MARCH 19 SEMI-ANNUAL
Don't forget! The Semi-Annual Meeting is Sunday, March 19, 2006, at the Solano County Fairgrounds in Vallejo, Calif.

ELECTION COMMITTEE NOTICE
See page 17 for important information regarding the election of the Election Committee members, who will conduct the August 2006 election of Officers and Executive Board members.
For The Good & Welfare
By John Bonilla, Business Manager

State of the Union 2006
An educated membership is a stronger membership

This is the time of year Local 3 focuses on health and welfare membership education. As you will recall, we have been doing this annually since 2004. In keeping with this tradition and striving to improve upon it, we have expanded the discussion this year to include union finances, contract negotiations and pension, as well as health and welfare. This unprecedented, in-depth look inside Local 3 is the “State of the Union.”

We’re sharing this information with you, because this officer administration believes that an educated membership is a stronger membership. We feel it is important for you to understand what’s going on in your union – to know fact from fiction – so you can have peace of mind.

As you know, we have around 40,000 members in this great union, and with that many members, there’s bound to be rumors. Some of you hear things out in the field and see stories in the news about problems with pensions and health plans. You might have questions, like: Will health care costs continue going up? Or: How do I know my retirement will be there when I get older? There are so many important questions to ask. Unfortunately, there’s also a lot of misinformation out there. That’s why it’s important for you to get the facts, and that’s what the State of the Union is all about, the facts.

This presentation will be ready for viewing during the round of district and retirees’ meetings from March 2 – May 18. After the presentation, the officers and a panel of experts will be available to answer your questions. So I urge every member to make the extra effort to attend these important meetings, and please bring your spouse along with you. In addition, I urge you all to carefully read through pages 9-12 in this edition of Engineers News, as it is a preview of the State of the Union. Beginning on page 9, you will find a special pull-out section, with subsequent pages covering the topics I’ve mentioned, laid out as follows:

Union Finances: See page 9.


Pension: See pages 10-12.

You will learn from the section on Union Finances that fiscal responsibility is one of the cornerstone’s of this officer administration, and therefore, Local 3 is in good financial shape. In the section on Contract Negotiations, we discuss the Northern California Master Construction Agreement Extension and related increases of 8% over the four-year extension. Under Health & Welfare, you will learn that because of the union’s actions and the membership’s good choices, all of Local 3’s health and welfare funds are stable and running in the black.

The Pension section of the State of the Union explains that changes to our pension plan are necessary in 2006. Members will learn that benefits already earned are not affected and that anticipated changes will not impact current retirees’ retirement benefits. Retirees will continue to receive their full pension check as usual.

This concludes the preview of the State of the Union. I know it covers a lot of ground, and that it’s a lot to take in, but take your time, read through it. If you don’t understand something, that’s OK – the officers and a panel of experts will attend every spring meeting to walk you through it. We intend to stay until the last question is answered.

In the meantime, if you have immediate questions, please feel free to call the Fringe Benefits Service Center at (500) 532-2105, the Pension Trust Fund at (800) 251-5014 or your district office.

We’ll see you at these meetings and March 19 at the Semi-Annual.

In solidarity,
John A. Bonilla
Business Manager
IUOE General Vice President
IUOE, Laborers' International pull out of BCTD: The International Union of Operating Engineers (IUOE) and the Laborers' International Union recently pulled out of the AFL-CIO's Building and Construction Trades Department (BCTD), citing dissatisfaction with the construction governing body. The action comes after concerted efforts to resolve the issues rendering the BCTD ineffectual, namely, weighted voting, the resolution of jurisdictional disputes, financial concerns and effective leadership.

The department indicated some willingness to consider weighted voting, modifying the plan for the resolution of jurisdictional disputes and reviewing its finances. However, the BCTD would not commit to specifics or timetables, nor would it guarantee anything beyond consideration of these issues. In addition, the BCTD refused to consider changing the form of its governance or its leadership. Given the BCTD's apparent reluctance to act on these issues in a timely, decisive manner and the fact that the Laborers' International Union announced Feb. 14 its intention to disaffiliate, the IUOE disaffiliated from the BCTD, effective March 1.

This action is not taken lightly or without deliberate consideration, but it is exactly this lack of leadership that has been symptomatic of the BCTD and compels the IUOE to move on. The IUOE will pursue a course of action that serves the best interests of its membership, local unions and the building and construction industries in which it works.

Spring meetings: Spring fever got a hold of you? Shake it off and come out to the March 19 Semi-Annual Meeting at the Solano County Fairgrounds. Doors open at 10 a.m., and the meeting starts at 1 p.m. Also, don't forget about your upcoming district meetings from March 2 - May 18. We'll be showing the State of the Union presentation and electing members to the Election Committee, which will conduct the union's August 2006 internal elections.

Apply for an OE3 Scholarship today: Applications for OE3 Scholarships are still available at district offices, credit union branches and www.oes3.org. We will accept applications until March 31.

Union staff gets trained up: From Sunday, Feb. 12 through Tuesday, Feb. 14, OE3 staff attended Winter Training - the union's annual all-staff training session - at the Rancho Murieta Training Center. It was a productive, informative event with a targeted focus on improving membership service.

Local 3: More than skin deep
This tattoo belongs to Local 3 member Lucas Wilson, who is a third-generation Operating Engineer. He's been with the union since 2003 and works for Dutra Dredging.

Bush's State of the Union ignores working people's needs: Working people around the country interviewed after President George Bush's State of the Union address say his plans are unrealistic and don't address the destruction of good American jobs or the nation's retirement security disaster. Meanwhile, the federal Bureau of Labor Statistics reported Jan. 31 - the same day as Bush's address to the nation - that wages and benefits paid to civilian workers rose last year by the smallest amount in nine years. When inflation is factored in, overall compensation fell by 0.3 percent, the first time there has been a decline since 1996. These numbers and the president's address serve as a stark reminder of the importance of the upcoming 2006 elections.

Talking Points
By Bob Miller, President

It's time to fix it

Politicians in Washington are once again trying to fix problems with our nation's health care system. Like most of you, I'm trying to figure out if it's just more talk or if something really will get done this time. As with prior attempts to change things, I know the politicians will have to deal with two primary fears of American voters - big government and higher taxes. I think a solution to the problem can be crafted.

Like most Americans, Local 3 members know what the problems are with the current health care system. I recently came across some national information published by Americans for Health Care that concisely describes the current state of affairs:

- There is a growing gap between health care costs and the ability of most Americans to meet those costs. Over the past five years, health insurance premiums for workers have grown 73 percent, while wages have grown by only 15 percent.
- Rising insurance premiums have left nearly 46 million Americans uninsured, yet health insurance and drug companies are reporting record profits.
- Health care costs are a major issue. Fair employers say they are losing ground to competitors who don't provide insurance. It's clear - health care costs are a primary threat to our nation's economy and to the economic well-being of American families.

As the debate begins in Washington, I think reforms should include the following four principles:

- Guaranteed affordable coverage for all Americans
- A choice of doctors and plans
- Cost controls
- Expanded preventive-care coverage

I think we can provide affordable health care for all Americans within the current system and without the government taking it over. Take a few minutes to call, write or e-mail your elected representative to let them know what you think.
INSIDE NEGOTIATIONS
By Frank Herrera, Vice President

How far we've come

In the upcoming round of district meetings and throughout this edition of Engineers News, you will be immersed in lots of information about the pension.

From my perspective as your contracts negotiator, I spend a lot of time discussing numbers, offering solutions and highlighting the small print, so that there are no misunderstandings. To bring us back to the place from which we came, let's think about the history of Local 3, and more importantly, the history of Local 3's pension.

From an original unit of 1,000 Operating Engineers (at the time called the International Union of Steam and Operating Engineers), in 1939, came the force of around 40,000 members today. At that time, there was no pension at all. In 1958, California and Nevada formed the pension we are working so hard to preserve today, along with Hawaii in 1962 and Utah in 1963. They began that pension with 5 cents an hour, making it the fund that allows those pioneers before us to retire with dignity and a good quality of life. It is their efforts we work to preserve and honor, just as we work to preserve and honor the pension.

The average monthly pension a retiree receives today is $3,300 per month, which is magnanimous compared to that original monthly pension, when at its first full benefit was $80 a month. Look at how far we've come.

Worth noting, as well, is the Master Agreement allocations, which are unmatched in the history of Local 3, at an increase of 88 over four years.

From a negotiating standpoint, I sit at the table to fight to preserve and protect your wages and benefits and deliver the best contracts possible. This act of defending and protecting what we hold dear is exactly the same attitude this administration takes with your pension. We are moving in the right direction. By protecting it and delivering the sometimes unappealing news of today's market economy, we are upholding the dedicated efforts of the retirees who have brought us so far.

We are navigating in uncharted waters in terms of the investment market, and as your contracts negotiator, I can honestly say that I do not like being at the mercy of the stock market and rate of returns — both of which we have almost no control over. But what we can control is the amount of respect and united effort we can give in preserving the pension, even if that means making some hard choices. That is what your officer staff is doing today.

More importantly than rate of returns and market economy, I wish this month for us all to remember what we're fighting for. It's not just our own future pensions but the pensions of the pioneers who are the cornerstones of this union. Our hats go off to them. From a place of nothing, to a nickel an hour, to today's respectable pension, we've come so far, and we will continue on in this direction of strength. We respect the past; we look ahead to better the future.

In solidarity.

CONTRACTS CORNER
By Carl Goff, Treasurer

Long history of computers unveiled, upgraded

As the officer in charge of both the IT Department and the Contracts Department, I am pleased to announce the arrival of the first module of our entirely new, web-based enterprise application that will replace the outdated Unisys and Mapper systems we have used for so many years. The dispatch module is scheduled to go live in early April. This event will directly improve the dispatcher's ability to service our members.

This new surge of technology stems from Local 3's long history with computer issues. Our earliest Unisys system created the need for costly upgrades, since the IT Department and the entire Local 3 staff were dealing with aging hardware. Mapper software that was developed in the 60s and dozens of terminals that had no e-mail access or other desktop applications, such as Word and Excel. The result of that former system was chaos: Employees had to share computers, individual e-mail accounts had to be purchased, information was not secure or automatically backed up and IT professionals who used these older systems were hard to come by.

In 1999, the officer staff had to decide if they wanted to once again invest large amounts of money to stay on the Unisys road or replace it with newer technology. They decided to implement a PC network that today allows staff e-mail access, file-sharing capabilities, secured information and automated backup files. This innovative, state-of-the-art network was completed in 2005 and has set the foundation for our new, web-based enterprise software applications.

All of these software decisions and upgrades have resulted from a single Local 3 goal: To provide service to the membership efficiently and effectively. This goal has, and will continue to be met with our advanced IT Department and with this new dispatch module, which will allow members to register for the out-of-work list with a single call to their home district office. It will also enforce the job placement rules and will dispatch only eligible, dues-paying members. The system is intricate, yet efficient and will allow dispatchers to fully assist members during a dispatch call.

The future modules of this enterprise application are: Contracts, grievances, skills and training, membership and billing dues. The benefits of these modules are profound and will include grievance tracking and award follow-up, enhancements to contracts, integration with Local 3's training centers, qualification and certification tracking, elimination of most paper files and more consistent records and membership tracking.

While the technology world grows more complex by the day, our Local 3 staff is staying up-to-date on the best ways to serve the membership through systematic programs and quick applications. This union has come a long way in advancing its capabilities both in the field and in the office, and this is in great part due to the dedication of each and every member and staff.

Stay tuned for more updates on this new system. I know I am excited and look forward to sharing these benefits with all of you.

MISSION STATEMENT

At Operating Engineers Local Union No. 3, our mission is to build and maintain an organization that provides the best possible member service by:

* Providing quality jobs through organizing and political activism
* Negotiating the best possible wages, fringe benefits and working conditions
* Providing journey and apprentice level training that is second to none

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Fringe Benefits

By Charlie Warren, Director

About your pension

We want to thank everyone who attended the recent pre-retirement meetings. One question that came up at every pre-retirement meeting was whether a spouse is entitled to pension benefits after the member passes away.

