IMPORTANT ELECTION NOTICE
See page 22 for important information regarding the election of delegates and alternate delegates for the 37th International Union of Operating Engineers (IUOE) Convention.
California budget’s impact on the work picture

As we go to press, Gov. Arnold Schwarzenegger has just completed his 2008 State of the State Address and released his proposed state budget, the highlights of which include:

- Full funding of Proposition 42: $1.5 billion
- Prop. 1A loan repayment: $83 million
- State Transit Operations is funded at $1.09 billion

I start my column this month on the governor's budget, because in it he introduces an important concept that has the potential to impact our Northern California work picture in 2008. In his Strategic Growth Plan, the governor introduces Performance Based Infrastructure (PBI) as an alternative for economic and sustainable growth in California. This is a complicated concept in which we are looking to our lobbyist, political director and friends at the California Alliance for Jobs to help us better understand how it will impact our work picture.

With PBI, the governor is essentially calling for a major expansion of public-private partnerships in California. PBI allows government and private companies to enter into contracts that make both parties responsible for the delivery of infrastructure services.

Applied to California's $500 billion infrastructure needs, the governor believes PBI has the potential to provide up to $100 billion of new infrastructure in California – an amount above and beyond the $42 billion mega-bonds passed in November 2007. This could mean big news for construction in terms of potential job growth; however, with a $14 billion shortfall, there will be intense pressure to take money wherever it is available. The governor's proposal to protect transportation funding is not a done deal.

Local 3 will be vigilant as the budget makes its way through the legislative process to protect this money, which translates into thousands of jobs for our industry. I will keep you updated as more details are provided from our experts and the appropriation authorities.

We stand behind our Valley Power strikers

Striking is everywhere in the headlines these days, thanks to the Writers Guild of America's issues against Hollywood. But they've been striking for only nine weeks, next to our 27 weeks, and already they're talking about the struggle of maintaining their resolve as they risk much. Now, I don't know what the working conditions are like for these writers, but I do know what's at stake for our Valley Power brothers on the line. Beyond the struggles these members have, what I see more than anything else is their courage and growing unity. I am proud to call these men my brothers. It is at the exact moment when we choose to push on despite hard times, that we win our personal battle and the larger battle for labor. I am reminded of this quote by Eugene Debs, an American labor and political leader: “You have got to unite in the same labor union and in the same political party and strike and vote together, and the hour you do that, the world is yours.”

So, to those still on the line at Valley Power: I am behind you and remain behind you 100 percent. This union remains behind you 100 percent and throughout the weeks of this strike, labor organizations, political officials and community members have come together because of and for you.
Local 3 Election
Recommendations

President
No recommendation

Prop. 91: Transportation Funds.
No recommendation
– Increases stability of state funding for highways, streets, and roads and may decrease stability of state funding for public transit. The measure may reduce stability of certain local funds for public transit.

Vote Yes
– Increase in state spending on K-14 education from 2007-08 through 2009-10 – averaging about $300 million per year, with unknown impacts annually thereafter.
– Loss of student fee revenues to community colleges – potentially about $70 million annually.

Prop. 93: Limits on Legislators’ Terms in Office.
Vote Yes
– Reduces the total amount of time a person may serve in the state legislature from 14 years to 12 years.
– Allows a person to serve a total of 12 years either in the Assembly, the Senate, or a combination of both.
– Provides a transition period to allow current members to serve a total of 12 consecutive years in the house in which they are currently serving, regardless of any prior service in another house.

Prop. 94: Referendum on Amendment to Indian Gaming Compact.
No recommendation

Prop. 95: Referendum on Amendment to Indian Gaming Compact.
No recommendation

Prop. 96: Referendum on Amendment to Indian Gaming Compact.
No recommendation

Prop. 97: Referendum on Amendment to Indian Gaming Compact.
No recommendation

Visit www.oe3.org for election updates.

Coming back together

I would first like to commend the California Building Trades Council, as the organization is more than 100 years old and contains a rich and notable history of aiding this country's people in times of crisis, such as the 1906 San Francisco earthquake, when construction unions single-handedly rebuilt the city from the ground up. When the unimaginable occurred during the Sept. 11 disaster, the Building and Construction Trades Council worked side-by-side with other rescue groups to save lives and rebuild New York City. I want to begin my column this month by honoring them and all the trade unions and crafts, as we share a common goal – bettering both the working conditions and quality of construction jobs for all.

Unfortunately, today there is political division in the House of Representatives, and in order for working people to succeed and better this country and the economy, we have to come back together. Technology and communications are moving at warp speed, and we need to keep up with this progress to ensure our issues are brought to the forefront. Most jobs start and finish with us, and our powerful position in infrastructure needs to be recognized. As has been mentioned before, this is a General Election year, so please participate in our political process. The new year, 2008, is crucial to this country and labor especially.

Talking Trust Funds

The officers are busy talking Trust Fund issues and focusing on what's most important to our families – fringe benefits (health and welfare) – since that is what keeps us healthy enough to earn a pension. Therefore, we're taking these issues head-on and not doing things the way they were done before – taking someone's word for it. We continue researching our options – debating, getting answers and questioning all plans and outcomes – to provide the best benefits available for you and yours.

Work will be different than it has been in recent years, as growth for us will be flat. I'll continue to say it again until I'm blue in the face: Please improve your skill level and take advantage of the training site in your particular state. I say this, because work is like a pendulum and will inevitably swing back around, and you will wish you maximized on this time!

Staff gets trained up

Your Local 3 staff is doing some inter-office training on laws, organizing, Trust Funds, and internal workings of the local, and we're doing this to better serve the membership. We can't help you unless we know Local 3 forwards and backwards, and these trainings are helping us do just that, since district meetings are positive with good suggestions and comments from the membership. We do listen and on many occasions, we use member input on decisions we make.

Budgeting now for the future

For the first time in Local 3 history, we have a budget. We have spent a lot of time with the Executive Board's help to fulfill our promise to get a working budget for the local. It will take a few years to shake out all the kinks, but as with many issues we have already tackled, it will be a work in progress. For more information on your personal budgeting, see the Credit Union column on page 5.

Local 3 is leaps and bounds ahead

I want to close by coming full circle again regarding the California Building Trades and all the trades and crafts in this country. I want to emphasize that Local 3's staff, the officers and I spend many hours with other locals and crafts discussing ideas and perspectives on labor dilemmas. Their input and suggestions are very helpful, since we all have the same vision. But I can say without a doubt, that Local 3's staff, from member services to coordinators and Local 3's entities, from the Stabilization Fund in Hawaii to the Legal Department – everyone and every department is top shelf. Their success and skill relates to our ability to serve the membership in the best way possible and to maintain our reputation as being the leader in the industry. We are leaps and bounds above most labor organizations. With that said, I would like to thank our staff for all the long hours, the time away from their families and the many sacrifices they make during the year, and I would like to thank you, the membership, for your proactive involvement in Local 3.

Be safe.
PENSION PROTECTION ACT
Effective 2008 plan year

The Pension Protection Act of 2006 (PPA ’06), enacted Aug. 17, 2006, revises the minimum funding rules, increases the maximum deductible limits and expands the reporting and disclosure requirements for multi-employer plans. The philosophy of multi-employer pension reform in the new law is:

Philosophy of multi-employer funding reform

- There are now rules of “stewardship,” not just rules of funding.
- More discipline to prevent avoidable funding problems.
- Knowing a plan’s funded position as of a valuation date is no longer sufficient:
  - It will be necessary to project certain financial measures of the plan into the future to evaluate zone thresholds in the law.
  - Testing must be performed annually to determine how actual experience has affected the projections.
- More tools and flexibility when things nevertheless go wrong. The “reach” of the law extends beyond the Trustees to now include the bargaining parties.
- More information to stakeholders.

General changes in multi-employer funding rules

- Funding Standard Account (FSA) approach remains in effect.
- Fifteen-year funding for new benefit increases, assumption changes:
  - Temporary benefits (e.g. 13th checks) require faster funding over payout period.
- New annual actuarial zone certification required for ALL plans.
- Troubled plans would have the right to an “automatic” five-year amortization extension but at the funding interest rate:
  - Available if plan is facing an FSA deficiency in 10 years, adopts a corrective plan.
- Maximum tax deduction limit raised to 140 percent of current liability.
- Eliminate combined defined benefit/defined contribution 25 percent deduction limit.

The Pension Protection Act created three zones that will be reported in these colors: Green, Yellow and Red.

The Green Zone

- The testing and certification for zones is done annually.
- Changes in the projected measurement factors (projected funding deficiency date and funded status) may show movement toward Yellow or Red:
  - Monitoring any changes will become very important.
  - Focus may shift to long-term preventive maintenance.

Endangered Plans: The Yellow Zone

- Less than 80 percent funded or if facing a funding deficiency in seven years (if both, considered “seriously endangered”).
- Trustees must adopt a Funding Improvement Plan (FIP) to improve plan funding to specific levels over 10-15 year period:
  - Bargaining parties provided with schedules of contribution increases and benefit design changes needed to achieve benchmarks.
  - Default schedule, if bargaining parties don’t adopt alternative, is maximum reductions in future accruals necessary to achieve benchmarks (could also require additional contributions).
  - Benefit increases only allowed as part of overall plan.
- Excise tax penalty on employers if funding falls short of the FIP by the end of the period, waivable by IRS if due to sharp market fluctuations or other reasonable cause.

Critical Status Plans: The Red Zone

- Facing funding deficiency in four or five years or cash-flow crisis in five or seven years, depending on funding percentage:
  - Critical status continues until no FSA deficiency projected for 10 years.
  - Trustees must design a “Rehab Plan” to exit critical status over 10 years:
    - Contribution rates and related benefits, decided in bargaining.
    - Cutbacks allowed in early-retirement and other subsidies and rollback of recent benefit increases, but core Normal Retirement Age (NRA) benefits and current retirees’ pensions protected.
    - Temporary contribution surcharges, exemption from funding-deficiency penalties.
    - Future accrual rates cannot be cut below 1 percent of contributions or, if lower, current levels – unless negotiated.
- Excise tax on employers if plan fails to make ultimate goal or annual goals three years in a row, waivable by IRS for reasonable cause.

