

# ENGINEERSnews

VOL. 64, #3 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • MARCH 2006

union finances

pension

contract negotiations

health & welfare

## State of the Union

### 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.

Contract Negotiations, Health & Welfare: See page 10.

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 benefit. 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 (800) 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



**EUREKA CRAB FEED:** Five-year Local 3 member Ryan Berti, Annie Richardson and Charlie Berti enjoy the feast. ....20

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## In the News

**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.oe3.org](http://www.oe3.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.

As you can see, the contrast is clear: Working families are struggling to maintain coverage while insurance and drug companies engage in anti-consumer behavior that gives them record profits.

Local 3 members also know that problems with the current system aren't just dragging them down; they're also dragging down their employers. During most of Local 3's recent contract negotiations, employer health care costs have been 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 \$2,306 per month, which is magnanimous compared to that original monthly pension, when at its first full benefit was \$60 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 \$8 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 membership.

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 dummy 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 automatic back-up 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 member 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





## OE CAT

By Cindy Tuttle, Political Director

### The time is now

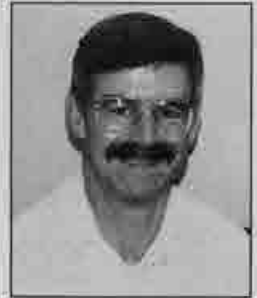
The final draft of the Proposition 42 fix initiative has been finalized and delivered. We need 760,000 voter signatures to get the initiative on the November 2006 ballot.

What does this initiative mean for you? The Prop. 42 fix initiative is designed to close the loophole that has allowed transportation funds to be diverted for whatever the governor deems necessary.

Even though Schwarzenegger fully funded Prop. 42, which will send the state sales tax paid on gasoline purchases to fund vital transportation projects – meaning more jobs for us – the Prop. 42 loophole has allowed governors in the past to dig into the funds to pay for other governmental programs. This is a privilege that needs to be stopped.

This is where Local 3 voters come into place. Local 3, the California Alliance for Jobs and the Basic Crafts Alliance are gathering signatures for this initiative. As the initiative is passed around, we need your signature and the signatures of others you can inform, to get this initiative placed on the November 2006 ballot. Even though 2005-2006 was the first year in which Prop. 42 funds were all directed toward transportation, there is no guarantee things will work out so well in the future. That is why this initiative needs to be on the ballot. We need to build a wall around that precious Prop. 42 money, since our livelihood depends upon it, as does the quality and safety of California's roads.

The initiative explicitly prohibits the retention of the transportation funds for any other use after July 2007, requires repayment of transportation funds used in years prior for the general fund and maintains the stability of the transportation fund in future years. Contact your local district representative for more information on how you can get involved in protecting what is yours. The time is now.



## 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 \$3,000)

#### 50 percent to spouse

	To pensioner	Continuing to spouse
Spouse same age	\$2,910	\$1,455
Spouse five years younger	\$2,850	\$1,425
Spouse 10 years younger	\$2,790	\$1,395
Spouse five years older	\$2,970	\$1,485

#### 75 percent to spouse

	To pensioner	Continuing to spouse
Spouse same age	\$2,640	\$1,980
Spouse five years younger	\$2,550	\$1,912.50
Spouse 10 years younger	\$2,460	\$1,845
Spouse five years older	\$2,730	\$2,046

#### 100 percent to spouse

	To pensioner	Continuing to spouse
Spouse same age	\$2,520	\$2,520
Spouse five years younger	\$2,415	\$2,415
Spouse 10 years younger	\$2,310	\$2,310
Spouse five years older	\$2,625	\$2,625

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

Thursday, March 2 2 p.m.  
Veterans' Memorial Building  
427 Main St.  
Suisun City

#### SALT LAKE CITY

Wednesday, March 22 2 p.m.  
IBEW Hall  
3400 W. 2100 South

#### RENO

Thursday, March 23 2 p.m.  
Operating Engineers' Building  
1290 Corporate Blvd.