The main form of pension benefit is the husband and wife 50 percent pension, though a participant also has the option to leave a spouse 75 percent or 100 percent of his or her benefit. Because these options guarantee retirement income over two life spans, adjustments are made to the pension. Members entitled to receive a pension will receive benefits for their lifetime. After a member passes away, the spouse will receive 50 percent, 75 percent or 100 percent of the pension for his or her lifetime.

**EXAMPLE**

(amounts payable based on a pension benefit of $3,900)

<table>
<thead>
<tr>
<th>50 percent to spouse</th>
<th>To pensioner</th>
<th>Continuing to spouse</th>
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</thead>
<tbody>
<tr>
<td>Spouse same age</td>
<td>$2,910</td>
<td>$1,455</td>
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<tr>
<td>Spouse five years younger</td>
<td>$2,850</td>
<td>$1,425</td>
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<td>Spouse 10 years younger</td>
<td>$2,790</td>
<td>$1,395</td>
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<tr>
<td>Spouse five years older</td>
<td>$2,970</td>
<td>$1,485</td>
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75 percent to spouse

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<th>Continuing to spouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse same age</td>
<td>$2,640</td>
</tr>
<tr>
<td>Spouse five years younger</td>
<td>$2,650</td>
</tr>
<tr>
<td>Spouse 10 years younger</td>
<td>$2,460</td>
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<tr>
<td>Spouse five years older</td>
<td>$2,730</td>
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100 percent to spouse

<table>
<thead>
<tr>
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<th>Continuing to spouse</th>
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</thead>
<tbody>
<tr>
<td>Spouse same age</td>
<td>$2,520</td>
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<tr>
<td>Spouse five years younger</td>
<td>$2,415</td>
</tr>
<tr>
<td>Spouse 10 years younger</td>
<td>$2,310</td>
</tr>
<tr>
<td>Spouse five years older</td>
<td>$2,625</td>
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</table>

Other available payment options are the 60-month guarantee; 120-month guarantee and level income, which we will discuss next month. If you have questions regarding your pension, please call the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

Retiree Association Meetings

The next round of Retiree Association Meetings begins this month. The officers of Operating Engineers Local 3 look forward to joining retirees and their spouses for concise reports, good refreshments and plenty of fellowship. Please check the schedule to find the meeting in your area.

| FAIRFIELD | TUE, MAR 28 | 2 p.m. | Veterans' Memorial Building | 427 Main St | Suisun City |
| SALT LAKE CITY | WED, MAR 29 | 2 p.m. | IBEW Hall | 3403 W. 2100 South | |
| RENO | TUE, MAR 28 | 2 p.m. | Operating Engineers' Building | 1290 Corporate Blvd | |
| WATSONVILLE | TUES, APR 4 | 10 a.m. | RAM Lay Park | 1301 Main St | |
| MORGAN HILL | TUESDAY, APR 4 | 2 p.m. | Operating Engineers' Building | 325 Digital Drive | |
| FRESNO | WED, APR 5 | 2 p.m. | Cedar Lanes | 3131 N. Cedar | |
| MODESTO | THU, APR 6 | 2 p.m. | Turlock River Lodge | 2429 River Road | |
| STOCKTON | THU, APR 6 | 2 p.m. | Italian Athletic Club | 3541 Cherryland Drive | |
| AUBURN | THU, APR 13 | 2 p.m. | Auburn Recreation Center - Foothills Room | 421 Midway Drive | |
| W. SACRAMENTO | THU, APR 13 | 2 p.m. | IWU Local 17 Hall | 600 4th St | |
| CONCORD* | WED, APR 19 | 10 a.m. | Centro Concord | 5298 Clayton Road | |
| OAKLAND* | TUE, MAR 28 | 10 a.m. | Oakland Zoo - Snow Building | 9777 Golf Links Road | |
| LAKESIDE | TUESDAY, APR 4 | 2 p.m. | Operating Engineers' Building | 6225 State Farm Drive, Ste. 100 | |
| EUREKA | THURSDAY, APR 6 | 1 p.m. | Best Western Bayshore Inn | 3500 Broadway | |
| REDDING | WEDNESDAY, APR 26 | 10 a.m. | Redding Senior Center | 1511 Rollins Road | |
| YUBA CITY | THURSDAY, APR 27 | 10 a.m. | Veterans' Memorial Center | 2201 Bridge Street | Marysville |
| SAN FRANCISCO/SAN MATEO | TUESDAY, APR 25 | 10 a.m. | Mechanics' Hall | 1511 Rollins Road | |
| NOVA TO | THURSDAY, APR 27 | 10 a.m. | Veterans' Memorial Center | 2201 Bridge Street | Marysville |

*Please note date change.

Fringe Benefits Service Center (800) 532-2105
Is your “free checking” really free?

I don't know about you, but I'm always looking for the gimmicks on infomercials, and I constantly ignore the fraudulent emails promising to make me rich. Our society has learned to look for the “tricks” advertisers use. We expect people will try to deceive us, whether it’s a local vendor or through mass marketing, but we don't expect it to happen where we bank. I recently reviewed a number of bank advertisements for checking accounts. In many cases, I found those “free” checking accounts weren't really free.

Most of us rely on our checking account every day to pay bills, make purchases and deposit our hard-earned money. Many of the big banks take advantage of us by piling on the fees. They believe they have customers “over a barrel” so to speak, even if customers have one of the “free” checking accounts many of them now advertise.

In fact, according to a fee study conducted by Bankrate.com in 2005, to avoid monthly service fees, on average, you’d have to keep $2,300 in an interest-bearing checking account and $260 in a non-interest account. Fall below those balances just once during the month, and you’ll be charged the entire service fee. On average, that’s $8 for non-interest and $10 for interest checking. Those fees quickly add up!

But banks really gouge you through hidden fees – ones they hope you won’t notice. If you have a bank checking account, read your statements carefully. You might find some ugly surprises, like per-check charges (a fee for each check you write) or painfully high overdraft fees.

You might also be paying a monthly service fee just for having a debit card, whether you use it or not. Some banks will even “fee” you every time you enter your PIN instead of signing when making a debit-card purchase.

Are you looking for a truly free checking account? Take advantage of the checking accounts offered by your union credit union, Operating Engineers Local 3 Federal Credit Union (OEFCU). Open an account with no monthly service fee, no minimum-balance requirements, no per-check charges – plus high dividends are paid on account balances of $2,500 or more. In addition, get FREE transactions at more than 1,980 shared branches nationwide through the Credit Union Service Center network and free transactions at more than 25,000 ATMs nationwide and in Canada through the CO-OP and STAR networks.

You work hard for your paycheck, so stop letting those hidden bank fees eat away at your account balance. Let your bank know you have an alternative, then move your checking account to OEFCU. Call a member service representative at (800) 877-4444 or visit www.oe3.org.

Join OE3 on a seven-night cruise to sunny Mexico
Roundtrip from Los Angeles, departing Jan. 20, 2007
The Diamond Princess

MAKE YOUR RESERVATION BETWEEN MARCH 13-19 and APRIL 3-9,
AND THE DEPOSIT IS ONLY $100 per person
(Standard deposit is $250 per person)

Come along on our fifth OE3 cruise and support the Operating Engineers Local 3 Scholarship Fund. All members, retirees, families, relatives and friends are invited.

We will sail roundtrip from Los Angeles on the beautiful Diamond Princess to Puerto Vallarta, Mazatlan and Cabo San Lucas. We have group rates for three types of cabins: inside cabins at $699 per person, ocean-view cabins (obstructed window) at $799 per person, and balcony cabins (with sliding glass doors to private balcony) at $999 per person. Prices are based on double occupancy. Single, third and fourth passenger (sharing cabin) rates are also available. All rates include a $50 per person, tax-deductible contribution to the OE3 Scholarship Fund. A federal tax of $26.80 per person will be added at the time of final payment. Reservations are made on a first-come, first-served basis, and the above rates may increase as cabin allotments are filled.

This cruise is for anyone who would like a carefree vacation onboard a beautiful floating resort. You may dress casually, eat at several different restaurants whenever you wish, sun beside four pools, relax at the Lotus spa and fitness facility, take in Broadway-style productions and dance the night away at Club Fusion. There is also a Las Vegas-style casino, a nine-hole putting course and one of the best kids' programs afloat – and much more. Your cruise fare includes all meals and entertainment. Shore excursions, spa treatments, tips, liquor and personal expenditures are not included. To see pictures of the ship and learn about cruising with Princess, visit www.princess.com.

FOR MORE INFORMATION OR TO REQUEST A RESERVATION FORM,
CALL (888) 713-0441

Reservation forms are also available at your district office and www.oe3.org.
Training: Your future depends on it

In the past few years, many of the discussions I've had with surveyors throughout California share a common thread: Most companies are desperate to find employees who are dependable and experienced. In many cases, employers are required to hire employees who are hopelessly dependable, dedicated and trainable.

Many companies are reluctant to hire new employees simply because of the lack of qualified individuals to hire. This is not unique to California; nearly every state across the nation is suffering from this problem.

So the question is: Where are all the great employees? Where are all the experienced surveyors? There seems to be about as many surveyors today as there were 25 years ago. Have we lost focus of the most important aspect of our trade – education? With the rapid gains in technology, are we up-to-date? It appears that surveying education, training and employment have not kept up with the demands of the industry.

In many cases, employers hire employees with very little or no experience in survey work and then put them in positions beyond their ability. These types of employees are referred to as "button pushers." Employees with limited knowledge and experience can only teach their subordinates what they know. The cycle then repeats itself. Basic skills and fundamental knowledge, such as chaining, peg testing and tri-brac adjustments are lost to history. In this day of ever-changing technology, the experienced journey-level surveyors know the value of training and knowledge of the basic fundamentals. They have not allowed themselves to be promoted beyond their ability; because they preferred to be an asset rather than a liability to their employer.

The Northern California Surveyors Joint Apprenticeship Committee (NCSJAC) encourages all surveyor journey upgrades with limited experience to contact the NCSJAC office and find out about the Surveyors Journey-person Upgrade Program.

We have been busy this year at the JAC with several special hands-on training programs focused on perspectives. Perspectives play an important role in our day-to-day lives. Perspectives provide us an avenue for exchanging ideas, broadening knowledge and vision. They also stimulate new thinking. In our fast-paced, competitive and changing world, surveyors need a perspective of the future and the academics to face it.

Classes were offered to give the students an instructor's perspective, an educational perspective, an employer's perspective and Local 3's perspective. Guest speakers from each of these areas lectured and answered questions about the future of surveying. Special class offerings such as these are the benefits you can expect from your JAC. When you participate in your apprenticeship and journey upgrade programs, you are expanding your knowledge and securing your future.

In closing, I want to remind you that not every journey-level operator or surveyor is a qualified one. We are here to support your efforts.

March-April safety training courses

Contact the host district dispatcher or the Rancho Murieta Training Center (RMTC) to sign up for classes.

Eight-Hour Hazardous Waste Site Refresher Course
March 4 Redding District 70
March 11 Oakland District 20
March 18 Rohnert Park District 10
April 25 RMTC
April 28 RMTC

40-Hour Hazardous Waste Site Operator Training Course
April 24 RMTC

OSHA 10-Hour Construction Site Worker Course
April 24 RMTC

OSHA 7600 Disaster Site Worker Training Course
April 26 RMTC

Contact the host district dispatcher or the Rancho Murieta Training Center (RMTC) to sign up for classes.