Now by law, unlike the past, Trustees have to react if a plan is not in the Green Zone. Trustees cannot ignore the problem hoping it fixes itself.

As most of you know, the stock market is a huge part of our Pension Fund. Years of bad returns and not taking action quickly enough has put our Pension into the situation it’s in today.

In 2007, contributions to the Pension Fund were $162,872,000. Our payments to retirees in 2007 were around $275,161,000. This leaves an amount to be made up by our stock market returns. The graph below shows how important the returns are to keep our fund funded above the 80 percent level and keep the plan in the Green Zone, according to the Pension Protection Act.

The following charts show the projected future funding of the plan based on plan assets earning various future rates of return. It would take extremely favorable (and unlikely) asset returns to move out of the current funding deficit anytime soon.

Although we can’t control the stock market, we seek opinions from other actuaries. We can look at other investment managers of other funds of our size and see if we can do better. We can also inform the membership of the challenges we face with our pension. We inherited this problem, but we are not going to ignore it; we are not going to hide it from the members. We are going to respond to the problems, and together, we will restore our pension plan.
A good working relationship with a financial institution is part of a solid financial foundation, and finding the right one to work with is important. There are probably dozens, if not hundreds of institutions offering the products and services you want and need located close by or with which you can create an electronic relationship.

Here are some things to consider when choosing an institution:

- **Fairly priced products and services**: Not all institutions are the same. Compare the interest rates offered on different types of accounts, and be sure you understand all the fees that may be imposed for low balances or excessive transactions.

- **A pleasant way of doing business**: Your financial institution should be your partner on the road to financial security. Find an institution that wants your business. If you do not get a feeling of comfort when you walk into a branch or talk to someone on the phone, find another institution. Remember: You are the buyer, and they are the seller of financial services.

When you walk into a branch, be prepared and know what you need. You should also have your Social Security number, identification and proof of residence.

Institutions offer many types of accounts and other services, but when you are first starting out, you probably only need a few services:

- **Checking account**: This will probably be the main account for your finances. Your paycheck will be deposited into it, you will use it to pay your bills and you will withdraw money from it with an ATM card. You will probably have to choose from accounts with different minimum levels, different limits on the number of monthly transactions and different interest rates. Choose an account that fits your needs and has minimal fees or no fees at all. If you are not planning on leaving large balances in the account, an account with no fees is probably better than one that pays a slightly higher interest rate. Even an account that pays no interest is better than one that has a $5 monthly fee. Be sure to ask about all these features.

- **Savings account**: Even if you do not anticipate having much to save, open a savings account. It will pay more interest than your checking account, and putting even small amounts into it will help you accumulate funds for a special purchase.

- **ATM card**: If you are like most people, having an ATM card and access to convenient ATM machines is essential. This will enable you to withdraw money when you need it and avoid carrying larger amounts of cash when you do not need it. Be sure your ATM card is linked to your checking and savings accounts, so you can transfer funds within the accounts.

- **Direct deposit**: Have your paycheck electronically deposited into your checking account. This will save you time and puts your money to work faster. Your financial institution will provide the information you need so you can provide your employer with the necessary information.

By having these basic services with one institution, your financial life will be simpler. In addition, an existing relationship with the institution may come in handy when you apply for an auto loan or mortgage. Operating Engineers Federal Credit Union (OEFCU), your union Credit Union, offers financial products and services designed to meet your needs. The employees at the Credit Union are union members, and we hope you take that into consideration when making your choice. We value our relationships with longtime members, and we are more than happy to welcome potential new members into our financial family.

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**Credit Union**
By Rob Wise,
Credit Union secretary/financial officer & recording - corresponding secretary

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Operating Engineers #3 Federal Credit Union
Fringe Benefits Service Center (800) 532-2105

Fringe Benefits
By Charlie Warren, director

Working after retirement

To receive monthly pension benefits from the Pension Trust Fund for Operating Engineers, you must be retired and not work during any calendar month in the type of employment described below. To be considered retired before age 65, you must withdraw completely and refrain from any employment or self-employment for wages or profit anywhere:
• in an industry in which employees were employed and accrued benefits under this plan at the time your pension began or would have begun if you had not remained in or returned to such employment; and
• in a trade or craft in which you were employed at any time under this plan.

However, you may work at any other type of job without having your pension payments stopped.

If you are a pensioner younger than age 65, your pension payments will be withheld for each month during which you work in prohibited employment (described above). Your pension payments will also be suspended for an additional three months after your prohibited employment ends, unless you were receiving a Disability Pension before your return to work. If you fail to notify the Trust Fund office of your return to work within 15 days, as required, it could result in an additional suspension period of 12 months for a total of up to 15 months.

Exception to Suspension Rule (Retiree Work Addendum)
If the applicable Collective Bargaining Agreement (CBA) provides for work after retirement (by a pensioner) without suspension of pension benefits, a pensioner may return to work provided s/he:
• will be performing work only during the months of April through November of any calendar year; and
• complies with any and all terms, conditions and provisions for the pensioner to participate in any Retiree Work Addendum existing under the applicable CBA.

If you wish to return to work under the Retiree Work Addendum, remember you are required to go through dispatch.

Please refer to the Pension Trust Fund for Operating Engineers Summary Plan Description book for additional rules about working after retirement. If you have any questions, please contact the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

2007 Pre-Retirement Meetings

The pre-retirement meetings will continue through this month. Participants 50 years of age and over will receive a postcard reminder of the meeting in their area, though participants of any age can attend. If you do not receive a postcard, please check the schedule to find the meeting in your area. 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.

All meetings convene at 7 p.m.

SALT LAKE CITY
Thursday, Feb. 7
IBEW Hall
3400 W. 2100 S.

RENO
Thursday, Feb. 7
Operating Engineers’ Building
1290 Corporate Blvd.

MORGAN HILL
Tuesday, Feb. 12
Operating Engineers Building
325 Digital Drive

WATSONVILLE
Wednesday, Feb. 13
VFW Post 1716
1960 Freedom Blvd. Freedom

SACRAMENTO
Tuesday, Feb. 19
Operating Engineers’ Building
4044 N. Freeway Blvd. No. 200

AUBURN
Wednesday, Feb. 20
Auburn Recreation Center
– Lakeside Room
3770 Richardson Drive

NOVATO
Tuesday, Feb. 26
Unity In Marin
600 Palm Drive

San Francisco-San Mateo
Wednesday, Feb. 27
Machinists’ Hall
1511 Rollins Road Burlingame

2008 Retiree Association Meetings

The first round of Retiree Association Meetings for this year begins in March in Reno and Salt Lake City. The Local 3 officers look forward to joining retirees and their spouses for concise reports, good refreshments and plenty of fellowship. The schedule for April and May meetings will be published in next month’s issue. Keep an eye out for the postcard inviting you to the meeting in your area.

RENO
Wednesday, March 19  2 p.m.
Operating Engineers’ Building
1290 Corporate Blvd.

SALT LAKE CITY
Thursday, March 20  2 p.m.
IBEW Hall
3400 W. 2100 S.
A closer look at relays

Did you ever wonder what a relay does and how it works? Probably not, unless you have a questioning mechanical mind or you're just bored, and the only thing in the room with you is a device marked “relay.” When you’re done pondering that question, you can ask yourself, what is the difference between a relay and a solenoid?

A relay is an electrical device that uses one electrical circuit to control another. You might have small control wires controlling large-load wires or direct current (DC) voltage controlling alternating current (AC).

We use relays and solenoids extensively throughout our industry. They're used for controlling engines, transmissions, hydraulic systems and some plant functions.

Let's begin by defining the components: A relay makes an electrical connection and controls an electrical circuit; a solenoid physically makes something move, and it can control many types of systems.

A relay works on the basis of an electro-magnet (a magnet that is magnetic when power is running through it). It must have power and a ground connection in order to operate.

Now let’s take a closer look at the inside of the relay. The electro-magnet requires power to operate. Connect it to power and ground, and the center-iron core becomes magnetic. This draws the metal plate down and connects point A to point B. The metal plate does not connect to the iron core; the two sections are separate. This is what allows a different voltage or AC or DC to run between the A and B points.

For example, the electro-magnet could be 12-volt DC, and the contacts could be 220-volt AC. Also, the coil for the electro-magnet requires a smaller amount of amps (i.e. 1 amp), while contacts could handle 50 amps. In this case, the smaller wires required to operate the electro-magnet could be called control wires.

These smaller control wires are what run up to your dash in your vehicle or into the control booth of a plant. It saves a lot of copper and keeps the higher voltages and amperages away from the operators.

The larger wires could run into the dash of your vehicle — say, for instance, the starter wires (called cables because of their size), but then you’d need an enormous ignition switch, and the worst part is the ignition key would be so big it wouldn’t fit in your pocket.

Next month, we’ll cover solenoids.
Successful negotiations for Stockton Unified School District Police Officers’ Association

I recently had the privilege of finishing up contract negotiations between the Stockton Unified School District and the Stockton Unified School District Police Officers’ Association (POA). In what turned out to be the biggest wage and benefit adjustment in the history of the department, the association was able to secure the Public Employees’ Retirement System (PERS) 3 percent at 50 safety-retirement formula for sworn members. The association covers both sworn and non-sworn employees of the Police Department.

The success of these negotiations is the result of many long hours of preparation by the bargaining team members, including Association President Robert Matthews, Vice-President Karen Lee and Secretary John Penalor, working with Operating Engineers Local 3 Business Rep. Joe Santella. Countless hours of preparation and education with the school district provided the catalyst for success. We want to acknowledge Sergeant Frank Gordo and especially Chief Jim West for their assistance in pressing the need for wage and retirement benefits for the members.

The three-year contract provides parity-wage adjustments for sworn personnel in the first year of 3.5 percent retroactive back to July 2007, parity adjustment of 4.5 percent for July 2008 and parity adjustment of 2.5 percent for July 2009. Non-sworn personnel were provided parity adjustment in the previous contract. Additionally, Cost of Living Adjustments (COLAs) for both sworn and non-sworn employees are provided at 3.58 percent retroactive back to July 2007 for the first year and subsequent COLA adjustments in July of each year based on the COLA provided by the state.

