged continued support of Operating Engineers Local 3 and the training center.

The crowd of more than 200 included honorees Lewis and Hulihee, Business Manager John Bonilla, President Bob Miller, Vice President Frank Herrera, Financial Secretary Russ Burns, District Rep. Allan Parker, Treasurer Carl Goff, Trustee Fred Herschbach, Honolulu Mayor Mufi Hannemann, U.S. Congressman Ed Case, State Sen. Clayton Hee, Honolulu City Council Chairman Donovan Dela Cruz and State Rep. Michael Magaoay.

Guests were entertained with traditional Hawaiian music from Al Kaai & Friends and treated to a luau after the ceremony.

## Site features

Field training and classroom training in portable facilities began at the Kahuku Training Center in 2002. A maintenance shop and a 63,000-gallon water tank were added to the site in ensuing years, and workers began pour-



From left: Dedication ceremony attendees included District Rep. Allan Parker, JAC Chairman Ed Hulihee, retired Financial Secretary and JAC Co-Chairman Harold K. Lewis, Honolulu Mayor Mufi Hannemann, President Bob Miller, Business Manager John Bonilla, Vice President Frank Herrera, Financial Secretary Russ Burns, Treasurer Carl Goff and Trustee Fred Herschbach.

The site begins one mile in from the Kamehameha Highway at 300 feet elevation. The natural topography of the land was incorporated into the planning when the physical training areas were decided.

Equipment that normally creates a large amount of dust, such as loaders, excavators and loading trucks, train in areas that are blocked from the naturally windy conditions in this area of the island. Maintaining a good relationship with the site's neighbors is important to the Hawaii operation.

Because of the geography of the Hawaii District, students from the outer islands stay at a hotel adjacent to the Honolulu Airport. Instructors from the training center provide transportation to the facility and back to the hotel each afternoon. Local students make the daily commute.

Apprenticeship classes run nine hours a day Monday through Thursday and four hours on Fridays. Graduation requires 440 hours of supplemental-related training over a three-year period, well above the one-year, 144 hours of state-required training in Hawaii.

The Kahuku Training Center staff includes five instructors who provide certified training in forklift operation, first aid, CPR, OSHA 500/501 and Hazmat. One instructor is a certified examiner of the National Commission for the Certification of Crane Operators.

In addition to apprenticeship training, the Kahuku Training Center offers ongoing journey-level upgrade instruction to improve and hone existing skills. Operators also have the opportunity to earn certifications in hazardous materials, emergency response, disaster site worker certification, construction safety, OSHA 500/501, first aid and CPR. When a substantial number of bargaining unit members in any field require specialized training or education, the training center will develop a quality, custom-designed program to meet their needs.



From left: Honored guests attending the dedication ceremony included U.S. Congressman Ed Case, State Sen. Clayton Hee, JAC Chairman Ed Hulihee, retired Financial Secretary and JAC Co-chairman Harold K. Lewis, Honolulu City Council Chairman Donovan Dela Cruz and State Rep. Michael Magaoay.



This is the foundation of the two-story administration and classroom building on the training center site. The building will include offices, classrooms, a conference room and an open bay.



The portable classrooms pictured here will soon be replaced with permanent state-of-the-art classrooms.



The Kahuku Training Center maintenance shop is 60 feet by 100 feet.



# Public Employee News

VOL. 6, #2 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • FEBRUARY 2005

## Local 3 members give back during holiday season

By Bill Pope, business representative

After being on the job for less than a month, my turn came to write an article for *Public Employee News*. Though I can't write about our past year's accomplishments, I can write about what the stewards did for the Grace Community Center in San Jose, Calif.

Ricardo Wolfe, chief steward for the city of San Jose, collected more than \$200 from members and obtained a completely rebuilt bicycle that was donated from a local bicycle shop. He and I delivered the money and bicycle to the center before the Christmas holiday.

The Grace Community Center is the only therapeutic recreation center in Santa Clara County for adults with mental disabilities.

This is a great example of Operating Engineers Local 3 members giving back to the community. I am proud to be part of Operating Engineers and excited to work for members and staff in the coming year.