Inspectors, surveyors allocate increases

The Operating Engineers Local 3 special inspectors met recently and elected to allocate their wage and fringe increases in the following manner:

- Ten cents ($0.10) per hour to wages
- Ninety-one cents ($0.91) per hour to health and welfare
- Forty-five cents ($0.45) per hour to pension (not applicable to apprentices)
- Forty-five cents ($0.45) per hour to pensioned health and welfare (not applicable to apprentices)
- Ten cents ($0.10) per hour to supplemental dues (not applicable to apprentices)

OE3 surveyors met in January to allocate their wage and fringe increases as follows:

Journey-level: Schedule A and B
- Fifty cents ($0.50) per hour to wages
- Fifty cents ($0.50) per hour to health and welfare
- Forty-one cents ($0.41) per hour to pensioned health and welfare
- Twenty-four cents ($0.24) per hour to vacation
- Ten cents ($0.10) per hour to supplemental dues

BRAIN TEASER

Problem 107: You have one sheet of 8' x 4' x 1/2" plywood you would like to use to build a box for your survey gear. If your saw makes a 1/8" kerf, what is the largest volume box you can build by cutting squares out of the four corners of the plywood?

Problem 108: What does the alternative answer, c, to Problem 107 represent?

Solutions can be found at www.profsurv.com. Click on the puzzle piece icon titled "Problem Corner."
Changing times for Operating Engineers

In these changing times as Operating Engineers, we must focus on technology. That is why we bring our training to many different locations, such as in-house, mobile classrooms, district halls and even to the jobsite. GPS technology is the leading edge of our industry. We are constantly improving and raising the bar in that aspect of our training. In the near future, we have several different types of training coming to the Rancho Murieta Training Center (RMTC): directional drill, vertical drilling, urban search and rescue systems, such as those found in automotive and heavy-equipment applications. Its primary function is to find the presence of positive voltage and ground.

As we see every day in the media, there is often a call for the trained operator to save lives, reclaim communities and provide general assistance to law enforcement and firefighters. As was stated in a disaster response meeting after Sept. 11, police officers and firefighters do their best, but they don’t have hydraulics. As always, the Operating Engineers will be the best trained and mentally prepared to “get her done,” because we represent one of the main components in building communities and keeping our nation connected.

Through many major catastrophes and natural disasters (the San Francisco earthquake, Sept. 11, the Oklahoma City bombing), the Operating Engineers have been there and have come through. We will continue to train toward the future, so we will always be there and working for a better America. See you on the next one.

Plane flips during landing, RMTC assists firefighters

A single-engine airplane flipped over Sunday, Feb. 12 as it was attempting to land at the Rancho Murieta airport. Local 3 RMTC staff members were onsite for Winter Training and therefore, were among the first to arrive on the scene. Firefighters from the Sacramento Metropolitan Fire District arrived close to 3 p.m. to find the plane upside down. According to the fire district, the plane’s two occupants—a 64-year-old pilot and a teenager—were able to extricate themselves. The pilot had superficial head wounds and was taken to a local hospital; the teenage passenger was uninjured. An onsite investigation indicated the plane’s brakes had malfunctioned. In previous incidents (the last was in August), RMTC staff used a telehandler to assist the firefighters in moving the overturned plane away from the runway.

CCO Practical Test

New CCO candidates and candidates who have passed the written portion of the CCO exams should contact Pauline McCullough at (916) 354-2029, ext. 225 to schedule an appointment or obtain CCO information on the Practical Test.

2006 CCO Exams

<table>
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<tr>
<th>Exam</th>
<th>Deadline for application</th>
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<td>April 9</td>
<td>Feb. 24</td>
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<tr>
<td>June 11</td>
<td>April 28</td>
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<td>Aug. 27</td>
<td>July 14</td>
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<td>Oct. 22</td>
<td>Sept. 8</td>
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<tr>
<td>Dec. 10</td>
<td>Oct. 27</td>
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Troubleshooting with test lights

A test light (circuit tester) is an inexpensive device used to troubleshoot Direct Current (DC) electrical systems, such as those found in automotive and heavy-equipment applications. Its primary function is to find the presence of positive voltage and ground.

This device is simple, quick and easy to use. It requires no batteries, because it uses the machine’s power. It’s usually the first piece of test equipment out of my tool box when I’m troubleshooting electrical problems.

The basic unit consists of a metal probe, a light bulb in a holder, some length of wire and a clip.

The test light illuminates when one end is touching ground (+ negative) and the other end is contacting power (+ positive). Touch one end to the negative side of the battery and the other to the positive side, and it will light.

Since most modern-day automobiles and heavy equipment connect the negative side of the battery to the frame of the vehicle, the frame and any metal component attached to the frame is, in essence, ground or the same as the negative side of the battery (electrically, that is).

To use a test light, attach the clip to a metal part attached to the frame (most nuts, bolts or studs will do), and use the probe end to find power. When you do, it will illuminate the test light.

We can use a test light to find out where the power stops. A blown fuse, a broken wire or a bad switch, among many other failed components, could stop the power needed to run an electrical device.

Test lights come in different voltage ranges 6V (old), 12V (automotive) and 24V (heavy equipment). Be sure to use the correct voltage range for the application.
This special pull-out section of Engineers News is a preview of the State of the Union presentation—an unprecedented, in-depth look inside Local 3. The presentation covers several important topics, including union finances, contract negotiations, health and welfare and pension. Local 3 will present this information at the March 2 - May 18 district meetings and Retiree Association meetings. After the presentation, the officers and a panel of experts will be available for Q&A. Members are encouraged to bring their spouses to these meetings. Please see Meetings and Announcements on page 16 for a schedule of district meetings and page 5 for Retiree Association meetings.

State of the Union

UNION FINANCES

- Local 3 is financially sound.
- Your Local 3 officer administration is fiscally responsible.

Led by a fiscally responsible officer administration, Local 3 is a financially sound organization. Your officer administration maintains this level of financial responsibility by continually evaluating the current financial state of the union. Over the past two years, the general fund has increased, bringing us that much closer to the Executive Board's goal of one year's reserves. The officers and Executive Board believe that a sound financial reserve is necessary to provide a consistent level of member service through good times and bad. Local 3 continues to be careful with your money and values reserves in the same way you and your family value savings.

As you can see from this chart, the money coming into Local 3 comes from a diverse group of areas, the bulk of which comes from union dues.

Where the money goes...

As a service-oriented operation, the bulk of Local 3's financial expenditures, as shown in this chart, are for providing member service. This includes contract negotiations, effective grievance handling, maintaining our dispatch system and hiring halls, protecting our jurisdiction, monitoring and promoting legislation that impacts our work and supporting job creation at all levels of government. In short, providing service to our members is what Local 3 is all about.

Where the money comes from...

continued on page 10
CONTRACT NEGOTIATIONS

- You decide how your raise is spent.

Contract negotiations are at the heart of Local 3 member service. Improved wages, benefits and working conditions are essential to provide a high quality of life for our members and their families.

Local 3 continues to negotiate and secure some of the best industry-standard contracts found anywhere. Local 3’s largest contract - the Northern California Master Construction Agreement - was negotiated in 2005 and contains increases unmatched in Local 3’s history, with $8.00 over the next four years. You will determine how this money will be allocated. You decide how your raise is spent.

Master Agreement Allocations

✓ $8.00 over four years
✓ Allocations cards will be mailed to you
✓ You decide how your raise is spent

HEALTH & WELFARE

- We have high-quality health and welfare plans.
- Our health and welfare funds are stable.
- Health care costs are still a concern.
- Stay informed, stay involved.

As a Local 3 member, your health and welfare benefits are first-rate, providing you with high-quality medical care that is affordable and dependable. Maintaining these benefits is critical to the health of your pocketbook and your well-being. That is why we are pleased to report that all of Local 3’s health and welfare funds are stable and running in the black, as shown by this chart.

All of the Funds are in the black

Your willingness to use generic drugs, Preferred Provider Organizations (PPOs) and your actions to take charge of your health with preventive measures have made the biggest impact on improving and securing our health and welfare plans. Your efforts combined with the trustee’s contract audits and renegotiations have made the difference.

For example...

California Master Agreement Allocations

This chart addresses the California Master Agreement allocations over the past four years. For this year, we need 60 cents for health and welfare and retirees’ health and welfare as compared to previous years. This is a 7.4 percent increase compared to the national average for construction at 9.9 percent.

HEALTH & WELFARE

- Health care costs are projected to continue to rise. In response, Local 3 will continue to research and address health care concerns and trends and offer you health tips and preventive measures in the Health News insert in Engineers News. Working together, we can ensure affordable, quality health care for Local 3 members and their families.

PENSION

- Local 3 has one of the best defined-benefit pension plans in the nation.
- Once you earn plan benefits, they are yours - they cannot be reduced or taken away. Only future benefits can be changed by the employer and union trustees.
- Modifications are necessary to protect and preserve our pension for the future.
- Current retirees will not be impacted; they will continue to receive their full check.

Our defined-benefit pension plan

The trustees’ responsibility is to protect and preserve your pension plan. As more and more companies dump their defined-benefit plans and move to defined-contribution plans, such as a 401(k), you may wonder why your trustees believe a defined-benefit plan is still the best way to go.

When you compare a defined-benefit pension plan like ours to a defined-contribution plan, like a 401(k), you’ll see it’s pretty simple.

OE3 Defined Benefit Pension Plan | Defined Contribution Plan (e.g. 401(k) plan)
--- | ---
A monthly benefit you CANNOT outlive | An account balance you CAN outlive
$2306 per month | $1014 per month

1 Average monthly benefit paid OE3 retiree in 2004.

2 Based on average 401(k) balance of $135,000 for retirement age participant, as quoted by U.S. News & World Report, January 2006. Assumes 6 percent continued rate of return and equal monthly draw on balance from age 62 to age 80.

The numbers speak for themselves, which is why our trustees remain committed to protecting and preserving our plan. They believe it provides the most secure benefit for our retirement future.
How our pension plan works

To understand the challenges facing our plan, it is helpful to understand some pension basics:

As you work, you earn benefits that will be paid to you upon retirement. The total value of your benefits and those of other members make up the pension plan's benefit obligation.

To fund the benefit obligations, employers make monthly contributions to the plan.

Trustees invest the contributions in stocks, bonds, mutual funds and real estate. The earnings on these investments make up most of the money used to pay retirement benefits.

The trustees must make sure there is enough money to pay benefit obligations today and for years to come.

To sum it up:

The plan's total assets include:
- Employer contributions
- Investment earnings

The plan's total benefit obligation includes:
- Benefits earned by active participants for future payment
- Benefits paid to current retirees and beneficiaries

Where we are today

The plan's current benefit obligations assume its investments will earn an average return of 7.5 percent annually. This means we expect to earn $7.50 for every $100 invested. The chart below shows the plan's actual investment returns for the last decade.

In the 1990s, the plan's investment return and income grew substantially. However, beginning in late 1999 through 2002, investment returns and income dropped significantly.

This was the result of many factors, including a global economic recession, the 9/11 terrorist attacks in 2001, the dot-com bust and the telecommunications industry meltdown between 2001 and 2002 and an ongoing stream of corporate accounting scandals. In fact, these four years were the worst years for investment markets since the Great Depression.

The market downturn hit the plan's investment income hard. Between 1999 and 2002, the plan earned a return of just 0.44 percent or $0.44 on every $100 invested. While we've seen some improvement in the past three years, our average return between 1999 and 2005 is just over 4 percent, well below our 7.5 percent target.

Lower-than-target investment returns have slowed our income and asset growth. As shown in the chart above: "Fund Benefit Obligation," beginning in 2002, the growth of our benefit obligation began to outpace our plan's value.

Fund Benefit Obligation

Our benefit obligation continues to grow for several reasons:

1. Benefit enhancements. In good investment years, the trustees enhanced benefits by raising the accrual rate, implementing the rule of 85, lowering vesting and a 3 percent increase to all benefits accrued before 1998.

2. Federal tax law. Until 2002, trustees made periodic improvements to the plan in order to maintain the tax deductibility of all employer contribution amounts. This was a win for everyone. Employers were able to deduct higher contributions as a business expense and participants received a higher level of benefits.

3. More retirees with higher monthly benefits. Our retiree population - and the benefits paid to retirees - continues to grow. In addition, several increases were made to monthly pension checks. The average retiree monthly check increased from $1,524 in 1995, to $2,306 in 2004.

At-target or above-target investment returns would have provided more than enough income to support benefit obligations, but the investment returns between 1999 and 2002 did not deliver the needed income, resulting in a growing gap between the plan's assets and its obligation to participants.