#### WATSONVILLE

Tuesday, April 4 10 a.m.  
Ramsay Park  
1301 Main St.

#### MORGAN HILL

Tuesday, April 4 2 p.m.  
Operating Engineers' Building  
325 Digital Drive

#### FRESNO

Wednesday, April 5 2 p.m.  
Cedar Lanes  
3131 N. Cedar

#### MODESTO

Thursday, April 6 10 a.m.  
Tuolumne River Lodge  
2429 River Road

#### STOCKTON

Thursday, April 6 2 p.m.  
Italian Athletic Club  
3541 Cherryland Drive

#### AUBURN

Thursday, April 13 10 a.m.  
Auburn Recreation Center –  
Foothills Room  
471 Maidu Drive

#### W. SACRAMENTO

Thursday, April 13 2 p.m.  
ILWU Local 17 Hall  
600 4th St.

#### CONCORD\*

Wednesday, April 19 10 a.m.  
Centre Concord  
5298 Clayton Road

#### OAKLAND\*

Thursday, April 20 10 a.m.  
Oakland Zoo – Snow Building  
9777 Golf Links Road

#### LAKEPORT

Thursday, May 4 10 a.m.  
Lakeport Yacht Club  
55 5th St.

#### ROHNERT PARK

Thursday, May 4 2 p.m.  
Operating Engineers' Building  
6225 State Farm Drive, Ste. 100

#### EUREKA

Tuesday, May 9 2 p.m.  
Best Western Bayshore Inn  
3500 Broadway

#### REDDING Meeting & Potluck

Wednesday, May 10 1:30 p.m.  
Frontier Senior Center  
2081 Frontier Trail  
Anderson

#### YUBA CITY

Thursday, May 11 2 p.m.  
Veterans' Memorial Center  
211 17th St.  
Marysville

#### SAN FRANCISCO-SAN MATEO

Thursday, May 18 10 a.m.  
Machinists' Hall  
1511 Rollins Road  
Burlingame

#### NOVATO

Thursday, May 18 2 p.m.  
Unity Inn Marin  
600 Palm Drive

\*Please note date change.

Fringe Benefits Service Center (800) 532-2105



## CREDIT UNION

By Rob Wise,

Credit Union Secretary/Financial Officer  
& Local 3 Recording - Corresponding Secretary

## 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 e-mails 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 \$33 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.oefcu.org](http://www.oefcu.org)



COME WITH  
US TO  
MEXICO!

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](http://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](http://www.oe3.org).





## TEACHING TECHS

By Paul Schissler, Administrator

### 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 hopefully 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.



## SAFETY

By Guy Prescott, Safety Director

### March-April safety training courses

Contact the host district dispatcher or the Rancho Murieta Training Center (RMTc) to sign up for classes. Classes start at 8 a.m.

#### 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

(Please note: The OSHA 10-Hour Construction Site Worker Course must be completed before attending this class.)

April 26 RMTc



## TECH NEWS

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

### 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

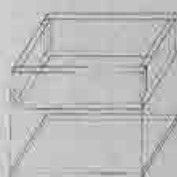
Ten cents (\$0.10) per hour to supplemental dues

### 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 to Problem 107 represent?

Solutions can be found at [www.profsurv.com](http://www.profsurv.com). Click on the puzzle piece icon titled "Problem Corner."



Local 3 Chainman Tony Baro works for HMM in San Jose on the Metcalf Road project.



## RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operators

By Curtis Brooks, Director

### 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 with the Sacramento Metro Fire Department and disaster response training, sponsored by the International Union of Operating Engineers (IUOE).