The combined parity and COLA adjustments are estimated at 14 percent to 21 percent for sworn employees and 10.35 percent for non-sworn employees over the next three years. The 3 percent at 50 benefit is effective July 2008 at an estimated contribution cost to the district of 29 percent. A formulated health-care contribution remains in effect.

For more information on the Stockton Unified School District Police Officers’ Association, please visit its new website designed by POA President Robert Matthews at www.susdpoa.org.

Don’t sign the petition

By Bill Pope, business representative

After a recent California Supreme Court ruling stating public employees’ salaries must be disclosed to the public, the San Jose Mercury News and its sister newspapers made public-information requests for salary information for all employees of city and county jurisdictions surrounding the San Francisco Bay Area.

The Mercury News quoted John L. Mikesell, a professor of public finance at Indiana University, saying the agencies appeared a bit top-heavy, but he further said the wages most likely reflect what’s needed to attract and retain quality workers and could save taxpayers money in the long run.

“I don’t want Microsoft run by idiots, and I don’t want our state and local governments run by idiots,” Mikesell said.

Public employees represented by Local 3 are dedicated to serving the public and committed to maintaining the day-to-day quality of life in neighborhoods and homes.

Public employees have expenses and pay taxes just like employees in the private sector. Public employees do not have stock options, and most will not be eligible for Social Security.

Cutting pensions and denying health care will make it harder to attract and retain the very workers our communities need to keep us safe and healthy.

Please tell co-workers, family, friends and everyone you can: Don’t sign the petition!

Privatization: A bad deal all around

Several years ago, the city of Stockton felt it could save taxpayers money by privatizing the essential services of wastewater and water services to the citizens of Stockton.

History will tell you, privatizing essential government services is a bad idea. It’s really quite simple: Government does not run for profit; private companies do. Financial gain is necessary for a private company to continue, so how do you make a profit in a service-delivery-based operation? Easy. You either increase fees to generate more revenue or you reduce costs.

The intent of privatization is to save taxpayers money. This eliminates rate increases, so you have to reduce costs. Note really, do you think any tax-paying citizen wants someone messing with the delivery of drinking water or jeopardizing sewage discharge into the neighborhood? Imagine if raw sewage was running down your street or your drinking water was contaminated. This is why government needs to provide these essential services. You don’t want to cut corners relating to these services, and you also don’t want rate increases to pay for a profit margin for stockholders.

In Stockton, the method of deriving profit was to reduce personnel – not management personnel. The private entity brought in its management team and then cut the maintenance and service staff. Next, the company delayed improvements and repairs to the system to save money.

Now the city is being forced to take back the operation, as it is severely understaffed and in disrepair. After five years of operation, the private company is taking its profits and heading down the road, leaving Stockton to deal with a failing infrastructure.

Here is the real tragedy: Our union brothers and sisters were forced to either leave their jobs or transfer over to the private company. Although they are being transferred back to the city, we are still in legal battles with the private company relating to benefits dating back to the transition four years ago. We are in a ballet to transfer from a private pension plan back to a public-sector pension, and you cannot imagine the tangled web these members are caught up in. The union fought privatization, warning the city of the downfalls, and now we are fighting with the private company and the city to mitigate the harm to our members.

Please take a moment to send good thoughts to our members in Stockton – they have suffered the burden of forced privatization and now a transfer back to government service. Our members have performed admirably in an adverse environment, continuing to provide exemplary service while being short-staffed and ill-equipped, all in the name of profit. My hat’s off to the dedicated union men and women in Stockton.
Just cause: myths and realities

By Alan Elnick, business representative

When we enter public employment, pass our probationary period and attain the status of “permanent employee,” we become invigorated by the notion that we have attained job security and will only be removed from our position for “just cause.” During our careers, most of us will retain our positions without challenge, but a significant minority will be confronted by a career-removal effort.

Civil-service reforms more than 100 years ago began a process of removing patronage appointments to civil-service positions and reducing the influence of corruption by instituting testing procedures and merit systems for appointment and retention of public servants. It was an effort to dismantle the “Tammany Hall” political systems that had evolved up to that time. Court decisions, such as Skelly vs. State Personnel Board, evolved the notion that public employees subject to merit-system appointments obtained a property interest in their jobs and that under the Constitution (federal and state), such property cannot be removed without due process. Today, we find the process of removal from one’s public-service appointment ritualized with a right to a “Skelly Hearing” before removal and then a hearing, subsequent to a removal, by a civil-service board or commission.

In its pristine form, a Skelly Hearing is conducted by a non-interested party with authority to recommend or change the level of removal proposed in the charges of disciplinary action. A charged employee should be presented with the charges and all the information used by the charging party to influence that decision. Most often, these conditions do not exist for a Skelly Hearing. The more likely scenario provides an opportunity to meet with a Skelly officer who is running a supportive role for the charging manager or supervisor. If you do not fall on your sword and beg for mercy, the chances are greatly reduced for modification or dismissal of the proposed discipline. The one benefit of the Skelly process is the employer is locked into the charge it has presented and the evidence supplied in support of that charge.

The next step is an appeal of the action taken against you. At this point, you have already suffered a removal, which for our purposes here, we will consider as the termination of your employment. Depending upon the jurisdiction in which you have worked, an appeal hearing can take anywhere from a few weeks to a year or longer. Sometimes your hearing will be conducted in a public forum before a civil-service commission or board; other times it goes before a hearing officer appointed by the commission or board. In certain instances, you may have a choice as to whether you want the matter heard in a public forum. Under certain union contracts, you may be fortunate to have an independent, neutral party, such as an arbitrator, hear the matter. Whatever the setting, you will be provided an opportunity to have an evidentiary hearing. The employer will bear the burden of showing its action against you was justified under its civil-service rules.

While most civil-service systems have adopted a standard of progressive discipline, one can never rely on the hearing officer adopting that standard to your matter. Much will rely on the level of employment you occupied before the action taken against you. For example, managers are less likely to be accommodated for the lack of progressive discipline in their matter because of the expectation they should be role models for those they lead. Rather, a case will rely on apparent bad faith of the charging party in exercising discipline. For hourly employees, that standard will probably be more relaxed.

During your wait for a hearing after being fired, you will need to be job hunting and preparing your case. You will probably be called for depositions and other discoveries that will interfere with your project of trying to earn a living. If you are represented by a union, you will likely have assistance in managing your case for the hearing. If not, it is best to retain legal assistance – yet another challenge to earning a living.

Despite popular mythology, civil servants are fired for all kinds of reasons, good, bad or indifferent. It can be as simple as not “fitting in” or as nasty as an appointing authority needing to take an action to avoid personal embarrassment in a politically charged situation. It may also be that they were not performing their job. The political tenor of these times is making it more difficult for career civil servants to avail themselves of the protections we all think we have. Union representation is the best vehicle to obtain the best deal you can for your career.

CEMA members face layoffs in the new year

By Tom Starkey, business representative

The Santa Clara County Board of Supervisors adopted a $3.6 billion budget in June 2007 that closes a $227 million deficit; however, 276 full-time positions, including 30 County Employees’ Management Association (CEMA) positions were eliminated effective Jan. 28, 2008. The board found $138 million in ongoing solutions, of which $118 million were service reductions. Of the $138 million in ongoing solutions, $20 million came from revenue increases. In addition, the board allocated $89 million in one-time solutions to address the deficit and balance the budget.

The CEMA positions identified for layoff are in the areas of Mental Health, Drug and Alcohol Services and Public Health. Members received layoff notices Dec. 14, 2007, with bumped positions and assignment to vacant jobs completed by Jan. 28, 2008 in accordance with the layoff provisions of the CEMA contract. We anticipate all of the 30 CEMA positions will be placed in other county jobs with no members actually laid-off from employment. Some of the vacancies are the result of a Public Employees’ Retirement System (PERS) retirement-formula improvement negotiated in 2006, which led to retirements in December 2007.

CEMA closely followed the 2008 budget cycle. We met with the county executive, attended the mid-year budget review and many board committee meetings and also spoke at the budget workshops in May. We anticipated the board was going to stay the course and make dramatic cuts to services in Public Health, Mental Health and Drug and Alcohol; however, because of a strong showing by labor groups, including CEMA, community and service groups and several Superior Court judges, the board decided to use one-time solutions to bring back some of the services originally proposed for elimination.

The decision to use $89 million in one-time solutions will make the projected deficit for the 2009 budget around $155 million. The projected budget deficit in 2010 is $167 million and $161 million for the 2011 budget, which means layoffs will continue for years to come.

At a meeting of CEMA members in May 2007, County Executive Pete Kutrus said the country must elect a president in 2008 that will stop the Iraq War and address health-care problems or else Santa Clara County will see its budget problems continue to worsen for many years. Kutrus also said Santa Clara County must support a local tax increase in order for the county to continue providing vital social services to its residents.
Kaiser Permanente and your employer have teamed up to create a special microsite for your health. When visiting this portal to kp.org, you can explore a wealth of information to help you and your family live a healthy, happy life.

Available to everyone:
- Downloadable podcasts on a variety of health subjects
- Searchable health and drug encyclopedias
- Nutritious recipes
- Health calculators
- Featured articles on asthma, diabetes, weight management, and more

Available to Kaiser Permanente members:*
- E-mail your doctor or doctor’s office
- Order prescription refills online
- Schedule routine appointments online

If you want reliable health information and a variety of healthy resources, visit us today.

*To access secure features on our Web site, members need to register online at kp.org/register, and we’ll mail your password to your home in three to seven days. Some services are not available in all areas.

my.kp.org/

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oe3trustfunds.org

As part of the officer administration’s effort to provide better service to the membership, we are pleased to announce the re-design and re-launch of Local 3’s trust benefits website, www.oe3trustfunds.org. In the near future, members will be able to access their health care and pension-benefits information through this new website. The purpose of this site is to provide members with online access to their information in a secure, easy-to-use way.

This is an example of the “Member’s Benefits-at-a-Glance” portion of Local 3’s new trust-benefits website.