The chart below shows the plan's financial position as of Dec. 31, 2004 (the date of the plan's last actuarial valuation and audit). The assets totaled $3,566,083,202, while the value of participants' total accumulated benefits - vested or not - was $4,021,266,480.

This means the plan has:
- 96 percent of the money needed to fund participants' vested benefits and
- 89 percent of the money needed to fund all accumulated benefits.

Because of this, the trustees took steps starting in 2004, to fill the gaps shown in the chart. The trustees:
- Formed an Investment Committee
- Hired additional investment managers
- Further diversified investments
- Reduced future benefit accruals for members with less than 10 credits
- Discontinued some enhanced benefit factors
- Established a Pension Plan Protection and Restoration Committee

continued on page 12
These actions and a better market environment in the last three years have resulted in an additional $57 million to the plan. Despite this, the plan still has not recovered from the financial impact of below-target investment results between 1999 and 2002.

What needs to be done

After careful consideration and in consultation with professional plan advisors, the trustees have made the difficult decision to reduce the current benefit accrual rate to 1.15 percent effective July 1, 2006. However, the trustees also have agreed that each collective bargaining unit should have the opportunity to restore the accrual rate to a higher level.

Over the next several months, you will be asked to make an important choice – to remain at the reduced accrual rate of 1.15 percent or to partially or fully restore your accrual rate through one of two options:

- **Option A:** Your bargaining unit may elect to set your accrual rate at 1.75 percent.

  OR

- **Option B:** Your bargaining unit may elect to set your accrual rate at 3 percent.

It's important to know if you select either Option A or Option B, it will require additional money from your future wage and/or fringe benefit allocations. You will receive no benefit accrual for the additional money required. It will be used to fill the plan's funding gap.

### IMPORTANT!

The benefit accrual rate for all active members will be 1.15 percent as of July 1, 2006. If your bargaining unit chooses to adopt Option A or Option B, the enhanced rate and restoration allocation will be effective as of your contract date. The 1.15 percent benefit accrual rate will be applied until that time.

---

**Plan change: Benefit accrual rate to 1.15 percent effective July 1, 2006**

<table>
<thead>
<tr>
<th>Example</th>
<th>1,000 hours</th>
<th>$4.00 per hour</th>
<th>1.15% benefit accrual rate</th>
<th>= $46</th>
</tr>
</thead>
</table>

With the benefit accrual rate reduction, the new benefit formula is:

<table>
<thead>
<tr>
<th>Example</th>
<th>1,000 hours</th>
<th>$4.00 per hour</th>
<th>1.75% benefit accrual rate</th>
<th>= $70</th>
</tr>
</thead>
</table>

**Option A:** Increase accrual rate to 1.75 percent

If you select this option, it will require additional money (restoration allocation) equal to 25 percent of your current pension contribution phased in over three years. Using a $4 per hour rate, this means that year one would require an additional $0.34 per hour, year two - $0.33 and year three - $0.33.

<table>
<thead>
<tr>
<th>Example</th>
<th>1,000 hours</th>
<th>$4.00 per hour</th>
<th>3.00% benefit accrual rate</th>
<th>= $120</th>
</tr>
</thead>
</table>

**Option B:** Increase accrual rate to 3 percent

If you select this option, it will require additional money (restoration allocation) equal to 75 percent of your current pension contribution phased in over three years. Using a $4 rate, this means that year one would require an additional $1, year two - $1 and year three - $1.

---

As you review the plan change alternatives, remember that any plan change will have NO IMPACT on the retirement benefit you've already earned – it will not be reduced. The change only applies to benefits you earn after July 1, 2006. The proposed changes will impact the benefit accrual rate – there will be no change to plan provisions, such as the rule of 85 or the vesting schedule. In addition, our retirees' current benefits will not change. They will continue to receive their full checks.

**Will this last forever?**

If the plan consistently achieves investment returns between 8 percent and 8.5 percent, you can expect the plan changes to be in place for seven to 10 years before improvements are possible. If investment returns are significantly above 9 percent, the time could be shorter. If returns are at or below 7.5 percent, additional changes may be required.

**It's your plan: You decide**

In challenging times, we must all share responsibility for protecting our plan's long-term financial security. These times call for a difficult decision now. Over the next several months, your bargaining unit will be asked if it wants to remain at the 1.15 percent accrual rate or adopt Option A - 1.75 percent or Option B - 3 percent. Watch for balloting information in the mail or at your district meetings.

**What you need to do**

You have an important decision to make. Educate yourself on the plan change options. Make sure you understand how each option affects your benefit and future wage and/or fringe benefit allocation. When considering which choice is best for you, it's important to know that the average Local 3 retiree lives to collect benefits for almost 18 years after retirement. The choice you make today will directly impact the amount of your future monthly retirement benefits.

Attend the presentations in your district this spring – bring your spouse, too. At the meeting, you will have an opportunity to ask questions and get answers from Local 3 officers and plan experts.

Remember: We all benefit from protecting and preserving our pension plan. Because of this, we share responsibility for ensuring that our plan can provide members with life-long retirement benefits. The actions we are taking now, while difficult, will secure our plan for the future.

This concludes the preview of the State of the Union. The full presentation will be shown at the March 2 - May 18 district meetings and Retiree Association meetings. Please see Meetings and Announcements on page 16 for a schedule of district meetings and page 5 for Retiree Association meetings.
FROM HAWAII

CATs and cranes build plenty in District 17

As usual, District 17 booms with business. Hawaiian Dredging remains one of Hawaii's biggest construction firms responsible for building hotels, shopping centers, residential developments and other projects throughout the Hawaiian Islands. The company continues to employ about 120 Operating Engineers on the Big Island and Maui.

In the fifties and sixties, Oahu residents joked that the state bird must be the construction crane, because it was a common sight on the Honolulu skyline. Hawaiian Dredging Construction Company (HIDCC) has brought the "state bird" back from extinction as seen on some of its current projects: Ko'olani - a new, 370-unit upscale condominium located in Kakaako, Oahu; Colony at the Peninsula - a luxury 320-unit condominium complex in Hawaii Kai, Oahu; 215 North King Street - a 23-story condominium development consisting of 251 affordable units in the downtown Honolulu area; and Moana Pacific - the twin towers condominium complex with more than 700 luxury residential units in the Kapioiki-Kakaako District on Oahu. These projects continue to keep Local 3 members as busy as the skyline they're changing.

Recently, District 17's Operating Engineers Community Action Team (OE CAT) went to work on a much-needed emergency access/student drop-off road at Nuuanu Elementary School in Honolulu. This road was needed to provide emergency response vehicles access to the campus structures and allow students to be dropped off closer to their classrooms on rainy days.

Friend of labor and Councilman Rod Tam brought the need for this access road to our Stabilization Department. The project was approved by District Rep. Allan Parker and given to the OE CATs. Coordination began between the Department of Education, Local 3 business agents, JAC Administrator Nelson Umiamaka and Stabilization Administrator Adrian Kehokalole to secure a time frame, equipment and people power for the project. Signatory contractors Grace Pacific Corporation, Pineridge Farms and Concrete Coring Co. provided the materials and special equipment for the project, which was completed just before the new year. A total of 12 members and six staff personnel worked together on the project.

School Principal Clayton Kaninna, Councilman Rod Tam, the students and parents express their gratitude to Local 3 for a job well done.

FROM STOCKTON

Members retire, elected in District 30

The winds of change have swept through the Stockton District, bringing change in our support committees. After 10 years as a member of our Grievance Committee, Roy Luallin has retired. We appreciated Roy's thoughts and perspectives during our Grievance/Political Action Committee (PAC) meetings. Roy did not always say what we wanted to hear, but he said what we needed to hear. That quality made Roy an invaluable and integral part of our discussions. Thank you, Roy, for your advice. We wish you a long and enjoyable retirement.

Change occurred in our Market and Geographic Area Committee, as well. Roger Stirlen and Lonnie Oety left the committee due to term limit restrictions. Lonnie also retired. During the special election last year, Lonnie devoted several nights to our phone banking efforts and participated in the rally in Sacramento to let the governor know what we thought of his antics. Thank you, Lonnie, for a job well done. We wish you the best in your retirement.

At our first district meeting of the year, as prescribed in our by-laws, we held elections for the Stockton District Grievance/PAC and Market and Geographic Area Committee members. We had four candidates nominated to serve on our three-person Grievance Committee. The following people were selected: Brad Brickley, Tim King and Tim Grimes. Congratulations to all. We look forward to working with you in this busy state-wide election year. For the Market and Geographic Area Committee, we had three candidates nominated for this three-person committee, which resulted in a white ballot. The committee members are: Richard Valentine, Dennis Dorton and Tim Derosier. Welcome aboard.

The significance of the redirection of gasoline sales tax back to transportation funding is becoming more evident. The private work market shows signs of a slowdown, and the infusion of matching federal transportation investment dollars combined with invigorated funding from the state will allow our contractors to focus more attention on the much-needed road improvement projects in our district, as well as in every district in Local 3.

DeSilva Gates in Stockton and RGW in Manteca continue to make progress on their respective Hwy. 99 jobs, although work has slowed due to inclement weather. Teichert Construction, with MCM as a subcontractor, continues to keep 10 to 14 members busy on the interchange improvement job at Mountain House Parkway and I-205. Additional good news regarding I-205 comes with the announcement that O.C. Jones with C.C. Myers as a subcontractor is the apparent low bidder on an $80 million road improvement job on this ever-utilized, under-sized roadway. As soon as Caltrans awards this project and gives O.C. Jones the notice to proceed, we will conduct a pre-job conference with the company to ensure the assignment of work and the job flow follows proper procedures. This will be an interesting project. Our material producers in the area - Calaveras Materials, B.S.S., George Reed, Granite Construction, RMG Pacific Materials and Teichert Aggregates - will complete their winter repair work and are preparing for a busy season. All indicators predict a better-than-average work season for our employers.

With this in mind, now is the time to contact the dispatch office when you are on the out-of-work list and confirm your registration is current. If you have a change of address or phone number, contact your dispatch office to keep information current. If you have had a change of address, you will need to complete a voter registration form.

This year we vote for governor, all of the Assembly and half of the Senate in California. Numerous local candidates and issues will also be on the ballot. It seems as if we have an election every year, and when you consider the special election last year and the recall election in 2003, we have had a state-wide election every year since 2002. Don't forget that all elections are important. Failure to vote silences the voice of working families.

In closing, the entire Stockton District staff wishes everyone a safe and prosperous year.
Local 3 members are leaders

Local 3 members are leaders of a bargaining unit in Nevada, a right-to-work state. The following information provides a more in-depth look at what this means:

1. The right-to-work law in Nevada is only beneficial to employers. Right-to-work is defined by most Nevada workers as the "right to be fired" or the "right to beg.

2. A bargaining unit is a group of employees who vote organized and elected Local 3 members to represent their unit for the benefit of all employees.

3. Union members are dues-paying employees in the bargaining unit who elect to be represented for the benefit of all employees.

4. Local 3 members are leaders. Members pay dues to Local 3 for representation of the entire bargaining unit. Local 3 representatives and members bargain a contract with wages, health insurance, retirement, vacation leave, sick leave and grievance procedures to protect jobs and other working conditions.

Consider the conditions of your employment if Local 3 did not have a contract binding your employer to certain conditions. What kind of wage rates would you earn? Would you have health insurance or would you be part of the millions in the U.S. without health care coverage? How much sick and annual leave would you have? Would you have a retirement plan?

Local 3 members are clearly leaders, however, paying dues is not enough leadership. Members should educate their co-workers - especially new hires - about the history and importance of becoming a member of the bargaining unit. Non-member employees need to realize a higher percentage of members in a bargaining unit sends employers a very important message - unity - and this equates to better wages, health insurance and working conditions for all.

Regarding the work picture: With all the building going on in Reno, it's also good to see the infrastructure improvement, such as Q&D's extension of Moana Lane. The $1.3 million project will extend Moana Lane from Neil Road across Pecham Lane and McCarren Boulevard and then tie into Double R Boulevard, relieving the traffic congestion on McCarren Boulevard.