## Check out the CEMA Web site

By Randy Johnese, business representative & CEMA webmaster

If you visit the CEMA Web site at [www.sccema.org](http://www.sccema.org), you will first find yourself at the CEMA home page. Here you will find the most recent CEMA news. But there is a lot more on the CEMA Web site.

At the top of any page on the Web site is a blue header. Within the blue header are several buttons: "Professional Development," "CEMAGRAM," "Important Documents," "Executive Board," "Executive Board Minutes," "Join CEMA Now" and "Who are we?" Each button takes you to a new page on the Web site.

The "Who are we?" button leads you to a page that introduces the CEMA staff and their assignments.

"Professional Development" takes you to a page that announces the next Professional Development Luncheon and provides a link to the flyer for that luncheon. This page also lists all of the Professional Development Ticket Sellers.

"CEMAGRAM" links a page that gives you access to an archive with descriptions of the contents of current and past issues of the CEMAGRAM and provides links to PDF copies of those issues.

"Important Documents" takes you to a page with links to the CEMA County Chapter MOU and extension, the CEMA Court Chapter MOU and extension, Santa Clara County salaries on the county Web site, the Professional Development Reimbursement Form, the Tuition Reimbursement Form and the CEMA bylaws.

"Executive Board" brings you to a page that lists the members of the CEMA Executive Board and their contact information.

"Executive Board Minutes" provides an archive of the minutes of the CEMA Executive Board.

"Join CEMA Now" links a printable application for CEMA membership.

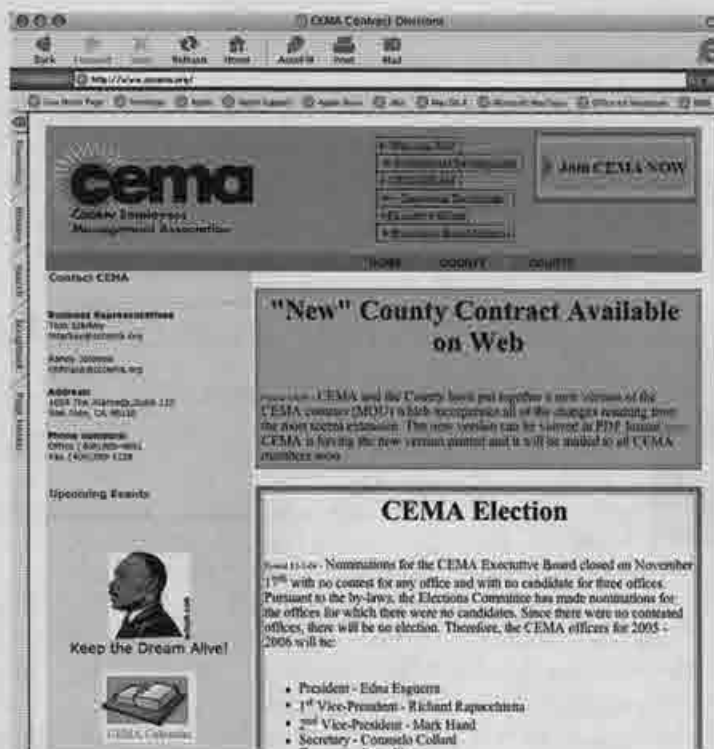
In addition to the above, in the darker blue band below the header are three buttons that take you to the home page, and the home pages for the county and court chapters of CEMA.

Along the left side of every CEMA Web page is a gray border, which also contains important links. First is the "Contact CEMA" section, which lists the CEMA business representatives and their e-mail addresses, as well as CEMA's office address, phone and fax numbers.

As you browse further down this border, you will find a number of icons that will link you to Web pages or PDF documents. First is the "CEMA Calendar," which lists all CEMA meetings and events for the next few months. Next is a link to the list of Professional Development Ticket Sellers. After that is a link to the "Union Plus" Web site where you can learn about Union Privilege benefits. Then

there is a link to a list of CEMA liaisons. Next are additional links to the Professional Development page, Important Documents page and the Executive Board Minutes Archive. Finally, there is a form to submit your e-mail address if you wish to be added to CEMA's "E-mail Alert" mailing list.

Please visit the CEMA Web site, and if you have questions, comments or criticisms, e-mail the webmaster at [rjohnese@sccema.org](mailto:rjohnese@sccema.org) or just click on the "webmaster" link at the bottom of any CEMA Web page.