Safety
By Guy Prescott, director

Winter 2008 Safety Training Schedule

To sign up for classes:
In CALIFORNIA, call your district office or the Rancho Murieta Training Center (RMTC). California classes start at 7:30 a.m.
In NEVADA, call the Training Center. Nevada classes start at 8 a.m.
In UTAH, call the district office. Utah classes start at 7:30 a.m.

The following class schedule is also posted online at www.oe3.org:

40-hour HAZWOPER
Nevada Feb. 25-29
RMTC March 10-14

Eight-hour HAZWOPER Refresher
Alameda Feb. 2
Rohnert Park Feb. 5
Eureka Feb. 15
Nevada Feb. 26
Nevada March 1
Redding March 8
RMTC March 11
Rohnert Park March 22

OSHA 10-hour Construction Safety Class
Nevada Feb. 25-26
RMTC March 10-11

OSHA Disaster-Site Preparedness
(OSHA 10-hour Construction Safety Class is a required prerequisite for this class)
Nevada Feb. 27-28
RMTC March 12-13
Knowledge sets the stage for our future

Four years is a long time when you include work and family responsibilities, educational goals and hopefully, some relaxation time in the mix to get through it all. All of our Northern California Surveyors Joint Apprenticeship Committee (NCS-JAC) party chiefs spent a minimum of four years before completing the requirements of our program. Many of those graduated party chiefs chose to go on and complete further requirements to obtain the title of certified chief of party, which can take another two or more years.

A few articles ago, we detailed the process of requesting and earning the status of certified chief of party. Status as certified chief of party is approved by the NCS-JAC, and after the verification and completion of all requirements, including graduation as a chief of party, an individual may obtain specialty certification in one or all five specialty areas: Land and Boundary, Light Construction, Heavy Construction, Topo/Hydro and GPS.

The NCS-JAC takes each request for certification with great sincerity. After each request is verified and granted, the certified chief of party receives a congratulatory letter from the JAC, an identification wallet card indicating specialty areas obtained and a framed wall certificate. These three items are quite coveted, as they reflect the goals achieved and time well spent in furthering one’s education in surveying.

This is really where our story begins. Back in August 2007, while reviewing some old files, I came across a file for 30-plus-year member and Surveyor Kerry Lowe, certified in 1977 in the then six specialty areas of Land and Boundary, Heavy Construction, Light Construction, Hydrographic, Topographic and Agriculture. Over the years, those six specialty areas were changed and reduced to five; however, members originally certified in the six specialty areas retain their original certification. Currently, only five specialty areas are required to obtain the maximum monetary benefit.

As I reviewed Mr. Lowe’s file, I realized his originally issued party-chief-graduation certificate issued on behalf of the NCS-JAC by the State of California and bearing the official state seal was never presented to him. Since it was just at the 30-year anniversary of his graduation and certification, I decided to inform his employer, Meridian Technical Services (MTS), and ask if the company would like to honor Mr. Lowe’s 30 years of service. Principal owner at MTS and NCS-JAC Board Member Mike Aha concurred and after obtaining a few needed signatures (some originals were still in place after 30-plus years!), the certificates of party chief and certified party chief were framed and a small presentation in front of MTS staff and colleagues was planned.

The very same day Mr. Lowe received his certificates attesting to his 30-plus years of service as an OE3 surveyor, fellow member and MTS employee Michael Kuykendall also received his certification in the specialty area of Light Construction. Both MTS employee members spent many years defining and refining their specialty areas, and both were honored the same day before fellow members and apprentices.

Another MTS employee member, Richard Mans, received his certification a few weeks later in the specialty areas of Light Construction and Topo/Hydro. On hand to help in the celebration for Mans was longtime MTS employee, 30-plus-year member and NCS-JAC Instructor Kenny Schissler and Fifth-Period Apprentice Christopher Kuykendall.

Our congratulations to all of these members whose knowledge sets the stage for our trained future. We remind them that their willingness and ability to give back will keep our industry at the top.

We will create a challenge for our office as we try to piece together information on all certified party chiefs, and honor those who have reached incremental time milestones. Please contact our office if you have information regarding any longtime certified party chiefs who should be honored on the 30-plus anniversary of their success.

If you have not taken the steps necessary for certification, please contact us at (510) 748-7413, and we will assist you in all aspects of necessary documentation.
A day in the life of an Operating Engineer

Up close and personal accounts from the field

Stories and photos by Heidi Mills, managing editor and Mandy Jessup, associate editor

Gary Meadows, owner-operator Garrett Construction

Name: Gary Meadows, fourth-generation Operating Engineer
Age: 50
Employer: Currently an owner-operator for Garrett Construction
Years in Local 3: 29
Home District: Fresno District 50

Thoughts about work and union: “You love it, and you hate it. You hate it because you’re gone from your family. You love it because it’s what you do; it’s in your blood.”

Yet, according to Meadows, Local 3 is also a family: “OE3 is the best union, because it lets the contractor be the judge of qualifications and because the quality with OE3 is better because of the Apprenticeship Program.”

Hobbies: Meadows hopes to “see where life takes him,” and “accept transition” in his retirement. He recently purchased 27 acres in Branson, Miss., and hopes to figure out his hobbies there. It is possible for him to retire in two years.

Gary Meadows grew up around equipment when he was just 12 years old. His father, Harold, is also a 55-year operator and would only allow him to operate what he’d worked on; therefore, Meadows began as a very young mechanic and worked his way up.

“Before you ran it, you had to learn how it ran, so you wouldn’t tear it up,” Meadows explained.

From his early youth on, Meadows was involved in the Operating Engineers lifestyle – even if he didn’t want to be. He moved to countless California communities along with his family, as they followed his father who followed the work. Meadows recalls attending 13 different schools throughout his early life.

During his time as an operator, Meadows mastered nearly every piece of equipment, from hydraulic excavators to crawler cranes. His most memorable job was the Helms Powerhouse at the Wishon Reservoir in East Fresno – a huge powerhouse encased in a mountain with a solid 1,000-foot drop. It was the first sump storage for the state of California. There were about 500 Local 3 members on that job, and he remembers it most for the scenery.

Today, as an owner-operator of Garrett Construction, a grading and paving company, Meadows’ lifelong dedication to Local 3 is paying off. Someday, he will let go and retire, but not until he’s comfortable with things running smoothly. He’s been that way, after all, since he was 12 years old.

Other notable jobs he remembers include snow removal in the Sierras, where he worked eight days straight, 24 hours a day, “for the good money.” Of course that was before there were laws about lunch breaks.

Meadows is all too aware of the changes in the industry – some good, some bad. The equipment, he notes, is obviously safer, better on the body than the older cabs that he referred to as “stiff knuckle-busters,” known to snap your wrists. Operators used to attach beach umbrellas to the equipment to keep the sun off their backs.

Meadows also notes that the work ethic instilled in him as a tough 12-year-old is far less noticeable in the younger generation of many operators today. He believes many kids today are given too much with a big sense of entitlement. He thinks the ego is formed before the ability, which can create problems for a new apprentice in the field.

Being an Operating Engineer is a ruthless career that rewards only those willing to work for it. His advice to new apprentices climbing up the ladder? It’s the same advice his father gave him: “Learn to be proficient at three pieces of equipment, minimum.”

Paul Zaro, working retiree Reed & Graham

Name: Paul Zaro
Age: 61
Job title: Operator
Employer: Reed & Graham, San Jose
Years in Local 3: 39
Home District: Morgan Hill District 90

Thoughts about work and union: “It’s good that a retiree can come back and do a little grunt work.”

Hobbies: Building and collecting full-size rail cars and model trains; skiing

Paul Zaro started out as an Operating Engineer working for Pellegrini Paving in Santa Clara, where he spent five years before entering the business of concrete service. He spent the rest of his career working in concrete plants for various employers, including Lonestar, RMC Lonestar and Cemex. After 35 years of six-12s (and often six-14s), Zaro hung up his hat in 2002 only to return to work in 2006 at the encouragement of a friend, Local 3 Executive Board Member Mike Sierra.

“Mike asked if I was interested, and I realized that after four years, I missed work,” Zaro said.

Now at age 61, Zaro is back working under the Retiree Addendum, and he’s loving every minute of it. Work is only a few blocks from his home in the Willow Glen neighborhood of San Jose, where he has lived his entire life, and he’s with a good union employer, Reed & Graham. Zaro enjoys working a full but manageable eight to 10 hours a day on special projects in the areas of asphalt, oil products, base rock and recycling.

Away from work, he spends time building and collecting full-size rail cars and model trains, particularly those belonging to the Colorado-Midland Railway – the historic
Tom Reilly grew up in a union family who believed in hard work and working hard. Both his dad and grandfather were union Boilermakers, and he remembers going through some tough times back in the day when his dad’s union was on strike for six months: “We were eating the same thing for breakfast and dinner,” Reilly said. “Going through that strike, I got to see what the union was all about.”

So there was no question about how he would vote 22 years ago when he and his co-workers held an election for Local 3 representation. Reilly had been working at the plant for five years before Local 3 came onboard, so he knows what it’s like working with and without union representation.

“I can’t imagine not having them behind us,” he said. “We have a good relationship with management here, so we get things resolved before there’s a problem.”

Reilly has dual roles at the treatment facility as plant mechanic and chief shop steward, a position he’s proudly held since 1998. His steward responsibilities include participating in negotiations, coordinating with the union business agent and keeping the lines of communication open among the workers and management.

As plant mechanic, he ensures all the equipment, vehicles and pumps are working as they should – a huge task considering the plant’s sewage intake comes from all of Santa Clara County.

On a regular day, the plant treats 160 million gallons of water, though it can treat up to 210 million gallons a day at maximum flow. This is the largest amount of water flow of any treatment plant in Northern California.

Most of the plant’s outflow is discharged into the Bay; some is sent to pumping stations and used for irrigation on golf courses and public land.

“The water taken out of this place is cleaner than most people’s swimming pools,” Reilly said. “I’m proud of that.”

Reilly said he’s also proud of the level of responsibility involved in the work he does.

“We do a lot for the citizens,” he said. “We keep their toilets flushing, and we keep their environment clean.”

His proudest day on the job was back in the early 1990s when the plant was under water after a flood from El Niño. San Jose citizens knew nothing of the underwater disaster, as crews kept the plant running as if nothing was wrong.