Two pipe crews are working on the project. They are faced with the task of routing the tremendous amount of runoff from surface ditches to underground drainage. The need for such drainage was evident again this year as Reno faced another New Year's Eve flood. As the job progresses, we will provide updates.

The Nevada District office reminds everyone about the monthly meeting in Elko: the second Tuesday of each month, unless otherwise noted, and the upcoming district meeting March 23 at the Reno District office.

FROM SACRAMENTO

Affholder crew still rolling on LNWI Project

The storms from the first of the year have slowed down work in District 80, but a few of our contractors are starting up again. Teichert has work all over the Sacramento District from Lincoln to West Sacramento and Cache Creek to Elk Grove, with its larger spreads being in Natomas and Elk Grove. The company has also opened a brand-new, state-of-the-art shop in Woodland, just in time to start winter repairs. Speaking of winter repairs, members working for Shanahan Equipment are taking care of Teichert's Kamatsu fleet, so the company will be ready to get started when spring hits.

Despite the mud, iron is still rolling on the Lower Northwest Interceptor Project (LNWI) in Natomas. Affholder has an outstanding crew working on this project near Garden Highway, beneath 1-80. Crew members include Superintendent Red Blanchette, Fernando Fernandez, Jimmy Jacobs, Jim Palatinus and Mike Zadiosky.

The LNWI is a regional pipeline that will provide sewer service for Northern Sacramento County and West Sacramento. Once completed, it will serve as the critical link needed to bring wastewater from West Sacramento and Natomas to the Sacramento Regional Wastewater Treatment Plant in Elk Grove.

Other work includes Mountain Cascade and Steve P. Rados running a small crew. Las Vegas Paving, Viking Drillers and Griffin Dewatering have shut down operations until spring, when the companies will be back to full strength. Granite Construction has also shut down due to conditions at the Metro Airpark Project, but as the others, the company will be back up to speed this spring with nearly 20 operators working at peak.

We expect a great year with work started late and left over for this year. We also expect our rock, sand and gravel industry to be busy as ever. District 80 staff wishes you a safe year.
FROM UTAH

Committee members, lobbyists maintain funds

This year has seen close to $1 billion in surplus money for the state of Utah. There will be money for education and transportation for many years. This is in part thanks to the hard work of our Grievance/PAC Committee members Glenn Smith, Craig Wylie, Steve Kalipetsis and Larry Millora, who interviewed many labor-friendly politicians in 2005. Credit is also due to Utah District 12 lobbyists Dennis Wright and Kay Leishman, who spend day in and day out during the legislative session on Capitol Hill. Our lobbyists use valuable time to make sure highways, light rail and commuter rail and water projects get every penny available to support the growth of the past few years. They work hard to ensure there will be funds for future work – $300 million possible this year alone. If you see these members in the field or at a district meeting, shake their hands. They give tremendous effort to keep Local 3 members busy.

The 2006 work picture remains strong all over the state for Local 3 members. If you know any journey-level operators who want to work for our signatory contractors, have them call the hall at (801) 596-2677, or connect them with your business representative.

Thanks to sponsors, OE3 awards more scholarships than ever before

We would like to recognize this year’s scholarship sponsors for their generous financial support of our program. Contributions this year came from across the Local 3 spectrum – members, families and employers participated. This outpouring of support has amounted to more contributions and thus, more scholarships offered, than ever before in the program’s 41-year history.

This year, we will more than double the number of awards presented last year, which was four academic scholarships and 20 $500 awards. In 2006, we are offering four academic scholarships and 46 $500 awards. This unprecedented year of scholarship awards was made possible by our scholarship sponsors. We certainly could not have done it without them. Thanks to our scholarship sponsors, listed below, for their continued support and generosity.

2006 Academic Scholarship Fund Sponsors
First Place – Ed Parks Memorial Fund $6,000
First Place – This Sponsorship Available! $6,000
Second Place – Thomas Morton Foundation $5,000
Second Place – DEPCU $5,000

2006 $500 Scholarship Fund Sponsors
John Bonilla $500
Holt of California $500
Law Offices of Stanton, Kay & Watson, LLP $500
McGuire & Baster Foundation $500
The Redfin Mobile Division, Inc. $500
Wurts & Associates, Inc. $500
Napa Ford $500
Weinberg, Roger & Rosenfeld $500
M. Naraghi Architect – Architecture Planning $500
National Commission for the Certification of Crane Operators $500
Preferred Alliance $500
DeSilva Gates Construction $500
CA Construction Education and Research Foundation $500
Rancho Murieta Country Club $500
Lindquist LLP, Certified Public Accountants $500
NuWest Insurance Services – Chuck Rosenberger $500
Henning Morse, Inc., Certified Public Accountants $500
Shimmick Construction Co., Inc. (two awards) $1,000
O.C. Jones & Sons, Inc. (two awards) $1,000
Mastagni, Holsted, Annick, Miller, Johnson & Urhammer Professional Corporation (two awards) $1,000
Rainier Investment Management, Inc. (six awards) $3,000
The Union Labor Life Insurance Co. $500
Delta Dental of California (three awards) $1,500
Boxer & Gerson, LLP $500
PaciﬁCare Health Plan Administrator (two awards) $1,000
Clipper International Equipment Company, Inc. $500
Jayar Construction, Inc. $500
Bay Cities Crane & Rigging Inc. / Braga Crane & Rigging, Inc. $500
Hawaiian Bridge Construction Co., Inc. (two awards) $1,000
Mackey Shields, LLC (four awards) $2,000
Georgia Reed, Inc. $500

Dale Marr
1917 - 2006

It is with great sadness we report the loss of former Local 3 Business Manager and International Vice President Dale Marr. He passed away Feb. 13 at the age of 88. Marr is survived by his wife, Lois; two children, Carla Atkinson and Bob Marr, who is a retired Local 3 Operating Engineer; four natural grandchildren, two of whom are Local 3 Operating Engineers; more than 60 foster grandchildren; and three great-grandchildren.

Initiated in 1942, Marr was a Local 3 member for 64 years and remained active in the union as a retiree. He worked as a superintendent for Kiewit in the early years of his career and served on the Bylaws Committee in 1953 and 1954. Marr went to work for Local 3 as a business agent in Oakland in 1960. From this position, he was promoted to safety director and soon after became the first labor representative ever to serve on the Executive Board of the National Safety Council. In this capacity, he worked to promote the safety benefits of rollover cages and helped them become a standard feature on heavy equipment in 1964. During his tenure as safety director, Marr served as a consultant and adviser to the state and national Occupational Safety and Health Administration (OSHA). In 1964, Marr was elected Local 3 vice president, a position he held until 1973, when he became business manager. Marr retired when he was promoted to business agent in 1982.

His career speaks for itself. Dale Marr leaves behind a legacy of contributions to Local 3, to organized labor and to the construction industry, particularly his groundbreaking work in promoting safety but also as a respected leader and trusted friend. He will be missed by all.

Bing Pennington remembered

Yuba City District 60 is sad to announce the departing of member Eugene “Bing” Pennington. He passed away Feb. 2. He was 70 years old. Bing was the Yuba City District dispatcher for many years and was active in local Democratic politics as a member of the Yuba County Democratic Central Committee and the Yuba-Sutter Democratic Club. His daughter, Jana Cooper, works with the Operating Engineers Federal Credit Union (DEPCU) in Yuba City. His other daughter, Sheri Harper, lives in Williams, Calif. Bing led a good, long life and retired to the foothills in 2001. He is missed by all.
SEMI-ANNUAL MEETING

Rec. Corres. Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership is Sunday, March 19, 2006, at 1 p.m. at the Solano County Fairgrounds: 900 Fairgrounds Drive, Expo Hall, Vallejo, Calif.

DISTRICT MEETINGS

All meetings convene at 7 p.m.

MARCH 2006

2nd District 04: Fairfield
Cordelia Fire District
2155 Cordelia Road

6th District 17: Kauai
Kauai High School Cafeteria
Lihue

7th District 17: Honolulu
Washington Intermediate Cafeteria
1633 S. King St.

8th District 17: Hilo
Hilo IWU Hall
100 W. Laminakai St.

9th District 17: Kona
King Kamehameha Kona Beach Hotel
75-5660 Palani Road

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

22nd District 12: Salt Lake City
Hilton Salt Lake City Airport
5151 Willey Post Way

23rd District 11: Reno
Kerns Shrine Temple
4935 Energy Way

APRIL 2006

4th District 90: Gilroy
IFDES Lodge - Portuguese Hall
250 Old Gilroy St.

5th District 50: Fresno
Local 294 Laborers' Hall
5431 E. Hedges

6th District 30: Stockton
Italian Athletic Club
3541 Cherryland Drive

13th District 80: West Sacramento
IFDES Lodge
600 4th St.

20th District 20: Concord
Concord Center
5298 Clayton Road

MAY 2006

4th District 10: Santa Rosa
Kather Burkhart Center
50 Mark West Springs Road
Merlo Theatre

9th District 40: Eureka
Best Western Bayshore Inn
3500 Broadway

10th District 70: Redding
Red Lion Hotel
1830 Hilfip Drive

11th District 60: Marysville
Veterans' Memorial Center
211 17th St.

15th District 01: Burlingame
Newman's Hall
1511 Rollins Road

*Please note location change.

Operating Engineers Local 3 welcomes the following new contractors:

District 17: Hawaii
Amazon Construction
Pacific Ground Systems
Rockpile Roofing
Superior Concrete Services

District 11: Nevada
Solen

District 12: Utah
Harder Mechanical
P&K Constructors

Election of Market and Geographic Area Committee Members

Business Manager John Bonilla has announced that the election of Market and Geographic Area Committee Members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 2006 with eligibility rules as follows:

1) Must be a member in good standing of the parent local.
2) Must be living in the committee's geographical area.
3) Must be working/making a living in the industry in that area.
4) Must be an "A" Journey-level operator.
5) Cannot be an owner-operator.
6) No member will be nominated unless s/he is present at the meeting and District 30: Stockton
LT «Ki, ~,·*m

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

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

2006 Grievance Committee Election

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

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

Reminder: Membership Card

Rec. Corres. Secretary Rob Wise reminds you to carry your current Local 3 membership card as proof of your good standing and identification as a Local 3 member. Having a current card with you allows you to participate and vote at meetings.

PICNIC SCHEDULE

District 50: Fresno
Sunday, April 23

District 04: Fairfield
Saturday, April 29

District 80: Sacramento
Sunday, April 30

District 30: Stockton
Sunday, May 7

District 10: Rohnert Park
Saturday, May 13

District 20: Oakland
Saturday, May 20

District 12: Utah
Saturday, May 20

District 17: Honolulu
Saturday, June 17

District 60: Yuba City
Saturday, June 24

District 11: Nevada
Saturday, July 8

District 01: Burlingame
Sunday, July 9

District 70: Redding
Saturday, July 15

District 17: Kona
Sunday, July 23

District 17: Maui
Saturday, July 29

District 90: Morgan Hill
Sunday, Aug. 6

OE3 welcomes new members

Local 3 is proud to welcome the following new members who were sworn in at the January 2006 district meetings:

District 20: Oakland
Matt Shiflet
Lawrence Miller
Victoria Morales
Rico Perez
Dona Beal-Karkar

District 30: Stockton
Josh Bell
Eric Henderson
Joseph Martinez
Sam McDonald
Gina Mates
Dwayne Lee

District 80: Sacramento
Tommy Stewart

District 90: Morgan Hill
Daniel Marion
Chick Pa Lee
Hilda G. Ruiz

HONORARY MEMBERS

Congratulations to the following retirees, who have 35 or more years of membership in Local 3 as of January 2006 and are eligible for Honorary Membership effective April 1, 2006, unless otherwise noted (*).