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. As 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

Exam	Deadline for application
April 9	Feb. 24
June 11	April 28
Aug. 27	July 14
Oct. 22	Sept. 8
Dec. 10	Oct. 27

#### Air conditioning certification available

Did someone say air conditioning certifications? Yes, we did. Air conditioning courses are now being offered in district halls and at the Rancho Murieta Training Center (RMTC). Sign up at your hall and bring some friends, because when at least six members sign up, we will bring our mobile classroom to your district hall for a two-day course. If you'd prefer to come out to the training center, call us at (916) 354-2029, ext. 205, and sign up.



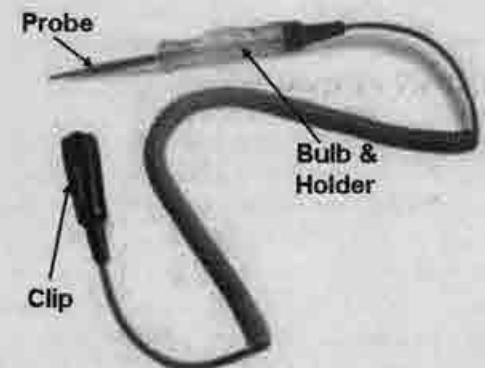
### Mechanics Corner

By David DeWilde

### 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

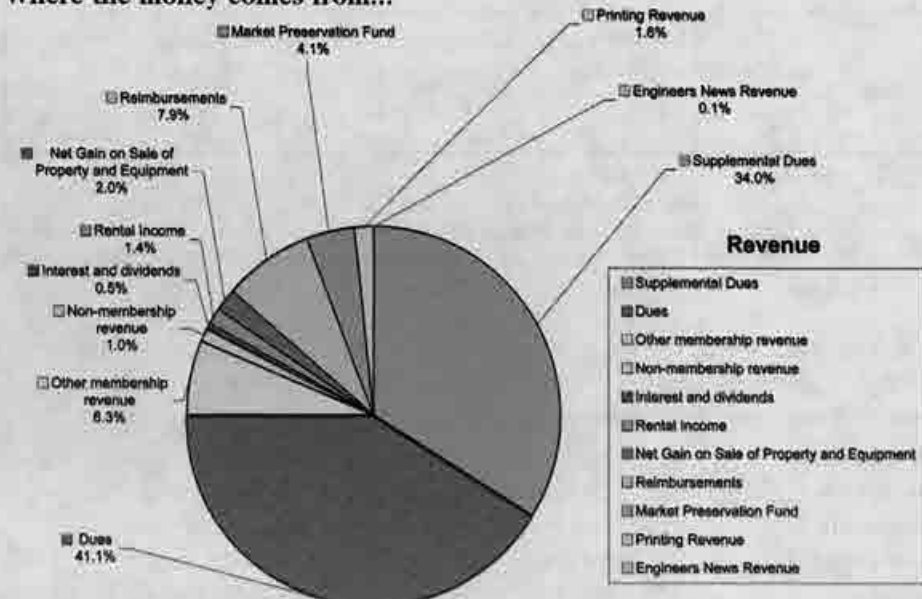
## UNION FINANCES

- 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.