“That was a true testament of all the hard work Operating Engineers do to keep this place running,” Reilly said.

After making sure everything was under control at the plant, crews of Local 3 members and International Brotherhood of Electrical Workers (IBEW) set out to help nearby residents of the community overwhelmed by the floods. Their good work during this time of crisis leaves little wonder why the San Jose-Santa Clara Water Pollution Control Plant has won two national awards for Best Plant in the Nation. The plant also ranks top 10 in the nation for its use of technological advancements.

Day in and day out, Reilly said his work is more about preventative maintenance than anything else. All major repairs are performed in the summertime and involve a complete overhaul of the tanks.

“Summers are a lot of work, but I like working hard,” Reilly said. “I like doing my job.”
The 2007 political review
By Tom Aja, political director

The expression “every vote counts” was never more prophetic than it was following the final results of the election for mayor in the city of Vallejo. On the initial vote count, Gary Cloutier was the apparent winner over Osby Davis by five votes. Davis has always been a true friend of labor, and a request for a vote recount was an expected reaction. After the recount, Davis was declared the winner by three votes; therefore, the next time you think your vote is not important, THINK AGAIN.

In addition to the Vallejo mayoral race, Fairfield District Rep. Mark Burton, his staff and fantastic team of volunteers were major contributors to an aggressive election campaign in which they were successful in making positive changes to three city councils in the off-year elections of 2007. Working in conjunction with their Central Labor Council and Building Trades Council, they won all seats in Vallejo and Fairfield and split the seats in Benicia, winning two of four. They also won a majority of school board races in Benicia, Fairfield, Solano, Vacaville and Vallejo. This resulted in an impressive 14-win, 4-loss record. The alliance they formed and the relationships they fostered will serve them well in the huge election year we have this year. Congratulations to District Rep. Mark Burton and his crew.

In the other off-year elections of 2007, San Francisco District Rep. Ken Oku and his staff were instrumental in the successful re-election of Mayor Gavin Newsom. Mayor Newsom has been a staunch supporter of our issues, and he has a bright future in the political world.

In the Eureka District, former District Rep. Steve Harris (current Morgan Hill district representative) and his crew were successful in the election of Robin Marks for Northern Humboldt School District Board of Trustees. Unfortunately, their endorsed candidate for Harbor Commissioner, Carlos Quilez, lost.

In the Stockton District, District Rep. Kris Morgan and his team were victors in the re-election of labor-endorsed Modesto School Board Candidate Gary Lopez.

In the Modesto City Council race, our endorsed candidate, Robert Farrace, lost a tough runoff election for an open seat won by a five-time candidate with more name recognition than we were able to overcome.

In all of these elections, there are lessons to be learned and used for future reference. One element was consistent: Every successful election was made possible by a coalition of organizations fully engaged in the campaign. Where these alliances were lacking, our endorsed candidates did not win.

Putting the spotlight back on safety
By Tim Neep, craft maintenance director

On behalf of Business Manager Russ Burns and the Local 3 staff, I want to send condolences to the family and friends of the California Department of Transportation (Caltrans) and the Department of Water Resources (DWR) employees we lost in the line of duty this past year. The union is committed to working with these departments and state politicians to find ways of putting the spotlight back on safety. Recently, Local 3 introduced legislation that requires the traveling public to give the right-of-way to Caltrans vehicles with amber lights in the “Move Over Bill” AB 290 by Assemblyman Kevin DeLeon. This bill is designed to give workers a safer environment and also gives the families of deceased or injured workers an avenue to file a lawsuit for the damages.

The union expects a tough round of negotiations in light of what we went through during the last round with all the cuts proposed by the governor. This being a non-election year, it is critical we work together to move forward with our agenda. Since October, the union has been conducting pre-negotiation meetings with our bargaining Unit 12 members all across Northern California.

We are asking for your input on what you want to see changed in the next round of negotiations. So far, we have conducted more than 50 meetings and received input from more than 1,000 brothers and sisters in every department in our bargaining unit. Thanks to all who attended our meetings. If you are a member and have not had the opportunity to participate in a meeting, call your local district office to get the paperwork so we can hear your ideas.

If you have not heard, Unit 12 is conducting job-steward training for members interested in becoming stewards or stewards who would like additional training. The training class is three-to-four hours long and is designed to give you the tools you need to better represent your co-workers and let you know what is expected of a steward. The class also covers what stewards can and cannot do. It is our goal to have a steward in every location for every department in Northern California. To date, we have trained more than 40 new stewards, and we are looking for more. If you would like to attend a steward training, call your business representative to get the next training date in your area.

Together, we can make a difference.
Case Pacific, Mendocino Construction ahead of schedule

Our quarterly district meeting was well-attended Dec. 10 in Rohnert Park. We would like to thank all the brothers and sisters who came out to participate. Brothers Martin Waaland, Kevin Olsen, Kevin Estep, Matt Koalkin and Brandon Tanner were sworn in as new members. We welcome them to Local 3, and wish them great success.

The Ten Mile River Bridge replacement project, located seven miles north of Fort Bragg on Route 1 in Mendocino County is progressing well. General contractor Golden State Bridge and subcontractors Case Pacific and Mendocino Construction Services are currently ahead of schedule. The access trestle, a temporary bridge built alongside the location of the new bridge, is completed. The trestle allows workers and equipment year-round access to construct the new bridge without using the current bridge, thereby avoiding traffic control. The trestle spans the river and also spans an area of wetlands to protect it from equipment traffic. Both abutments, which are the foundations at the ends of the bridge, are complete along with three of the seven columns. The foundation work on the remaining four columns is in progress. Permanent erosion control (hydro mulch/seeding) was placed on the completed earthwork slopes to prepare them for winter rains.

When completed in 2010, the public can enjoy a new bridge built to current seismic standards, helping to ensure reliable access to the northern Mendocino Coast and with wider shoulders to enhance bicycle and motorist safety. Also included in the design of this $43.5 million bridge is a parking area and a 5-foot-wide protected sidewalk on the west side of the bridge, both conforming to the Americans with Disabilities Act accessibility guidelines to provide all visitors access to the beautiful views of the Ten Mile River.

MCM of Sacramento and Ghilotti Construction of Santa Rosa continue work on widening the Hwy. 101 freeway from Hwy. 12 to Steele Lane. The project is about 70 percent complete, even though only half of the time allowed for construction has elapsed.

“The project at this point does look like it is going ahead of schedule,” said Caltrans spokesperson Alicia Sequeira. “We have been very fortunate with weather conditions. We didn’t have a wet winter last year, and this year there has been little rain so far.”

Caltrans maintains it will be spring 2009 before the widened freeway is finished. The $111.5 million freeway widening will add carpool lanes from Hwy. 12 to Steele Lane along with new entrance and exit ramps at Hwy. 12. So far, $64.7 million has been spent and 21 of the 28 raised bridges have been built. Major work includes the construction of the raised freeway through downtown Santa Rosa. Sequeira said the seven remaining bridges include sections of the freeway over College Avenue and 9th and 6th streets and the entrance ramp crossing over Olive Street and the Northwestern Pacific Railroad tracks. Those sections are expected to be completed next summer, as is all of the roadway paving. The $60 million Willits Bypass Project funded by the California Transportation Commission (CTC) started the right-of-way acquisition process and will complete habitat mitigation and a monitoring plan in September 2008. Stay tuned for more details about the many phases of this project.

Please join us for our quarterly district meeting March 4 at the Engineers Hall, 6225 State Farm Drive in Rohnert Park.

Attention Local 3 members: You’re invited to the 1st Annual Operating Engineers Sporting Clays Shoot!

- **When:** Saturday, April 5, 2008. Registration begins at 8 a.m. Shoot starts at 9:30 a.m.
- **Where:** Birds Landing Hunting Preserve & Sporting Clays, 2099 Collinsville Road, Birds Landing, Calif., 94512, (707) 374-5092; online at birdslanding.net.
- **Prize:** $500 Sportsmen’s Warehouse Gift Card for “Top Gun”
- **Details:** Individual Shooters will be assigned a team
  - Teams of four shooters – trophies to top-five teams
  - Shotgun rentals are available at Birds Landing for $20 each (please notify them before the event if interested)
- **Entry fee:** $120 per shooter. Maximum – 200 shooters (first-come, first-served basis).
  - Entry fee includes 100 targets, Ammo 100 rounds (12- and 20-gauges only), ear and eye protection, staff support, safety meeting, posting of scores, promotional items from Birds Landing, RAFFLE and BBQ (smoked ribs, beans, garlic bread and salad). Dinner only: $22
  - $5 from each entry goes to the Local 3 Scholarship Fund
  - Make checks payable to: Community Service Fund c/o Operating Engineers Local 3 3920 Lemane Dr., Sacramento, CA, 95834
  - Non-profit I.D.# 94-3268800
- **Entry Deadline:** March 15, 2008 (no exceptions)
- **For more information, call:** (530) 308-4998 or (916) 286-2796

**SPORTING CLAYS SHOOT ENTRY FORM**

| Contact Name: | | | |
| Address: | | | |
| State: | Zip: |
| Daytime phone: | E-mail: |
| Shooter: | | |
| Shooter: | Shooter: |
| Shooter: | Shooter: |
| Shooter: | | |
| Fees per shooter: | (X number of shooters): |
| Total: | | | | | | | | | |
FRESNO  Retiree a symbol of union through and through

District 50 would like to pay respects to Leonard “Joe” Harper who passed away Dec. 18, 2007. Joe was a member since 1950, a 57-year Operating Engineer.

Joe’s first Local 3 job was with Shasta Dam oiling on a shovel. Other major jobs of his included working on the Wishon and Hensley Lake dams. Joe was one of the best gradesetters ever to work for OE3 and was respected by all.

Joe’s brother, John Harper, and son, Jess Harper, are also Local 3 members.

EUREKA  Last call: Eureka Crab Feed

It’s that time of year again when the rain and bad weather is upon us. The work that was going on is now at a standstill; however, this new year looks good for some high-dollar public works projects coming up for bid.