Jerome Kielbloom
1420075
District 17: Hawaii

Robert Milliora
1181913
District 10: Santa Rosa

Laverne Nolan, Jr.
1427993
District 11: Nevada

Bobbie Sanders
1461767
District 99: Out of Area

James A. Shoopman
1451629
District 80: Sacramento

John B. Vegetable
1201290
District 12: Utah
Labor unions and teachers partner up for children

Despite current attacks from Schwarzenegger and employers intent on taking away health care benefits and pensions, labor unions and councils across California are declaring support for a working-parent agenda that will make it easier for families to raise their children in the state. Most recently, an organization dedicated to educating unions about work and family issues and initiatives—the Labor Project for Working Families—has partnered with the California Federation of Teachers' Early Childhood Education Organizing Project to address the need for universal preschool, quality childcare and a professional workforce by supporting the Resolution for Working Parents and the Preschool for All Proposition.

With the help of voters, universal preschool and improved health care and childcare may well become a reality for California's working families, if voters decide to approve the Preschool for All Proposition and make it easier for families to raise their children in the state. Most recently, voters may be heard collectively. To find out more, visit www.laborproject.org/updates.html or contact the Labor Project for Working Families at (510) 642-5498.

Help reduce identity theft

You have the right to stop the use of any communication or material being mailed to you containing your fully displayed Social Security number. Printing your Social Security number on cards to access products or services or publicly posting or displaying it in any manner is also infringing on your rights.

You can request in writing that any entity you correspond with no longer use your Social Security number as an identifier in their mailings to your address. Once these businesses receive your written request to stop using your Social Security number, they must comply within 30 days. Moreover, any entity may not deny any service to you should you assert this right. These efforts and knowing your rights should help reduce your chances of being a victim of identity theft.

Deceased Dependents

Carin, June, Wife of Carin, James (dec) 09-18-05
Castro, Lily, Wife of Castro, Frank 08-13-05
Farmer, Malice, Wife of Farmer, Earl (dec) 07-04-05
Fynn, Thelma, Wife of Fynn, Robert (dec) 06-07-05
Holmen, Grothe, Wife of Holmen, John (dec) 11-25-05
Jones, Mary, Wife of Jones, Henry (dec) 05-31-05
Kilborn, Araba, Wife of Kilborn, Alfred (dec) 08-29-05
Pena, Marina, Wife of Pena, George (dec) 12-16-04
Raybaugh, Anna, Wife of Raybaugh, Delbert (dec) 11-23-05
Soree, Dorothy, Wife of Soree, Sam 11-29-05
Taylor, Mattie, Wife of Taylor, William (dec) 12-25-05
Warrington, Susana, Wife of Warrington, Orville (dec) 12-21-05

Departed Members

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

Ammon, Leslie 11-04-05
Bonanza, Or 12-11-05
Benson, Harold 12-01-05
Stockton, CA 11-24-05
Bevan, Bill 12-09-05
Birch, Peter 11-23-05
Honolulu, HI 12-13-05
Bolosen, Jacinto 10-03-05
Hilo, HI 11-09-05
Braden, Harold 11-02-05
Fresno, CA 11-09-05
Brady, Virgil 12-14-05
Twin, Harto, CA 11-28-05
Cole, William 11-29-05
Live Oak, CA 12-09-05
Crosson, Guy 12-10-05
Fiddletown, CA 10-31-05
De San Martin, Arthur 11-20-05
Steckton, CA 11-20-05
Dai San Martino, Arthur 11-20-05
Reynolds, Dennie 11-20-05
Nakagawa, Hideyo 11-29-05
Kaneohe, HI 11-29-05
Njuchir, George 12-01-05
Columbia, CA 11-29-05
Dai San Martin, Arthur 12-01-05
Steckton, CA 11-29-05
Fujimoto, Yoshio 12-01-05
North Bend, OR 11-20-05
Nakagawa, Hideyo 12-01-05
Kaneohe, HI 11-29-05
Silvius, John 12-01-05
Danville, CA 11-29-05
Silvius, John 12-01-05
Danville, CA 11-29-05
Zunino, James 12-19-05
Elko, NV 12-19-05
Zunino, James 12-19-05
Elko, NV 12-19-05

FOR SALE: 1978 Ford F-150 Swap Shop. (Reg# 322200).


FOR SALE: 2002 Ford T "Titan" Truck. All steel. Front, 26 sq. ft. 375-350 HP, come to the beach. $5,100.00 OBO. (530) 963-3686 OR (530) 963-3811. (Reg# 235775).

FOR SALE: 1800 sq. ft., 3 bdr, 2.5 bath, $215,000. (707) 964-3686 OR (707) 971-3128. Reg# 575609.

FOR SALE: Five wheels of single wide trailer spaces for rent. Close to lakes and mountains, water and garage. $200-400. (530) 963-3251, or (530) 963-3811. Reg# 1549234.

FOR SALE: 2003 seadoo gtx 4 tech supercharged 3 seater. 1500 or 4 stroke. Very fast, will pull wake board. Complete trailer package with 5gal fuel tank. Used 5 times. $1,500. (Reg# 256376) or (Reg# 256381). Reg# 159669.


FOR SALE: 1999 Ford F350 Powerstroke 7.3 Diesel V8, Crew Cab, XLT, Long Bed, Line X Tow package, deep exterior red and white two-tone paint, specialty rear bumper, wheels and stepup. All power. Excellent Interior, cruise control, 6 Disc changer, tinted windows and rear slider. Have maintenance records. $11,000,000. (Reg# 235775).


FOR SALE: Parker Pioneer. Fully self-contained, rear facing, amazing, test ride for sale. $8,000. (530) 971-3388. Reg# 709237.


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District 50 honors apprentices

Congratulations to Pete Garza and Morgan Holland for their first-step apprentice advancements. Pete works for Haydon Construction, while Morgan gets mechanic experience working for Granite Construction.

Be sure to mark your calendar for the following events:
April 22: Fresno Spring Golf Tournament at Airways Golf Course
April 23: Fresno District Picnic at Kearney Park

Recently advanced First-step Apprentice Pete Garza works for Haydon Construction in Clovis.

First-step Apprentice Morgan Holland gets mechanic experience while working for Granite Construction.

Six Benicia bridges soon to stand

The C.C. Meyers project at the north end of the new Benicia Bridge is nearly completed. After four years and $90 million, the company's efforts should culminate in December 2006. A total of six bridges comprise the scope of the project. One of the most spectacular aspects of the job rests at the point of a bridge where the work of C.C. Meyers and Kiewit Pacific comes together. Temporary pile at that point rises up 125 feet from ground level to support the false work that forms the bottom of the new structure. Once the concrete is poured and allowed to cure, the false work is removed, and the new structure stands as a finished product.

The concrete used in the mix is a highly concentrated, 11-sack mix with fly ash, aggregate, sand and a small amount of water added. Because of the strong concentration of cement used, liquid nitrogen is added to every load of concrete to help the cooling process and to prevent the concrete from cracking. Additional water is piped through the structure to aid in its cooling process.

The new structures connect Hwy. 680 North and South with the new Benicia Bridge and Hwy. 780 East and West to Hwy 680. In four years' time, many OE3 members have worked on this project at one time or another, and all share a deep sense of pride in a job well done. Local 3 congratulates you all.

Some members on the project include: Nick Moreno, Jim McChesney, Richard Bibb, Dave Reed, Kevin Ross, Gus Carrillo, Kim Kidwell, Michael Crowe, Marty Pipkin, Arthur Wright, Michael Doose, Tony Monroy, Douglas Albright, Raymond Vigil, Jacob Burns, Dwayne Reaves, Sam Fakatoufifita, Adam Mitchell, Frank McCarvin, Jason Peters, Frank Sacher, Timothy Schultz, Timothy Gibbons, Wayne Swinyer, John Graffigna, Thomas Zoland and Steve Dambl.

Even with the rain, work in Solano County is still going. The work project for 2006 is looking better and better. By our estimates, about $2 billion worth of work is set for District 04 this year. Some projects in Northern Solano County have already started or are continuing. Teichert got an early start with work beginning on the Peterson Ranch Project, which surprised members.

Elsewhere in Solano County: M.A. Mortenson continues work on the windmills in the Montezuma Hills. Although the rain has slowed the company down, it has not stopped it. Mortenson presses on and has added three more Local 3 members to the project.

Rudolph and Sletten started work on the new Kaiser hospital in Vacaville, and that project should continue for the next couple of years, along with all our other contractors across the street at the Genentech Project. With these projects, work looks good.

Mark your calendars! The Fairfield District picnic is Saturday, April 29, at the Cordelia Fire Station.

This month, the Fairfield District 04 Apprentice Spotlight is on Randy Quinn. Randy is a second-step apprentice training with Independent Construction. Randy trains at the Alamo Creek project at Blackhawk and Camino Tassajara in San Ramon. He runs a scraper, compactor and has learned some grade-checking.

According to Foreman Frank Olsen, Randy is "keeping up with the journeymen; he has a good disposition and is doing well as an apprentice." Randy hopes to become a gradesetter and blade operator.

"The apprenticeship program has been an outstanding opportunity for me," he said. "I've enjoyed the experience I've received with Independent and hope to get more training in gradesetting."
Eureka Crab Feed 2006

Fresh crab, solidarity is what it's all about

For more than 40 years, the Eureka Crab Feed has been one of the most-anticipated socials of the North Coast labor community. Anyone who's been and our most recent crab feed attendees will tell you: It's all about union solidarity and the best fresh crab around. They're caught right off the cold, blue Pacific and cooked up fresh the day of the event. The majority of folks attending this year's event were Local 3rs - members, retirees, staff and families - though several groups of union members from other trades and local politicians also came out. It was great to see everyone having such a good time, celebrating in the true spirit of unionism. We look forward to seeing all of you next year.

Last year was the first crab feed for 42-year Local 3 member Jim Coleman and his wife, JoAnn. They came back this year for seconds.

From left: Retirees Deren Dibble and Harold Early, Eureka District Rep. Steve Harris, President Bob Miller, retired Eureka District reps. Gene Lake and Bill Burns, Grievance Committee Member Kevin Reynolds and former Safety Director and Retired Eureka District Rep. Brian Bishop.

Bad weather brings good work to District 10

January started out wet for the Santa Rosa area and caused major problems on Hwy. 101 at Cotati Grade. The heavy rains destabilized 300 feet of road. Caltrans called Ghilotti Construction to do some emergency road work in the slide area. Ghilotti was on standby for two weeks to do emergency asphalt patch work on the two southbound lanes, and Coopr Crane and Rigging drove sheet piling on the shoulder of a south-bound lane. Caltrans engineers stated the section in the slide area has to be removed and rebuilt. They are working on a new design and engineering plan.

The new concrete girder bridge planned over Hwy. 101 at Steele Lane should be awarded soon to Ghilotti Construction of Santa Rosa.

Members at Week's Drilling and Bartley Pump finalized their wage increase and fringe benefits allocation on Jan. 1. Thank you to all for attending the allocation meeting and taking an interest in this great union.

Fringe Benefits Director Charlie Warren and ATPA's John Sweeney presented an educational Pre-Retirement Seminar Jan. 18. Sixty-three members and spouses attended the presentation. Questions about the “Rule of 85,” how the husband and wife options work and how soon the retirement application should be filed were addressed.

Regarding the Waste Water Treatment Expansion: The $56 million sewer treatment plant awarded to Kiewit Pacific last year had delays due to funding problems and then inclement weather. According to Ukiah Project Engineer Ann Burck, work is scheduled to start no later than March 6.

Argonaut was the low bidder on a $1.8 million roadway realignment and temporary bridge removal project, south of Schooner Gulch Bridge at the Point Arena.

Recent storms causing extensive flooding and mudslides provided winter work for some members. Oak Grove did a slide repair for the city of Healdsburg at Fitch Mountain. Granite got a couple of emergency repair contracts from Caltrans on Hwy. 253. Mendocino Constitution Services is working with Caltrans on Hwy. 162 to repair a section that continually sinks and slides.

At Confusion Hill, John N. Peterson has crews working around the clock to keep Hwy. 101 open. Caltrans has hurried up the $65 million project to be awarded late this spring. It consists of two bridges and 300,000 yards of dirt to be moved offshore and will take three years to complete.