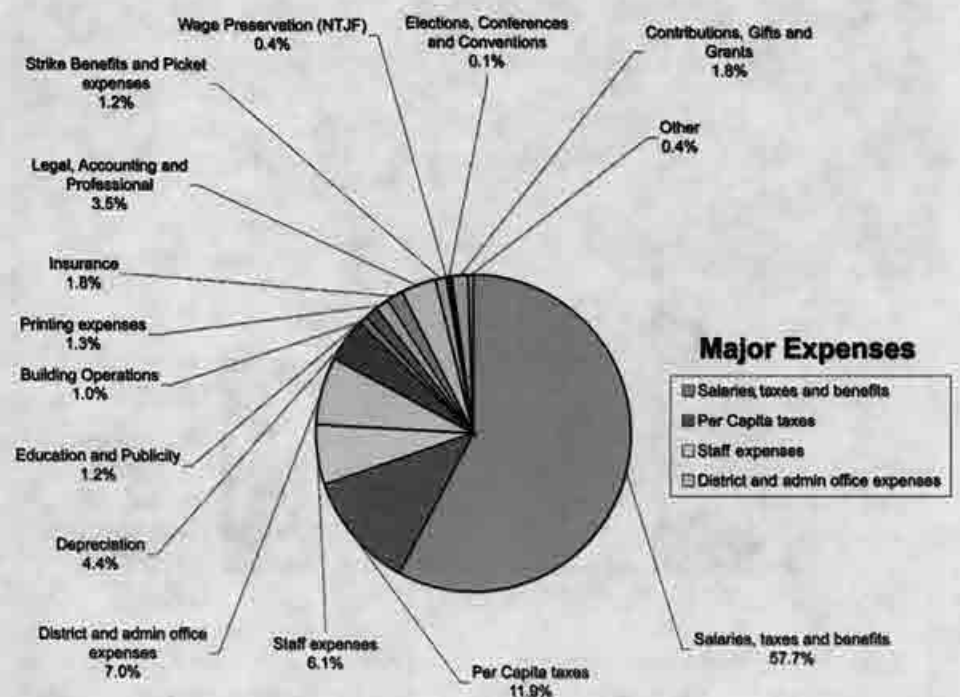
As you can see from this chart, the money coming into Local 3 comes from a diverse group of areas, the bulk of which comes from union dues.

### Where the money comes from...



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 goes...



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

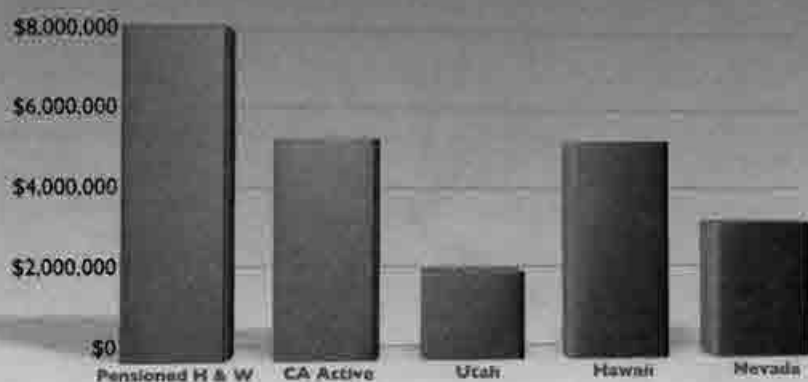
## HEALTH & WELFARE

- 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

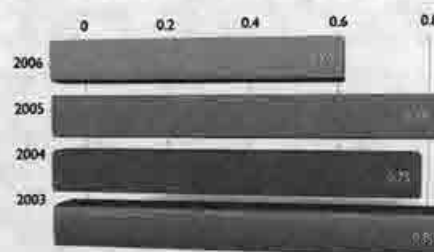
2005 Pensioned and Active Health and Welfare



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 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 <sup>1</sup>	\$1014 per month <sup>2</sup>

<sup>1</sup> Average monthly benefit paid OE3 retiree in 2004

<sup>2</sup> Based on average 401(k) balance of \$136,000 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:

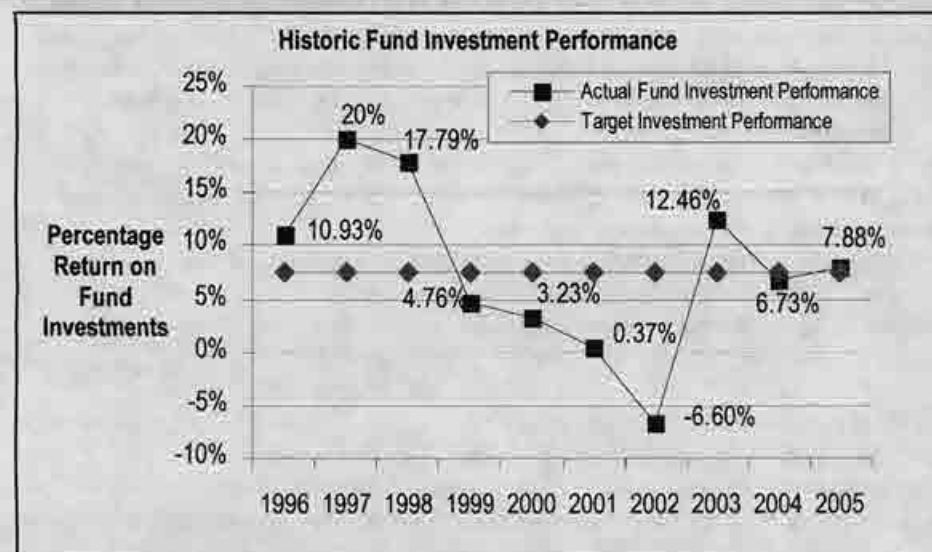
- Employer contributions
- Investment earnings

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

10-YEAR GROWTH: OUR BENEFIT OBLIGATION VS. PLAN VALUE

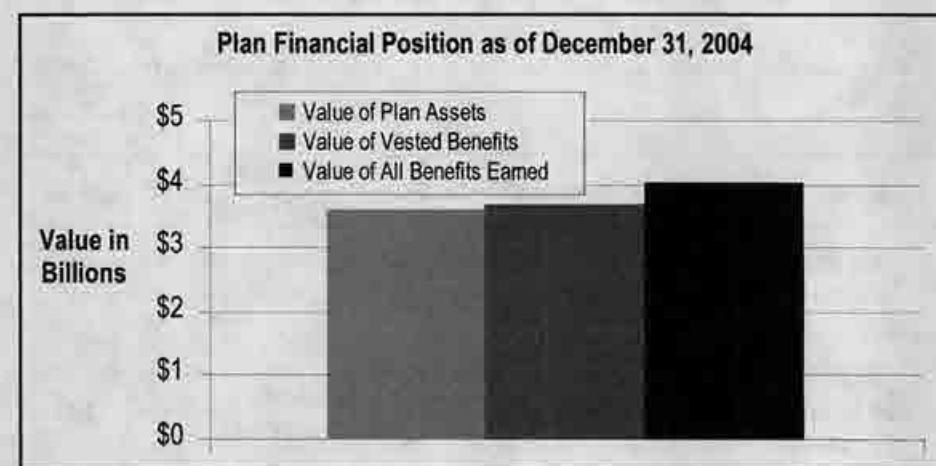


Our benefit obligation continues to grow for several reasons:

- 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.
- 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.
- 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 advisers, 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**

Example					
1,000 hours	X	\$4.00 per hour	x	1.15% benefit accrual rate	= \$46

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

Example					
1,000 hours	X	\$4.00 per hour	x	1.75% benefit accrual rate	= \$70

#### 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 an hour rate, this means that year one would require an additional \$0.34 per hour, year two – \$0.33 and year three – \$0.33.

Example					
1,000 hours	X	\$4.00 per hour	x	3.00% benefit accrual rate	= \$120

#### 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 (HDCC)** 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 Kapiolani-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 Keohokalole** 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 Kaninau**, Councilman **Rod Tam**, the students and parents express their gratitude to Local 3 for a job well done.



Moana Pacific crane operators **Ralph Delacruz** and **Gavin Fajita** work on the twin towers condominium complex in Oahu.

## 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 Otey** 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 Brixey**, **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 over-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**, **D.S.S.**, **George Reed**, **Granite Construction**, **RMC 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.



## FROM NEVADA

**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 Gary Bitz and Robert Sanchez set a 53-inch drainage pipe on the Moana Lane Project.

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 \$13 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 I-80. Crew members include

Superintendent Red Blanchette, Fernando Fernandez, Jimmy Jacobs, Jim Palatinus and Mike Zadosky.