It is once again time for the Eureka Crab Feed, Feb. 16 at the Elks Lodge at 445 Herrick Avenue. Cocktails will be served at 4:30 p.m., and dinner is served from 5:30 p.m. to 7:30 p.m. We have lots of nice raffle prizes for the whole family and a kids’ corner where the children can have fun playing with construction-equipment toys. Make sure you get your tickets early, because there is limited seating. You can get them by stopping by your local district office or calling the hall directly at (707) 443-7328. If you drop us a check in the mail, we will send your tickets by return mail. Tickets are $25 per person and $20 per retiree. Children under 10 years are free. We look forward to seeing you there.

Congratulations to Retiree Dillard Harmon on his 50 years of service to Local 3.

We hope you had a nice holiday and a happy New Year’s.

CRAB FEED FEB. 16, 2008
Where:  Eureka Elk’s Club, 445 Herrick Ave., Eureka, Calif., 95502
Schedule:  No-host cocktails 4:30 p.m.
Dinner 5:30 p.m.– 7:30 p.m.
Dancing 7 p.m. – 11 p.m.
Dutch raffle 7 p.m.
Cost:  $25 per person ● $20 per Local 3 retiree ● $40 at the door
Special rates available at:
• Comfort Inn (formerly Days Inn): (707) 444-2019, 4260 Broadway
• Best Western Bayshore Inn: (707) 268-8005, 3500 Broadway
• Red Lion: (707) 444-0844, 1929 Fourth Street
* When making reservations, be sure to say you are with Operating Engineers Crab Feed.
Buy your tickets now! Call the Eureka District office at (707) 443-7328 or mail checks to: 1213 5th St., Eureka, Calif., 95501.

MORGAN HILL  Work expected until 2011 on San Jose International Airport

The San Jose International Airport Expansion is well underway with a new, three-story terminal building expected to open this summer. Twenty-nine-year member Joe S. Garcia operates a hoist for Cabrillo Hoist at the new terminal site. Granite Construction – Bay Area Division – has the roadways and underground reconstruction work on this project. Members onsite include 28-year member Rick Salsedo, 12-year member Chris Baldwin, new member Roger Patterson, one-year member Rich Honeycutt, 16-year member E. Scott Fiscas, seven-year member Gerald Bogucki and seven-year member Dennis Johnson. The old Terminal C building will be demolished when the new one is completed, and reconstruction of Terminal C will follow. Major road construction on this project includes overpasses in front of the new terminals with a new, $100 million short-term parking structure with 3,450 parking spaces. This project will keep OE3 members working well into 2011.
FAIRFIELD  I  District scores work for Verizon building

The District 04 staff would like to thank everyone who came out to help with phone banking and precinct walking for the November 2007 elections. With your help, we were able to elect 12 of the 17 candidates we endorsed. We will be gearing up for the county board of supervisors’ race in June 2008 and again in November 2008 for the presidential election.

We recently learned that down the street from our district office on Watney Way, Verizon is building a headquarters’ office. The general contractor on the project is Rudolph and Sletten, and the estimated project value is $40 million. Foundation Drilling will drive test-pile in the near future. The job will be wall-to-wall union!

Ghilotti Bros. is putting the finishing touches on the Abernathy Project in Fairfield, as the company put down 1,253 tons of new asphalt. Shasta Constructors finished its bridge project on Cordelia Road, and we send a special thank you to the company for doing such a wonderful job. Kiewit continues on the Waterman Water Treatment Plant in Fairfield.

Things are slowing down due to winter conditions. We need the rain, but it stops our dirtwork projects. Hopefully some of the mega-bond money will be used soon for our highways that so badly need fixing.

Dave Nunes, assistant plant manager at Syar Industries – Lake Herman Plant in Vallejo – recently received his 30-year service pin from Business Rep. Angelo Cellini. Dave does a great job keeping things rocking and rolling at the quarry where many of our members stay gainfully employed year-round. Thanks, Dave. Keep up the good work.

The District 04 staff would also like to welcome our new Secretary Wendy Frye. Come by to say hello, and make Wendy feel welcome.

We send our congratulations to Apprentice John Mitchell and his wife, Veronica, on the birth of their baby boy, Trustin Mitchell.

We wish you all a prosperous New Year’s and a safe work season.

STOCKTON  I  Alternative Intake Project delivers longtime work

District 30 hopes everyone had a safe and prosperous new year. Spring is just around the corner and will hopefully bring a bright work picture for our members. Work ahead in the Stockton District includes D.A. Wood Construction’s $4 million Tracy Water and Sewer Phase II Project and Sierra Nevada Construction’s jobs in Ripon and Manteca. The Ripon job is the South Frontage Road Phase II; the Manteca job is the widening of Airport Way and Hwy. 120 off-ramps and intersections. Teichert has the Angels Camp Bypass.

The $74 million Alternative Intake Project is ahead. Three major contracts are anticipated to go to bid this year for the intake job and should last until 2010. The first phase to bid is the grading, estimated at $12 million with about 175,000 cubic yards (CY) of fill. The second phase includes the intake and pump station estimated at $28 million. The third phase includes the conveyance pipeline and micro-tunnel contract estimated at $31 million. This project will be a huge boost for our members.

District 30 honors 55-year member William Rogers, as it is members like him who bring pride and strength to our union. We also honor member Don Bese, a 25-year member who works for Granite.

The next Stockton District meeting is Feb. 14 at 7 p.m. at the Italian Athletic Club, 3541 Cherry Land Drive. Come out, and get involved with YOUR union.

Please remember: If you are on the out-of-work list, make sure you renew every 84 days so you don’t fall off the list. Until next time, be safe and work safe.
With a new year upon us and a busy season ahead, District 11 would like to remind all our members that this upcoming season may not be one of our busiest as far as the work picture goes. With an election year ahead, Nevada was one of the first states to hold its caucus in January, and this should put Nevada smack-dab in the middle of the election focus across the U.S.

Along with the election year, our work-season forecast could turn out to be fairly good; therefore, we would like to remind our members the importance of voting and being involved in the upcoming political season. Politics may not always be the most typical item discussed at lunchtime, but the value to our industry is vital. With the housing-market slump continuing, the decisions made by our politicians, such as budget cuts and project approvals, can be an asset or a hindrance.

Organizing is a very challenging endeavor. Sometimes it takes years to sign a new contract, and sometimes it’s all about being in the right place at the right time. In the end, you have to convince the non-union employer that signing a contract is in his and his employees’ best interests. This year has been a tough one. The slowdown in the private market has touched us all. It has forced all companies, union and non-union, to bid with a sharp pencil. In some cases, we have union companies doing sub work for non-union companies. We all understand we have to work and provide for our families, but union companies doing this sub work is only a short-term paycheck. In the long run, it hurts us. It allows non-union companies to believe they don’t need to be union. They will know they can bid a job that they can’t do and call a union company that then supplies the expertise and labor to complete the job. This also relays to the awarding agency that a non-union company can do the job. We must talk to our union employers and have them talk to these non-union employers. They need to help us convince them that they need to be union. Also, our members working on these jobs must talk to these non-unions hands and convince them that they too would be better off. Organizing is a group effort. All of us working together can and must get this done.

If you have any questions or information that can help us and you, please call our District 60 hall at (530) 743-7321 or Organizer Ron Roman at (530) 308-5618.

Congratulations to 50-year member William Shaw.

A month ago, Organizer Allen Strong and his father, Organizer Allen Strong, Mechanic John Wagner and Stewart were awarded to the $62 million setback levee between Nicholas and Bear River, a $75 million job. Teichert will soon start the $62 million setback levee paralleling Feather River Boulevard in Yuba County. On Garmire Road near the Teedsdale Weir in Sutter County, MCM will start its $7 million bridge and grading project.

The District 60 work picture is beginning to shape up for the spring, and we have new work reports listed at the union hall. Stop by and check out the area work board, and meet our new Dispatcher Danny Roles.

And now, here’s a word from Organizer Ron Roman:

As you all know, organizing is a very challenging endeavor. Sometimes it takes years to sign a new contract, and sometimes it’s all about being in the right place at the right time. In the end, you have to convince the non-union employer that signing a contract is in his and his employees’ best interests. This year has been a tough one. The slowdown in the private market has touched us all. It has forced all companies, union and non-union, to bid with a sharp pencil. In some cases, we have union companies doing sub work for non-union companies. We all understand we have to work and provide for our families, but union companies doing the $89 million sanitation project—both for the city of Reno.

Our Voice of the Engineer (VOTE) program is a great way for members to play an active part in this political season. We count on our members to help with phone banking and precinct walks. Contact District 11’s dispatcher at (775) 857-4440 for more information.

The Elko round-up

Work has considerably slowed down in the Elko area. Cold weather has been with us for a while and jobs are slow getting started. Gold is still bouncing around at $800 an ounce—driving the main economy in northeast Nevada. Hopefully that will continue and bring new projects from the mining companies. The

signatory contractors in the area get a lot of work from the mining industries. Ames Construction continues to do projects for mining companies along with N. A. Degerstrom. Canyon Construction and Mach 4 Construction continue projects in Wendover.

Please remember: The meeting days for Newmont Mining members are held the first Wednesday of the month at 6:30 p.m. and the following Friday at 9 a.m. The construction meetings are held the second Wednesday of the month at 6 p.m. We would like to see everyone come to the meetings to stay informed and keep us informed.

YUBA CITY I Organizing is a group effort

District 60 Apprentice Allen Learner won a 17-caliber with a scope at our Dec. 13 district meeting. It was donated by the District 60 staff, and he won it just by being present, so remember to attend your district meetings. We have four per year—two in Oroville and two in Marysville. At the last meeting, District 60 nominated delegates to attend the International Conference that happens once every five years.

December rains wrapped up the season for contractors trying to finish jobs. Next spring, DeSilva Gates will begin the widening and realignment of Hwy. 70 between Nicholas and Bear River, a $75 million job. Teichert will soon start the $62 million setback levee paralleling Feather River Boulevard in Yuba County. On Garmire Road near the Teedsdale Weir in Sutter County, MCM will start its $7 million bridge and grading project.

The District 60 work picture is beginning to shape up for the spring, and we have new work reports listed at the union hall. Stop by and check out the area work board, and meet our new Dispatcher Danny Roles.