Willits Bypass is scheduled to go to bid late 2007 and start in 2008. This is a $250 million project that will include structure work and lots of piles to drive. It should take about four years to complete.

Congratulations to Member Larry Stefanick upon receiving his 35-year service pins at Reliable Crane's Santa Rosa Junior College jobsite.

Some apprentices are still working in between the rain drops. In 2005, District 10 advanced nine apprentices to journey-level operators: Timoteo Parker, Ben Reich, Vard Stockton Jr., Tim Young, George Diaz, Nemesio Ruiz, Brennan Bailey, Tim Underwood and Arturo Gutierrez Jr.
ATTA BOY commendations
By Dave Gossman, business representative

As a former sergeant of the Los Angeles Police Department, I had the responsibility of recommending commendations for officers who performed outstanding work or made outstanding arrests in the line of duty. The commendations were known to the troops as "ATTA BOYS." As an OE3 business representative, I want to commend the following law enforcement personnel for their dedication and hard work in their respective departments and associations.

San Francisco Deputy Sheriffs' Association

The San Francisco Deputy Sheriffs' Association negotiating team has been hard at work during the last eight months to bring the best Collective Bargaining Agreement back to the deputies. The negotiating process was difficult and frustrating. Members provided input in representing different interests of their membership. As a team, they were united in their fight for better wages and working conditions for the entire association. Currently, the Deputy Sheriffs' Association and the San Francisco City negotiating team are close to settlement. The deputies of San Francisco should be receiving the benefits of a new contract in the near future.

OE3 recommends an ATTA BOY commendation to the following deputies for their outstanding work and dedication to their Deputy Sheriffs' Association: President Dave Wong, Ed Ruppenstein, Mike Zehner, Shedrick McDaniel, Kevin Heuer, Wayne Woolfolk, Lela Mustain and John Carramucci.

In addition, OE3 recommends an ATTA BOY commendation to all San Francisco deputies who volunteer and are drafted to work overtime at the county jails. Your extra efforts do not go unnoticed. Without your exemplary and outstanding service, sections of the jails would have to be shut down. The union, the Deputy Sheriffs' Association and Sheriff Michael Hennessey thank you for a job well done.

San Francisco Sheriffs' Department

On Jan. 21, 2006, I attended a "Family Academy" at San Francisco's training facility. Working with its Peer Support Group, the San Francisco Sheriffs' Management staff presented a two-day "Family Academy" for the families of the deputies. This involved classroom presentations and tours of the jail facilities. The purpose was to educate family members of the deputies' duties and the various support groups available to them. On the day I attended, we were given tours of County Jail No. 3. It was built in the 1930s and is the oldest jail west of the Mississippi. Next to County Jail No. 3 is a new state-of-the-art jail, where the deputies will be working by the end of the month.

OE3 recommends an ATTA BOY commendation to Sheriff Michael Hennessey, his administrative staff and Lt. Kevin Paulson in developing an effective, worthwhile program for the deputies and their families. The following deputies did an outstanding job presenting the program to the family members: Kevin Heuer, Mike Gunn, Bryan Veerman, Anthony Aguerre, Fernando Velaseco and Deputy Castellanos.

Santa Cruz Correctional Officers' Association

During the past 15 months, the Santa Cruz Correctional Officers' negotiating team has been involved in two contract negotiations with Santa Cruz County. The negotiations have been difficult and tedious. Currently, a new contract is close to settlement with the county. Within the near future, the officers should be enjoying the benefits of the new contract. The Santa Cruz Correctional Officers' Association has been at odds with the Sheriffs' Management Team over several issues of great concern to the association. Local 3 stepped in to arbitration and are being handled by OE3's law firm. We expect the arbitrator will side with the Santa Cruz Correctional Officers' Association in improving the working conditions of the correctional officers.

OE3 recommends an ATTA BOY to the Santa Cruz Correctional Officers' negotiating team for their outstanding service and dedication to their association members. Thanks also to correctional officers Alex Gonzalez, Michelle Taylor, Brian Cole, Frank Hall and President Jim Bates.
New agent serving Monterey and Santa Cruz counties

In keeping with Business Manager John Bonilla's policy of hiring the best to service our public employee members, I am pleased to announce the hiring of Business Agent Art Frolli. Art works out of the San Jose office to serve our members in Monterey and Santa Cruz counties. The largest group of members he is currently working with is the Monterey County Sheriff's Association.

Art is proud to work with law enforcement in this capacity because of his background. He has more than 12 years of law enforcement experience during his career as a deputy sheriff in Santa Cruz County. During that time, he worked in many law enforcement areas, including custody, patrol, SWAT and investigations.

Art's personal experiences have given him an understanding of the special needs of those who have chosen a career in law enforcement and government service. Because of a work-related injury, he was forced to medically retire. However, once this process is complete, he will also represent the Santa Cruz County Sheriff's Correctional Officers and is looking forward to it.

The Public Employees Division welcomes Art to the team and hopes you will say hi when you see him at your membership meetings or negotiations. Welcome aboard, Art.

ACEA installs new officers

Alan Elnick, business representative

The Alameda City Employees' Association (ACEA) installed its new officers and at-large delegates at the Jan. 18 membership meeting. The new officers are: President Linda Justus, First Vice President Tim Higuera, Second Vice President Mariel Thomas, Secretary Miriam Delagrange, Treasurer Terry Flippo, Sergeant at Arms Mike Richina and members at large Kelvin Abdi, Max Arbis, Erin Garcia, Mike Leahy and Hans Williams.

The new officer team has begun the challenge of negotiating a new Memorandum of Understanding (MOU) with the city of Alameda, which has a new city manager and some new executives. The MOU is set to expire this June and follows on the heels of a contentious negotiation that lasted nearly two years and resulted in the expedited retirement of the former city manager.

That last round of negotiations caused some informational picketing and the filing of unfair labor practice charges against the city. The team is hoping that a brightening economic picture for the city combined with new management will bode better for this upcoming round.

The new officers provided outgoing President Marion Miller with a plaque of appreciation for her many years of service to the association. Miller will serve as immediate past president and will help the new team adjust to its responsibilities. During her long term, the association was successful in achieving the first steps of equity adjustments for most of the represented city employee classifications. She was also successful in improving the association's relations with city council members and was instrumental in countering the representations of the former city manager on the city council's behalf.

Local 3 would like to thank Marion for her dedication and service, and we wish all the best to the new officer team.

Mediated settlement in Red Bluff

By Chris Sullivan, organizer

On Tuesday, Oct. 4, 2005, the Red Bluff City Council approved a mediated settlement with the Miscellaneous Bargaining Unit, which is comprised of maintenance workers, equipment mechanics, public works employees, administrative assistants and records specialists.

Negotiations began in early April 2005, with a proposal from OE3 on behalf of the members. Since the city has taken a back seat to public safety for nearly a decade, the union asserted it was time to take care of the Miscellaneous Unit, a sentiment echoed by some council members.

The city's first wage proposal included a 2.5 percent increase for one year and some ancillary items with regard to education reimbursement, retiree medical insurance and auditing three positions. This proposal was not well received in the light of management's recognition that it was time to take care of the unit.

An impasse was declared by OE3's business agent, triggering the process for mediation.

With the assistance of Local 3 Business Agent Carl Carey, the city came back to the table for another attempt at settlement. The city increased its wage offer to 12 percent for three years but fell short of the union's desire to elevate the employees to a competitive wage. The city council rejected the union's proposal of 13.5 percent for two years and declared impasse in early September.

On Sept. 29, State Mediator Curtis Lyon met with the parties for about eight hours, and both sides exchanged proposals. A mediated-settlement proposal was tentatively agreed upon by both sides and taken to their respective principles for ratification.

The Miscellaneous Unit overwhelmingly ratified the agreement. One of the stewards commented that it was the best contract the unit has ever had.
CEMA Superior Court extends MOU to 2010

By Tom Starkey, business representative

The Superior Court Chapter of CEMA, which represents members employed by the Superior Court of California Santa Clara County, recently ratified a three-year extension to its MOU by a 92 percent yes vote. The current extension of the MOU was set to expire Jan. 17, 2007. The extension agreement provides a 14 percent salary increase over the period, with the first salary increase retroactively applied back to July 4, 2005. The agreement includes a 3 percent increase effective July 3, 2006, a 3 percent increase effective July 2, 2007, and a 4 percent increase effective June 30, 2008. The court will continue to offer the same level of health and pension benefits as is currently provided. The bilingual differential increases to $120 per month. All rights and benefits currently outlined in the MOU remain unchanged. The term of this second extension agreement goes from Jan. 14, 2007 through Jan. 17, 2010.

Your PERB rights are on the hit list

By Tina Marie Love, business representative

The Chief Probations Officers of California (CPOC) set goals for the legislative 2006 agenda, one being to exempt PC 830.5 peace officers from the provisions of the Meyers-Milias Brown Act (MMBA) as it applies to Public Employees Relations Board (PERB). Your PERB rights are on the hit list!

First, let's build a foundation. MMBA: You hear it bantered around, but what does it really mean? In short, MMBA governs employment relations among cities, counties, special districts and their employees and employee organizations. Initially adopted in 1968 and subsequently revised throughout the years, employees who work for cities, counties and special districts were given the legal tools to be represented by a union and have bargaining-employment contracts. Before then, individuals employed in public services were prohibited from such representative opportunities.

The MMBA requires the governing body of a local public agency to meet and confer in good faith regarding wages, hours and other terms and conditions of employment with representatives of recognized employee organizations.

The Public Employment Relations Board (PERB) is a quasi-judicial agency that oversees public-sector collective bargaining in California. PERB administers several collective bargaining statutes, ensures consistent implementation and application and adjudicates disputes between the parties subject to them. One of those collective bargaining statutes under PERB's jurisdiction is the MMBA.

Before Sept. 29, 2000, PERB did not have original jurisdiction over Unfair Labor Practice (ULP) matters within the public sector under MMBA. On Sept. 29, 2000, the state legislature enacted Senate Bill 739, which amended the MMBA. In particular, SB 739 transferred jurisdiction over MMBA ULP claims from the local community courts to PERB, effective July 1, 2001. The intent with the transfer of authority was to provide a neutral third party to decide unfair labor practice allegations within the public-employment sector covered by the MMBA.

Placing jurisdiction of MMBA agencies under PERB does not resolve all the issues that could arise. The legislation fails to address some significant legal and policy challenges that must be determined before implementation. For instance, the MMBA does not contain specific ULP provisions. However, since alleged violations of local collective bargaining ordinances may be processed as unfair practice charges under SB 739, PERB would potentially adjudicate disputes arising out of numerous and differing ordinances.

Further, PERB's jurisdiction over the MMBA currently excludes PC 830.1 peace officers, management employees and the city and county of Los Angeles, while it includes those peace officers encompassed under PC 830.5.

So why does the CPOC want PC 830.5 to be exempt from PERB? It would return jurisdiction over labor-related disputes that would have otherwise come under PERB's jurisdiction back to the local courts. The local judges, who are also the bosses of CPOC members and you, would be the same individuals to preside over all issues that could arise from a collectively bargained contract (CBAs/MOUs).

Some might argue political pressure can be applied to local officials, securing reasonable determination in labor-related disputes that come before local judges. However, judges are elected every six years and typically won't become beholden to one another. The amount of political pressure one can apply is extremely limited. Coupled with the lack of neutrality in the decisions handed down, along with related court fees normally paid by the employee who is typically the moving party, it is clear why some might argue that political pressure in these cases is ineffective.

If the union or employee is rendered an unfavorable decision by a local court, the next step is to appeal the decision to the court of appeals and then the California Supreme Court. If the situation dictates, the next step is federal courts. This process will significantly increase the time it takes to resolve labor disputes, not to mention the expenses associated with mucking through the civil court system. Although PERB's staffing was reduced, causing a backlog of cases, the time it takes to run through PERB is still significantly shorter than the time it will take to navigate through our civil judicial system. One could argue it's also less expensive, which is not limited to dollars and cents.