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 just 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.



Inside this underground pipeline, Superintendent Red Blanchette is 60 feet beneath the Sacramento River.



Crane Operator Jimmy Jacobs lowers a section of pipe down to crew members 40 feet below.



Local 3 Operator Mike Zadosky spends his workday unloading pipeline into the tunnel of the LNWI Project.



## 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 Wyllie, Steve Kalipetsis and Larry Milliora, 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 insure 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. Many 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 – OEFCU	\$5,000

**2006 \$500 Scholarship Fund Sponsors**

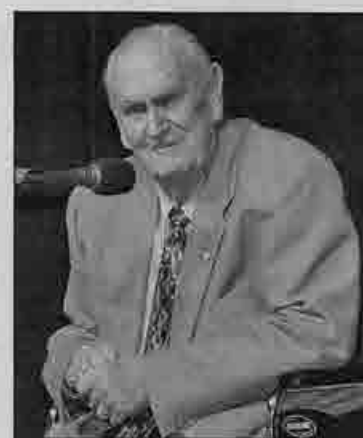
John Bonilla	\$500
Holt of California	\$500
Law Offices of Stanton, Kay & Watson, LLP	\$500
McGuire & Hester Foundation	\$500
The Refinery Mobile Division, Inc.	\$500
Wurts & Associates, Inc.	\$500
Napa Ford	\$500
Weinberg, Roger & Rosenfeld	\$500
M. Naraghi Architect – Architecture Planning	\$500
National 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
Hemming Morse, Inc., Certified Public Accountants	\$500
Shimmick Construction Co., Inc. (two awards)	\$1,000
O.C. Jones & Sons, Inc. (two awards)	\$1,000
Mastagni, Holstedt, Amick, Miller, Johnsen	
& Uhrhammer 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
PacificCare Health Plan Administrators (two awards)	\$1,000
Clipper International Equipment Company, Inc.	\$500
Jayar Construction, Inc.	\$500
Bay Cities Crane & Rigging Inc. / Bragg Crane & Rigging, Inc.	\$500
Hawaiian Dredging Construction Co., Inc. (two awards)	\$1,000
Mackey Shields, LLC (four awards)	\$2,000
George 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, Losa; 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 retired as business manager 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.



Former Local 3 Business Manager and International Vice President Dale Marr was an honored guest speaker at the March 2004 Semi-Annual.

**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 (OEFCU) 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.



From left: Former Sacramento District Dispatcher Beverly Blagg and former Yuba City District Dispatcher Bing Pennington.

## 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 ILWU Hall  
100 W. Lanikaula 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 Wiley Post Way
- 23rd District 11: Reno\*  
Kerak 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  
ILWU Hall  
600 4th St.
- 20th District 20: Concord  
Concord Centre  
5298 Clayton Road

## MAY 2006

- 4th District 10: Santa Rosa  
Luther Burbank Center  
50 Mark West Springs Road  
Merlo Theater
- 9th District 40: Eureka  
Best Western Bayshore Inn  
3500 Broadway
- 10th District 70: Redding\*  
Red Lion Hotel  
1830 Hilltop Drive
- 11th District 60: Marysville  
Veterans' Memorial Center  
211 17th St.
- 18th District 01: Burlingame  
Machinists' 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 Trucking  
Superior Concrete Services

District 11: Nevada  
Sellen

District 12: Utah  
Harder Mechanical  
PNK Constructors

Election of Market  
and Geographic Area  
Committee Members

Business Manager John Bonilla has announced the election of Market and Geographic Area Committee Members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 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 will accept the nomination and position, if elected.
- 7) No member is allowed to serve more than two consecutive terms on the Market and Geographic Area Committees.