## NEWS FROM THE public employees



by

**KURT BENFIELD**

**Director of public  
employee division**



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# Membership service = 2004 success

## Membership service comes first

Above all else, the No. 1 goal of Business Manager John Bonilla and the Local 3 officers and staff is "membership service comes first!" Keeping that in mind is what keeps Local 3 No. 1 in labor representation. Local 3 staff and business representatives spend limitless amounts of time representing the membership throughout Local 3's jurisdiction. It makes no difference whether a member needs a representative at 2 p.m. or 2 a.m.; we will be there. Calls or meetings late at night or on weekends are part of the norm when it comes to representation.

## Organizing success in Public Employee Division

Having member service the No. 1 priority at all times has resulted in many successes throughout the Public Employee Division. When our members observe good representation, they discuss it with other county, city or special district employees that are not currently represented by Local 3 or, in some cases, anyone. Those employees wish to obtain better working conditions and have a voice in their employment. Employees seeking information contact Local 3 at the encouragement of other Local 3-represented employees to seek out something that will benefit their fellow employees. Lead Organizer and Asst. Director Bob Titus then travels to the various locations in four states to discuss their issues and concerns. One thing leads to another and Local 3 gains new membership and the members gain a voice in their employment. We had great success in the Public Employee Division in 2004 with 14 elections bringing in more than 1,500 new Local 3 members. This is all thanks to the "membership service comes first" vision and the hard work of business representatives, organizers and the political power of Local 3. If you know unrepresented employees, I encourage you to steer them toward representation.

## Public Employee Division growth

Last year I set a goal of getting a permanent representative in Fresno to keep up with our ever-increasing membership in that area and to create a new representative position in Rohnert Park.



## Agency shop makes it to the foothills

By Joe Santella, business representative

For a few years the only agency shop in the foothills was the successful campaign waged by the Tuolumne County Skilled Trades and Maintenance Unit. But after 2004's campaigns this is no longer the case. As of this past fall, the members in the skilled trades unit have been joined in Tuolumne County by the Roads Unit, which won an agency shop election Nov. 8, 2004.

"It's just time that we stand together," said Roads Unit President Bill Penrose. With the success of the election, the unit looks forward to advancing its contract negotiations and

demonstrating to the other county employees its solidarity as a bargaining unit.

Also in Tuolumne County, the Groveland Community Services District Operations and Maintenance Unit successfully negotiated agency shop without having to go to election. Confronted with overwhelming support for the agency shop from the employees, the employer made no argument with recognition, and with almost 90 percent union participation in the unit already, agency shop is the validation the loyal union membership deserves. The Groveland Fire Department is now in negotiations, and it too has agency shop on the table.

Both of those goals were achieved in 2004. District Rep. Ras Stark has taken the reins of the Fresno District office and Public Employee Business Rep. Doug Gorman services the members from that new office location. Asst. Director and Lead Organizer Bob Titus is also working out of the Fresno office, giving the Public Employee Division a large and growing presence in the Fresno District as we look forward to more success there.

## Restructuring

The biggest change in structure was a change in law firms used for law enforcement-specific representation. Local 3 contracted with the Mastagni, Holstedt and Amick law firm to handle all law-enforcement-related matters. The Mastagni firm is well known throughout the law enforcement community; we already have had successes with them and look forward to many more. The Local 3 Public Employee Division took a more active role in PORAC (Peace Officers Research Association of California) in 2004, and with the Mastagni firm heavily involved with PORAC, we look forward to an even more active role in 2005.

Local 3 still retains the excellent services of the Van Bourg, Weinberg, Roger and Rosenfeld law firm for all non-law-enforcement-related labor issues; we had many, many successes in labor representation this year for our members through their excellent services.

## A great year

All in all, 2004 was a great year for Local 3 and the Public Employee Division. We look forward to more successes, improvements and membership service in the coming year. I look forward to increased membership and hopefully running into many of you when I visit work sites or district offices. Until then, take care and be safe.

Indicators look good for it achieving agency shop status; we'll keep our fingers crossed.