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If you have any questions or information that can help us and you, please call our District 60 hall at (530) 743-7321 or Organizer Ron Roman at (530) 308-5618.

Congratulations to 50-year member William Shaw.

Member revered

Ten-year member Michael Montgomery passed away suddenly in November. He was a longtime Teichert employee. A fund in his name is set up through Operating Engineers Federal Credit Union (OEFGU) for donations. Call your branch office for more details. Our sincere condolences go out to his family.
**SACRAMENTO** I Joint Venture Traylor-Shea onboard

The Freeport Pipeline Project has been keeping several of our signatory contractors busy this winter. Balfour Beatty is still working on the pumping station in Freeport.

Blue Iron and Geo Grout Inc. will run the tunnel under Hwy. 5. Mountain Cascade is working on the first segment and has been using a Pug Mill to reuse the materials, backfilling around the pipe.

Nada Pacific completed the tunnel under Hwy. 99. On the second segment, Steve P. Rados places pipeline on Gerber Road in Elk Grove and will also be working on Segment Four. The company continues work on the Northwest Interceptor Sewer Project in Citrus Heights on Old Auburn Road. Anderson Drilling is also drilling vertical shafts so Vadnais can do the horizontal tunneling.

RGW keeps members busy with grading, paving and bridge-building on the Grantline/Hwy. 99 interchange and overpass. The company started an identical project on Sheldon Road and Hwy. 99. RGW also gained notoriety with a recent picture in Elk Grove Magazine. The company received a Patriotism Certificate for flying a large U.S. flag on the bridge during construction.

Teichert is running three crews on the Promenade Mall in Elk Grove. Crews finished grading and putting underground utilities as Angelo Utilities finishes the dry utilities.

Rudolph and Sletten is busy erecting steel at 500 Capitol Mall using Maxim Crane. At the beginning of this month, the company will start using a Luffing Tower Crane. Currently, the company is running two material lifts onsite and is pumping concrete decks.

A water-treatment plant is out to bid and will be located at the north end of Segment Four of the Freeport Pipeline Project. More work at the Promenade Mall continues into the new year.

A project agreement between Traylor-Shea, a joint venture, and Local 3 was recently signed. The project is the first and second phases of the Upper Northwest Interceptor – a $97 million project. The main work begins May 2008.

Aggregate plants continue to be a mix of work: Rinker/Cemex Plant Cache Creek is keeping all its members working. Syar’s Madison crew is doing about three days a week. Granite Esparto is shut down for now. Teichert Esparto and Woodland have slowed down for the holidays but should start back up soon.
FEBRUARY 2008
14th District 30: Stockton
Italian Athletic Club
3541 Cherry Land Drive

14th District 50: Clovis
Veterans’ Memorial Building
453 Hughes Ave.

19th District 40: Eureka
Best Western Bayshore Inn
3500 Broadway

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

20th District 70: Redding
Engineers’ Building
20308 Engineers Lane

21st District 04: Suisun City
Veterans’ Memorial Building
427 Main St.

21st District 60: Oroville
Southside Oroville Community Center
2959 Lower Wyandotte

MARCH 2008
3rd District 17: Honolulu
Farrington High School
1564 N. King St.

4th District 10: Rohnert Park
Engineers’ Building
6225 State Farm Drive

4th District 17: Maui
Maui Beach Hotel
170 Kaahumanu Ave.

5th District 17: Hilo
Hilo ILWU Hall
100 W. Laniakaula St.

6th District 80: Rancho Cordova
Machinists’ Hall
2749 Sunrise Blvd.

6th District 17: Kona
King Kamehameha Kona Beach Hotel
75-5660 Palani Road

7th District 17: Kauai
Kauai High School Cafeteria
3577 Lala Road

19th District 01: Burlingame
Transport Workers Union
1521 Rollins Road

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

20th District 90: Morgan Hill
Engineers’ Building
325 Digital Drive

20th District 12: Salt Lake City
IBEW Local 354
3400 W. 2100 S.

APRIL 2008
3rd District 20: Oakland
Warehouse Union Local 6
99 Hegenberger Road

3rd District 04: Suisun City
Veterans’ Memorial Building
427 Main St.

17th District 30: Stockton
Italian Athletic Club
3541 Cherry Land Drive

17th District 50: Clovis
Veterans’ Memorial Building
453 Hughes Ave.

SEMI-ANNUAL MEETING
Recording-Corresponding Secretary Robert L. Wise has announced the next Semi-Annual Meeting of the membership will be Sunday, March 30, 2008 at 1 p.m. on the USS Hornet in Alameda, Calif.

The following member was inadvertently omitted from the December issue of Engineers News:

63 Years of Membership
Walter Gavrilko 0434420

...It’s Too Bad They Don’t Teach Ironing or Teen Money Management in School

The ironing part we’ll let you work out, but when it comes to assisting your teen or first year college student regarding money matters ... we’ve got some solid suggestions and banking services that put them on the right path to financial responsibility.

OECFU’s E Generation Accounts offer what both you AND your teen/college student want and need when it comes to managing money in todays “instant access electronic world.” Opening an E Generation Account is fast and easy ... And it’s FREE!

What your teen gets with our new E Generation Account, instead of paper checks, is an E Generation VISA Debit Card, good at ATMs, fast food restaurants, movie theaters, video rentals, gas stations and retail stores, nationwide, with no check writing ID hassle. We provide 24/7 E Branch Access, via the Internet, to help your teen keep track of balances and transactions, and to receive transferred funds, be it a monthly “allowance” or “emergency” funds. Our E Generation Balance Alert feature notifies you when funds drop below a predetermined level, via email.

PLUS, we provide you, as a parent, with access to your teen’s account through E Branch Banking on our website, so that you can “monitor” the account, provide parental advice, transfer allowances or emergency funds, any time day or night.

As your credit union (and as parents ourselves) we feel a responsibility to provide you and your family members with the tools and knowledge it takes to better manage your financial futures. Please don’t hesitate to call us with any questions (800 877-4444) or contact your local OECFU Branch for assistance.
New Members
District 10: Rohnert Park
Kevin Estop
Matt Koalikin
Kevin Olsen
Brandon Tanner
Martin Wauland

District 12: Utah
Guy Clark
Linda Zavala

District 17: Hilo
Michael K. Park

District 17: Kona
Donovan Dang
Eric M. Hart
Dominic Torrijos

District 60: Yuba City
Francis Goergen
Kristy Hursey

New Contractors
Listed below are the new contractors signed during the months of November and December 2007:
District 01: Burlingame
Reliance Engineering, Inc.

District 04: Fairfield
Summit Crane, Inc.

District 12: Utah
Elite Diesel Service, Inc.

District 17: Hawaii
Kalaka Nui, Inc.

District 20: Oakland
CST Environmental, Inc.
Delta Sweepers
Gilbert Excavating
Phoenix Electric Company
Ramos Construction Co.
S&R Mechanical, Inc.
Wallcr, Inc.

District 30: Stockton
Acme Concrete Paving, Inc.
Devine & Huey, Inc.
McFadden Construction
Stanley Construction

District 40: Eureka
Powell Concrete Pumping, Inc.

District 80: Sacramento
GLP Construction, Inc.
Kennedy Excavation, Inc.

District 90: Morgan Hill
Decon Environmental Services, Inc.

Honorary Membership
Effective Jan. 1, 2008

Adam Gonzalez 1006613 District 60: Yuba City
William Goodman 1477877 District 20: Oakland
John Hendricks 1487989 District 10: Rohnert Park
John Jones 1112916 District 99: Out of Area
William Keli 1988995 District 17: Hawaii
Joseph Koehokalole Jr. 1208457 District 17: Hawaii
John Kerr 0991051 District 12: Utah
Dennis Niemeyer 1191282 District 90: Morgan Hill
Daniel Nelson 1265073 District 17: Hawaii
Paul Pfannenielsk 1535348 District 80: Sacramento
Jerome Pierce 1230277 District 20: Oakland
James Richins 1543024 District 12: Utah
David Williams 1499933 District 30: Stockton