In brief, PC 830.5's employment rights are potentially at risk. That means your rights are potentially at risk. Call your union representative, get the name of your legislative representatives: Write them, call them, e-mail them. Have your friends and family members write and call them. Tell them the expenses associated with exempting PC 830.5 ULPs from PERB jurisdiction could be expensive and detrimental to the overall operations of the state.

As we continue to learn more about the CPOCs direction and progress, we'll keep you updated. As for now, we must be proactive in our efforts to protect the rights fought for by our union predecessors.
NEWS FROM THE 
Public employees

OPERATING ENGINEERS
LOCAL UNION NO. 3
John Bonilla
Business Manager
Bob Miller
President
Frank Herrera
Vice President
Rob Wise
Rec. Corres. Secretary
Ruse Burns
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(808) 845-7871

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(775) 329-5333
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Salt Lake City
(801) 596-2677

Start with Unit 12 workers first!

By Larry Edginton, Craft Maintenance Director

By now, virtually all Californians have heard something about Gov. Schwarzenegger's proposals for a spending boost to improve our state's infrastructure. Our state clearly has a great need for improvements. We're all tired of traffic gridlock, leaking levees and water-distribution problems, to name a few. However, as I see it, the governor seems to have forgotten an important infrastructure component. The workers who protect and maintain what we already have. That's you!

What's the governor proposing for you? At this point, it isn't sending us a good message. He hasn't included any money in his budget proposal to give you a raise. He's also proposed to save additional money by directing departments not to fill vacancies. He might add funds for wages in his May budget rewrite, but I wouldn't take that to the bank. At the negotiating table, the Department of Personnel Administration (DPA) recently removed all of its economic proposals, including wages. The DPA now says it wants to use a market-based approach in setting your wages and therefore is surveying both public- and private-sector employers to determine what the market pays for similar work. Sounds OK, right? After all, every one of us knows about the problem every state agency and department has in recruiting and retaining quality workers — they say the state needs to know about the competition's wages and benefits.

However, your negotiating team believes the real motivation behind the DPA's survey is to say you're being paid too much, especially when employer contributions to health care and pensions are factored in. At our last bargaining session, your negotiators asked the DPA the following question: "If your survey shows that Unit 12 workers are underpaid, will you be proposing to raise their wages to survey levels?" The answer was, "no." I think that answer tells us all we need to know the reason for the survey. These types of conversations can quickly become adversarial, but we found both Mayor Wasserman and City Manager Fred Diaz extremely concerned about our membership and helpful in reaching a settlement.

We continued our third day of mediation on Dec. 29, and at about 7 p.m., we reached a tentative agreement that both sides felt addressed our respective concerns. The agreement was put before the membership on Jan. 5, 2006 and was overwhelmingly ratified.

A lot of work and effort went into negotiating this agreement. To finally reach a settlement after the prior contract had expired six months earlier, placed a lot of strain on the negotiation team but also became frustrating for the membership. The membership was kept informed of our progress throughout this process, and with their support and unity, we were able to reach an agreement. This is what unionism is all about.

Most of all, lots of credit goes to Chief Steward Jeff Edwards and the negotiation team — Keith Harter, Jesse Anderson and Jesse Gomez — all of whom are union stewards, for their commitment to the membership. They not only worked side by side but vigorously and capably represented the membership. This contract would not have been attained without them.

Fremont settles contract

By Carl D. Carey, business representative

In April 2005, the city of Fremont and the Operating Engineers Local 3 negotiation team — Jeff Edwards, Jesse Gomez, James Anderson, Keith Harter and myself — commenced to negotiate a successor contract, as the current contract was due to expire June 30, 2005. Eight-and-a-half months later on Dec. 29, 2005, a tentative agreement was reached, and shortly thereafter, a successor contract was ratified. This was not done without complications.

A good portion of municipalities like Fremont are struggling with reduced revenues and increased expenditures. Because of budgetary shortfalls, the topics of salary, health benefits and retiree health benefits are major topics of discussion. Municipalities must balance their budgets so these economic topics are seriously evaluated. Along with these issues, overtime compensation for Park Maintenance employees was another important issue that took considerable energy to resolve.

The city presented an initial two-year proposal that included salary increases and increases in the medical benefit premium contributed for the first year of the contract but was later changed by the second. These issues were scheduled for discussion as a re-opener in July 2006. The city also came to the table interested in controlling the spiraling costs of retiree medical benefits and having more discretion on how to compensate weekend work in the Parks Department.

After eleven meetings and a July 1, 2005 contract expiration deadline, a tentative agreement was reached June 29, 2005, which contained new language on salary, medical benefits, miscellaneous language changes, retiree medical benefits and the Parks Department weekend work. The city was looking for.

At the table, the union negotiation team said they were not confident the membership would ratify this tentative agreement, as six months earlier, placed a lot of strain on the negotiation team.

As expected, the membership overwhelmingly turned down this proposal and sent us back to the table to continue negotiations. With a 90 to three negative vote, the membership's mandate was clear. Because of the re-opener language in the proposal, the membership felt this was a one-year contract disguised as a two-year contract. We needed improvements in the retiree medical language, health benefit compensation language in the second year, retroactive pay and compensation for the Parks Department.

Upon returning to the table, the membership voiced their concerns, and we tried to come to an agreement. We made headway on the health-benefit contributions for the second year and the retiree-medical language. However, we could not resolve the other two issues and eventually want to impose, with the union requesting a state mediator for resolution.

Paul Rose of the State Mediation Office came in to see if a settlement could be reached. After the second day of mediation, it became apparent that settlement was not going to be easy. We contacted the city council, and the membership was also advised of the situation. Even though we didn't want to start a job action at the time, a strike vote was taken and sanctioned by the membership. The Central Labor Council and Building Trades were also contacted and stood ready to support us in our efforts.

We had discussions with Mayor Wasserman and City Manager Fred Diaz in an attempt to gain further insight into what the city was trying to accomplish, as well as explain our position to them. These types of conversations can quickly become adversarial, but we found both Mayor Wasserman and City Manager Fred Diaz extremely concerned about our membership and helpful in reaching a settlement.

We continued our third day of mediation on Dec. 29, and at about 7 p.m., we reached a tentative agreement that both sides felt addressed our respective concerns. The agreement was put before the membership on Dec. 29, and it was overwhelmingly ratified.

A lot of work and effort went into negotiating this agreement. To finally reach a settlement after the prior contract had expired six months earlier, placed a lot of strain on the negotiation team but also became frustrating for the membership. The membership was kept informed of our progress throughout this process, and with their support and unity, we were able to reach an agreement. This is what unionism is all about.

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Stress and your body

Major birthday coming up? Making a presentation at work? Caught in traffic? These are just some of the everyday events that can cause stress, making you anxious, tense, angry or afraid. Stress can come from bigger events, too, such as a new job, divorce or the death of a loved one. In short, you can't avoid stress. But learning how to manage it can improve your emotional well-being and your physical health. These simple steps can help you reduce and manage stress:

- Exercise and eat a balanced diet.
- Manage your time.
- Set realistic goals and expectations.
- Talk with a loved one or write in a journal.
- Try relaxation techniques.
- Take time for yourself.
- Stay positive.

Stressed – or depressed?

Sometimes, what seems like stress is actually depression. If you think you're depressed, call your physician or health care professional. Depression isn't a sign of weakness; it's a medical condition that often is successfully treated.

Source: Kaiser Permanente

What we don't see can hurt us

By Guy Prescott, OE3 Safety Director

If I took a survey and asked Local 3 members how many wanted to wear a hearing aid when they retired, the answer would be none. Yet, in our industry, many people wear hearing aids in their retirement. We often focus on the obvious hazards of our work: Heavy equipment can and does kill and maim. Every year, operators are crushed, struck or killed by equipment. But what about the unseen hazards we face every day? What is happening to our hearing from the constant heavy equipment noise? What we don't see can hurt us. The unseen hazard of equipment noise can have a significant effect on our ability to enjoy life outside of work and in our retirement years. The solution is up to you.

- Take personal responsibility for your hearing. If noise bothers you, you have a ringing in your ears or noise begins to have a flat sound, wear hearing protection immediately. Do not wait until hearing protection is required.
- If you must raise your voice to talk to another person at arms' length, then the noise is at a dangerous level, and you should wear hearing protection.
- Any time you notice loud noise, wear hearing protection.
- Be kind to your ears outside of work. Though that loud music system in your ear may be cool, it is permanently damaging your hearing.

Remember: What you hear today can keep you from hearing tomorrow. Hearing damage is often not recognized until it is too late. Don't wait until you can't hear to take action.


For more information about hearing protection and hearing aids, contact the Trust Fund office at (800) 251-5014 or Fringe Benefits at (800) 532-2105.

Read past issues of Health News and information about OE3 online at www.oe3.org.
Alcohol awareness

Studies have shown that moderate drinkers—men who have two or fewer drinks per day and women who have no more than one drink per day—are at lower risk for developing heart disease.

It is believed that these smaller amounts of alcohol help protect against heart disease by changing the blood's chemistry, thus reducing the risk of blood clots in the heart's arteries. However, these studies have focused mainly on wine drinking. The possible protective effect of alcohol may diminish when it is consumed in other forms, such as beer or hard liquor, or in higher amounts.

What's the bottomline? Although moderate drinking may be beneficial among persons who already drink, nondrinkers should not begin drinking for the possible benefits—nor should people with chronic diseases, such as Alzheimer's, diabetes and hypertension. If you can safely drink alcohol and you choose to drink, do so in moderation.

Source: CorSolutions

Help with alcoholism and other chemical dependency is available to eligible members and their spouses through Local 3’s Assistance & Recovery Program (ARP), which includes residential, outpatient and home treatment.

ARP’s 24/7 Helpline
(800) 562-3277

Hawaii members call
(808) 842-4624

Fringe Benefits Service Center
(800) 532-2105

Contractors' Corner

Forklift safety tips

About 100 employees are fatally injured and about 95,000 employees are injured every year while operating powered industrial trucks. Forklift turnover accounts for a significant number of these fatalities. Therefore, the Occupational Safety and Health Administration (OSHA) recommends the following forklift safety tips:

- Properly maintain haulage equipment, including tires.
- Do not modify or make attachments that affect the capacity and safe operation of the forklift without written approval from the forklift's manufacturer.
- Examine forklift truck for defects before using.
- Follow safe operating procedures for picking up, moving, putting down and stacking loads.
- Drive safely: Never exceed 5 mph and slow down in congested or slippery areas.
- Prohibit stunt driving and horseplay.
- Do not handle loads heavier than the capacity of the industrial truck.
- Remove unsafe or defective forklift trucks from service.
- Operators should always wear seatbelts.
- Avoid traveling with elevated loads.
- Assure that rollover protective structure is in place.
- Make certain that the reverse signal alarm is operational and audible above the surrounding noise level.

Healthy snacks for any mood

Your family's snacking moods may vary, but you can still consistently maintain healthy snacking habits. Consider these healthy snacks for any snacking mood:

Thirsty! Cold skim or low-fat milk, mineral water with lime, chilled vegetable juice, fruit juice.

Smooth! Yogurt, banana, papaya, mango, custard, cottage cheese or for fruit smoothie, simply blend together one cup of skim milk, ice cubes, your favorite fresh fruit and a dash of vanilla, cinnamon and nutmeg.

Crunchy! Raw vegetables (asparagus, bell pepper, broccoli, cabbage, carrots, cauliflower, celery, zucchini), apples, corn on the cob, unbuttered popcorn, puffed-rice cakes, wheat crackers.

Juicy! Fresh fruit — berries, cantaloupe, grapes, grapefruit, kiwi, nectarine, orange, peach, plum, watermelon, frozen juice pops, tomato, pear.

Fru full! Frozen grapes, frozen bananas.

Really hungry! Hard-boiled eggs, low-fat granola, cereal with skim or low-fat milk, bran muffin, peanut butter on crackers or wheat bread, nuts, low-fat cheese.

Source: www.kidshealthworks.com