A little to the north of Tuolumne County is Calaveras County, where a Joint Powers Authority (JPA) has been established for Child Support Services consisting of Calaveras County, Amador County and Alpine County. Two unions represent the JPA — OE3 represents employees in the Calaveras County facility and SEIU 4988 represents the other facilities. Together, both unions successfully negotiated agency shop for the entire JPA operation of the Central Sierra Child Support Services Agency. A round of congratulations to all the

employees of the agency for their solidarity and commitment to the unions involved.

It has long been an uphill struggle to add union membership in the foothills. Though it is documented that many trade unionists live there, public employees have been slow to join and participate in their local union. However, with the recent agency shop victories, the momentum is building and things can only get better. To the longtime loyal union members in these units, congratulations for a job well done. To the new members joining us through agency shop, welcome to you all.





## Take extra precautions during winter months

By Dan Venters, business representative

To ring in the New Year in Reno, Nev., we were blessed with two feet of snow, or in the surrounding foothills, as much as three to four feet of snow. This of course has made traveling around the city an interesting experience and more likely "the greatest death-defying feat of all time."

On a serious note, the snow and travel conditions in

our fair city are what made me realize it is time to remind everyone of safety in the workplace. Remember not to get into a hurry as you're climbing up and down ladders, equipment or stairwells. If you are outside during work hours, wear shoes with strong tread for slip protection while working or walking on potential ice and snow.

Members working inside have plenty of safety concerns as well. Make sure to use

proper lift technique when picking up or moving objects big or small. During this time of year, snow, rain and mud get tracked inside, so be aware of slick spots or puddles on the floor, and clean them up to prevent a potential hazard for others. Take special care when climbing up and down ladders and stairwells in these winter conditions.

The last safety issue to discuss is travel to and from work or pleasure. Allow extra time

for travel in the winter months and slow down when road conditions are wet or icy. Watch out for other drivers who are not using proper judgment by allowing extra time for travel or by slowing down in wet and icy conditions. All employees in Reno want everyone to be safe. Please remember you are always welcome to give us a call or stop by the hall with questions, concerns or just to say "hello."



## Be judicious in using employer-owned computer systems

By Don Dietrich, business representative

I want to offer a friendly reminder regarding the use of employer-owned computers and intranet systems. Nearly every public employer has a policy regarding computer use. Generally, the policy states the computer provided by the employer is for business use.

Public safety officers have an even greater burden. Accessing information contained on the agency computer is restricted for official use. Violation of

access goes beyond just violating employer policy — it is illegal. There are several penal code sections that apply, some of which are felonies. Most public safety officers are aware of the implications of misusing CLETS, DOJ or DMV access. Don't be lulled into a false sense of security. The same laws that restrict access to the big three also apply to information systems within your department. If you have access to information through a closed system in the jail or investigations and you use it for any-

thing but work-related information, you are just as culpable as if you misused CLETS.

So, please, ask yourself before you surf, is this a work-related inquiry I can justify later? Remember, in the age of technology, every keystroke you make can be pulled up for review. If it's not legitimate work, don't access the information. It is difficult to defend several pages of inquiry for which you cannot attach a specific case or investigation.



## New year, new challenges

By Alan Elnick, business representative

As 2005 rolls in, the public sector continues to face the challenges of ongoing reduction in the size of government. The government sector was the redeeming sector during the recession that began in 2000. While private industry, particularly in the Bay Area, lost jobs at an unprecedented rate, the government sector had stellar growth in jobs through 2002. That has since changed, and though the state raided local government coffers to address its own problem, Alameda County managed to stave off the worst effects with some minimal layoffs, wage freezes and other creative means.

As we move forward, however, the county is once again going to need to address a substantial shortfall in funding; the word on the street is some \$68 million. This could grow substantially as the governor lets out his budget for the state.

Early in December I attended a joint meeting of the board of supervisors and

the Alameda County Employees' Retirement Association (ACERA) retirement board at which the board informed the BOS of the probable increases needed in employer contributions to properly fund retirement benefits. The losses incurred in 2002 continue to be smoothed out over a five-year period. Additionally, ACERA will be reducing its earnings assumptions in this and coming years to perform with more realistic earnings expectations. That means employers and employees will probably need to lift the level of their contributions for ACERA to provide promised benefits.