DEPARTED MEMBERS
Bartlett, John
Stockton, CA
District 30
11-11-07

Burian, John
Tracy, CA
District 30
10-06-07

Cameron, Rodney
Petaluma, CA
District 10
11-06-07

Campos, Timo
San Jose, CA
District 90
11-03-07

Davis, Calvin
Marysvil, CA
District 60
11-07-07

DeLong, Edsel
Sparks, NV
District 11
11-05-07

Farrell, Harry
San Carlos, CA
District 01
10-07-07

Fry, John
Richfield, UT
District 12
10-28-07

Gallego, Frank
Porterville, CA
District 50
11-14-07

Gant, Kent
Yerington, NV
District 11
11-05-07

Garner, Lance
Jasper, AR
District 99
09-07-07

Glahn, F.
San Carlos, CA
District 01
11-17-07

Gumm, James
Scotts Valley, CA
District 90
09-27-07

Hoapili, John
Kanehoi, HI
District 17
10-15-07

Horn, Willard
Marysvil, CA
District 60
11-04-07

Hutchins, Ralph
Redding, CA
District 70
10-26-07

Ikene, Jensuke
Honolulu, HI
District 17
11-05-07

Iokepa Jr., Arthur
Hilo, HI
District 17
10-16-07

Iokua, Frank
Waianae, HI
District 17
11-20-07

Jakeman, George
Orem, UT
District 12
10-29-07

Jorgensen, Dewey
Pioneer, CA
District 30
10-22-07

Lemus, Gerardo
Fremont, CA
District 20
10-19-07

Lester, James
Antioch, CA
District 20
11-17-07

Marrotte, L.
Waipahu, HI
District 17
11-12-07

Mynatt, Hubert
Petaluma, CA
District 10
11-23-07

Narone Sr., Gerald
Grants Pss, OR
District 99
11-22-07

Nichols, Kirk
Millilani, HI
District 17
10-26-07

Perry, Robert
Gilmer, TX
District 99
11-10-07

Plasterer, Gary
Prineville, OR
District 99
11-05-07

Povenmire, Robert
Eureka, CA
District 40
11-12-07

Sweeney, John
Camden, TN
District 99
10-18-07

Vierra, Edward
Glendale, AZ
District 99
11-19-07

Wilkinson, F.
Eureka, CA
District 40
11-04-07

DECEASED DEPENDENTS
Azama, Ethel. Wife of Azama, Richard (dec)
09-21-07

Borba, Elvina. Wife of Borba, Ernest (dec)
10-04-07

Bradley, Esmogene. Wife of Bradley, Glenn (dec)
10-04-07

Burns, June. Wife of Burns, Johnny (dec)
10-28-07

Hamilton, Augustine. Wife of Hamilton, Clarence 04-28-07

Harrison, Elda. Wife of Harrison, Judd (dec)
11-09-07

Harvell, Joyce. Wife of Harvell, Ramon (dec)
11-07-07

Hoover, Eunice. Wife of Hoover, Joseph D. 12-15-07

Hyder, Geraldine. Wife of Hyder, Dean 11-01-07

Jessen, Elinor. Wife of Jessen, Holger (dec)
11-03-07

Kahunani, Clara. Wife of Kahunani, Steven A. 08-21-07

Macmillan, Carol Sue. Wife of Macmillan, Michael (dec) 11-20-07

Nordmann, Kimberly. Wife of Nordmann, Michael A. 11-09-07

Rolston, Pauline. Wife of Rolston, James (dec) 10-18-07

Sutton, Betty. Wife of Sutton, Hugh (dec) 11-20-07

Thomas, Linda. Wife of Thomas, George 10-28-07

Election of Market and Geographic Area Committee Members
Business Manager Russ Burns 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 2008 with eligibility rules as follows:
1) Must be a member in good standing of the parent local.
2) Must be living in the committee’s geographical area.
3) Must be working/making a living in the industry in that area.
4) Must be an “A” journey-level operator.
5) Cannot be an owner-operator.
6) No member will be nominated unless s/he is present at the meeting and will accept the nomination and position, if elected.
7) No member is allowed to serve more than two consecutive terms on the Market and Geographic Area Committees.

The schedule of the meetings at which these elections will be held appears on page 20 under “District Meetings.”

2008 Grievance Committee Election
Rec. Corres. Secretary Rob Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees will take place at the first regular quarterly district meeting of 2008.

The schedule of meetings at which these elections will be held appears on page 20 under “District Meetings.”

MEETINGS & ANNOUNCEMENTS
February 2008 21

Rod Cameron · 1935 – 2007

We are sad to report the death of our good friend and co-worker, Rod Cameron. Rod was with the Office and Professional Employees’ International Union (OPEIU) Local 3 and also worked for Local 3 in the Information Technology (IT) Department for many years. He retired from the union in 1997. Rod is remembered as “one of the nicest guys you’ll ever meet.” We send our thoughts and prayers to his wife, Anna, and the Cameron Family.
Retiree Work Addendum

Due to a drop in hours on the private side of the work picture, specifically in the housing market in California and Nevada, the union’s bargaining parties have decided that retirees under age 62 may no longer be dispatched under the Retiree Work Addendum for the year 2008. Retirees ages 62 and older may be dispatched under the Retiree Addendum in the period April through November when there are fewer than 15 percent on the out-of-work list and all other requirements are met under the Collective Bargaining Agreement (CBA). Although the work picture has been better in years past, we still have more than $812 billion in public and private work to be completed between now and the next 10 years, in addition to the $24 billion of mega-bonds funds yet to be allocated. It is anticipated that members’ hours will pick up in the near future with infrastructure funding from the mega-bonds; however, until the funding is allocated, it is a priority to keep the local’s active members employed. Members can expect to see a more extensive hours report published in an upcoming edition of Engineers News.

Operating Engineers Local 3 Scholarship Contest Rules for 2008

Applications available at district offices, Credit Union branches and online at www.oe3.org

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

ACADEMIC SCHOLARSHIPS

Four college scholarships will be awarded to children of Local 3 members. Two scholarships of $3,000 each will be awarded to the first place female and male applicants. Two scholarships of $2,000 each will be awarded to the second place female and male applicants. These scholarships must be used for study at an accredited U.S. college or university. Winners also receive an additional $1,000 per year from the Scholarship Fund for the second, third and fourth years of college, provided they remain full-time students. The academic scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards, which 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 2007); or 2) the spring semester (beginning in 2008), in public, private or parochial schools who are planning to attend a college or university anywhere in the U.S. during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved not less than a B cumulative average in their high school work. Applications will be accepted between Jan. 1, 2008 and March 31, 2008.

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 recommendations for finalists to the Local 3 Executive Board. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

Applicants who are not selected for an academic scholarship will automatically be eligible for OE3 Merit Scholarships, which are awarded through a raffle drawing; therefore, only one application is required. Merit Scholarships will be awarded at Local 3’s July Executive Board meeting. Applicants need not be present to win.

INSTRUCTIONS

All of the following items must be received by March 31, 2008:

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

OE3 MERIT SCHOLARSHIPS

In addition to the four academic scholarships, Local 3 will award 20 $500 Merit Scholarships through a raffle drawing to be held at Local 3’s July Executive Board meeting. Applicants need not be present to win.

OE3 Merit Scholarships are available only to the sons, daughters, stepchildren and foster children of Local 3 members. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of 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. A second application is not necessary.

Applications will be accepted from Jan. 1, 2008 to March 31, 2008. Previous winners are not eligible to apply. The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

OE3 Academic and Merit Scholarship applications are available at the local’s district offices, Credit Union branches and online at www.oe3.org. It is the applicant’s responsibility to submit the application to the address below, which must be received no later than March 31, 2008.

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

MILLER, KAPLAN, ARASE & CO., LLP

Certification of Election Results from Miller, Kaplan, Arase & Co., LLP

The election was conducted by the national accounting firm of Miller, Kaplan, Arase & Co., LLP. Its report, in part, contained the following:

We have monitored the Election Committees’ verification of the eligibility of all nominees in the 2008 Election of Delegates and Alternate Delegates to the 37th IUOE Convention.

Pursuant to Article XIII, Section 1(f) of the Local Union Bylaws and Article III, Section 3 of the International Constitution, since all candidates duly nominated were unopposed for election, the secret ballot vote was dispensed with and Robert L. Wise, Recording-Corresponding Secretary, cast one ballot for all unopposed candidates for Delegates and Alternate Delegates to the 37th IUOE Convention, who were then declared duly elected.

MILLER, KAPLAN, ARASE & CO., LLP

Pursuant to Article XIII, Section 1(f) of the Local Union Bylaws and Article III, Section 3 of the International Constitution, since all candidates duly nominated were unopposed for election, the secret ballot vote was dispensed with and Robert L. Wise, Recording-Corresponding Secretary, cast one ballot for all unopposed candidates for Delegates and Alternate Delegates to the 37th IUOE Convention, who were then declared duly elected.

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FOR SALE: '92 29-ft. 5th wheel. 

**FOR SALE:** '92 29-ft. 5th wheel. Can be pulled by ½-ton pickup.
- 2 slide outs, central heat and air.
- Separate bedroom. Has tub and shower. Queen bed. All call. (916) 978-9217. Reg# 223489.

**FOR RENT:** Room for rent in quiet mountain setting near Lake County. Large bedroom, private bath. Bring your horse and/or heavy equipment. Call (707) 928-1006. Reg# 2000267.

**FOR RENT:** Case 580 Super S 4x4 backhoe. 4-in-1 loader, extended cab, sold 24-in. bucket, new front tires, 3800 hours, bolt-on cutting edge, flip-over digging feet. 1-year old auxiliary hyd. plumbing for driller, breaks easily and digs well.

**WANTED:** OC beer openers. Call (916) 839-4001. Reg# 2035197.

**FOR SALE:** Need to sell!!! "Big Horn" brand, good condition, asking $5500. Call (415) 926-3487.

**FOR SALE:** 3 BD 2 BA home in North Fork, CA on 10 acres with views of Sierras. Lot of privacy at end of road w/large lots. Quiet and secluded. Not far from Fresco close. 3 BR, 2 BA, 1440 sq. ft., mobile, 30 ft X 30 ft, barn, other outbuildings and storage. Two operating wells. $299,500. AND: 252 acres with views of Sierra, not far from Petaluma, CA. Call Dan: (510) 351-1394 or e-mail DJOHNG94577@comcast.net Reg# 2000150.

**FOR SALE:** Located in Weaverville, CA. Trinity County just 4 hours north of Bay Area. Beautiful new construction, 2-story, 3 bedroom, 2.5 bath, 2 2-car garage; new great yard. Renmore stainless steel appliances in kitchen with custom birch cabinets. Professional landscaping, including tree decking and hot tub. $851,900. AND: 3 BD, 2 BA, 1133 sq. ft., 40 acre minimum, 5 acre minimum and 40 acres zoned, 40 acres minimum on 10 acres, 30 acres min. Well, pond and seclusion. Wildlife. Hunt on your own property. 7886,500. (530) 527-3538. Reg# 1440557.

**FOR SALE:** 2004 Case 580 super "M" series II backhoe. 4WD, Gannon 4 in 1 loader bucket w/"D" ring. Extendable, Detachable seat, fully reconditioned by manufacturer. Call (510) 920-3813. Reg# 0180014.

**WANTED:** Old wood, any condition. Call (510) 920-3813. Reg# 0180014.
The housing market may have slowed but it hasn’t come to a standstill for Operating Engineers working for Ghilotti Construction. One of the company’s biggest projects changing the landscape in Pittsburg, Calif., is the San Marcos Villas Project. On a hillside overlooking the Delta, this project involves nearly 30 Local 3 operators with Ghilotti, F3 Land Surveying, Isaacson Equipment and Engeo Soils. The crew is moving 1.5 million yards of dirt to make way for a new complex of condominium homes.

Ghilotti Foreman Milton Trujillo said the crew is making good progress on leveling out the landscape: “It was hilly all the way down to the freeway; now it looks different.” The degree to which it looks different can be summed up in a day’s work – hills that are there one day and gone the next. The highest hill to come down on this project was 120 feet tall. That’s dirt work done right.

The project, which started in May 2007, finished in December 2007.