While the news is sobering, the BOS seems committed to advancing and enhancing wages and retirement benefits. It will be up to the Alameda County Management Employees' Association to sort out this apparent dichotomy. At this writing, the 3 percent at 50 retirement benefit for Safety members has not yet been implemented. Negotiations are

scheduled to accomplish that. General members and those in the courts and Alameda County Medical Center want to see retirement enhancement as their main agenda. The General Government Unit MOU expires in December and negotiations should commence this summer. Additionally, the General Government Unit is scheduled for another 4 percent wage increase in July 2005. The county will likely want to obtain some relief from that, so the bargaining should be interesting. A number of specific classifications had special adjustments due Jan. 2, 2005, and these are unaffected by anything ACMEA has separately negotiated. The medical center has indicated it will implement wage increases in September 2005, and the court has proposed some improvement for wages in 2005 after more than 18 months of stagnation.

There is a good deal on the plate for 2005. We look forward to working with you to move it forward.

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# San Francisco DSA wins compensatory time arbitration award

By Will M. Yamada, labor attorney

After more than a year of protracted negotiations and multiple arbitrations, the San Francisco Deputy Sheriffs' Association and Mastagni, Holstedt & Amick have obtained an arbitration award entitling DSA members to use accrued compensatory time off (CTO) without unreasonable restrictions sought by the employer.

The DSA and San Francisco County entered into a two-year collective bargaining agreement lasting between July 1, 2003 and June 30, 2005. Part of the agreement included a provision governing the use of CTO. Under this provision, "employees shall give the department 48 hours notice of a request to use compensatory time off and the department shall grant permission to use compensatory time off if doing so will not unduly disrupt the operation of the department."

After the contract went into effect, however, the sheriff's department began denying deputies' requests to use CTO. After several failed meet-and-confer sessions, the DSA filed a grievance over this constant denial of CTO.

## County refused to comply with first grievance arbitration award

On Dec. 13, 2003, the first arbitration was heard regarding denied CTO. At issue was the interpretation of "unduly disrupt." The employer claimed the right to deny CTO whenever granting it would incur overtime expenses to cover the employee

using the CTO. The DSA argued it had negotiated the provision to permit the use of CTO so long as the request was made 48 hours in advance. The DSA also argued, consistent with federal law, that incurring overtime is not an undue disruption justifying the denial of CTO requests.

On March 15, 2004, the arbitrator rendered an award in favor of the DSA and ordered the parties to meet and confer to tailor an agreement consistent with the award permitting DSA members to use CTO. Yet the department and the DSA were unable to reach agreement on how to implement the award because the department attempted during subsequent negotiations to add new restrictions regarding CTO. At times, the department even threatened to cancel all CTO.

## Grievance returns to arbitration; county refuses to abide by award

After several meet-and-confer sessions, the parties referred the matter to the arbitrator to attempt a final resolution. The parties used a mediation/arbitration format in this second hearing. At the end of the day, the parties agreed on certain proposals regarding the use of CTO and agreed to submit several disputed items to the arbitrator for final resolution.

Following the second arbitration, however, the department again declined to abide by the agreed-upon terms. The DSA requested the arbitrator issue an award

enforcing the terms agreed upon at the July 29 session. On Aug. 9, 2004, the arbitrator issued a partial award ordering the employer to implement the provisions agreed upon at the July 29 arbitration. After this award was rendered, the employer finally implemented these provisions allowing DSA members to use CTO.

The remaining issue was whether the employer had the right to impose restrictions on employees who use CTO. The department wanted to preclude employees who used CTO from working overtime in the same two-week pay period. The DSA objected to this proposal as violating other portions of the contract and unfairly punishing employees who use CTO. The parties submitted arbitration briefs on this matter.

On Oct. 7, 2004, the arbitrator issued an award in favor of the DSA and denied the employer's proposed restrictions.

Finally, DSA employees are allowed to use CTO as they had negotiated in the contract. This is a substantial benefit to all DSA members who now have the flexibility to use the time off they have rightfully earned.

Will M. Yamada represented the San Francisco DSA in the second arbitration proceeding. Yamada is a former union organizer and was a law clerk at the National Labor Relations Board and the California Teachers' Association before joining Mastagni, Holstedt & Amick as a labor attorney.