The schedule of the meetings at which these elections will be held appears on 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 Robert L. 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  
Mariann Cutting  
Lawrence Miller  
Victoria Morales  
Victor Perez  
Dana Seiji-Barker

District 30: Stockton  
Josh Bell  
Eric Henderson  
Joseph Martinho  
Sam McDonald  
Gina Mims  
Devin Nelson  
Daneen Pate  
Troy Pittman  
Noell Powell  
Margarito Ramirez  
Michael Vivo

District 80: Sacramento  
Rick Davis  
Taryn Herrera  
Wayne D. Hobbs  
Nichole Mendes  
Cathy Perez  
Tim Rivers  
Calvin Stewart  
Tommy Zoland

District 90: Morgan Hill  
Daniel Furton  
Chik Fu 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 Kelihoomalu	1420075
Robert Millora Sr.	1181913
John D. Mitchell	1427993
Laverne Nolan Jr. *	0899425
Bobbie Sanders	1461767
James A. Shoopman	1451629
John B. Velasquez	1291290

\* Effective Jan. 1, 2006.

District 17: Hawaii
District 17: Hawaii
District 11: Nevada
District 99: Out of Area
District 80: Sacramento
District 11: Nevada
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 gain support for the Resolution for Working Parents in 2006. First and foremost, it is important that working families band together and learn the issues, so that their voices may be heard collectively. To find out more, visit [www.laborproject.org/updates.html](http://www.laborproject.org/updates.html) or contact the Labor Project for Working Families at (510) 642-5498.



## Election committee notice

Rec. Corres. Secretary Rob Wise announces that in conformity with Article XII, Section 3(b), Elections, of the Local Union Bylaws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee, which will conduct an election in August 2006 of Officers and Executive Board Members.

### ARTICLE XII, SECTION 3, ELECTIONS:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he or she is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his or her nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he or she is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he or she, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to elect the Election Committee:  
All meetings convene at 7 p.m.

Thursday, March 2  
District 04: Fairfield  
Cordelia Fire District  
2155 Cordelia Road

Monday, March 6  
District 17: Kauai  
Kauai High School Cafeteria  
Lihue

Tuesday, March 7  
District 17: Honolulu  
Washington Intermediate  
School Cafeteria  
1633 S. King St.

Wednesday, March 8  
District 17: Hilo  
ILWU Hall  
100 W. Lanikaula St.

Thursday, March 9  
District 17: Kona  
King Kamehameha  
Kona Beach Hotel  
75-5660 Palani Road

Friday, March 10  
District 17: Maui  
Maui Beach Hotel  
170 Kaahumanu Ave.

Wednesday, March 22  
District 12: Salt Lake City  
Hilton Salt Lake City Airport  
5151 Wiley Post Way

\*Thursday, March 23  
District 11: Reno  
Kerak Shrine Temple  
4935 Energy Way

\*Tuesday, April 4  
District 90: Gilroy  
IFDES Lodge -  
Portuguese Hall  
250 Old Gilroy St.

\*Wednesday, April 5  
District 50: Fresno  
Local 294 Laborers' Hall  
5431 E. Hedges

Thursday, April 6  
District 30: Stockton  
Italian Athletic Club  
3541 Cherryland Drive

Thursday, April 13  
District 80: West Sacramento  
ILWU Hall  
600 4th St.

Thursday, April 20  
District 20: Concord  
Concord Centre  
5298 Clayton Road

Thursday, May 4  
District 10: Santa Rosa  
50 Mark West Springs Road  
Merlo Theater

Tuesday, May 9  
District 40: Eureka  
Best Western Bayshore Inn  
3500 Broadway

\*Wednesday, May 10  
District 70: Redding  
Red Lion Hotel  
1830 Hilltop Drive

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

Thursday, May 18  
District 01: Burlingame  
Machinists' Hall  
1511 Rollins Road

\*Please note location change.

## 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 uses 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 services 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

Carlin, June. Wife of Carlin, James (dec)	09-18-05
Castro, Lilly. Wife of Castro, Frank	08-13-05
Farmer, Mailee. Wife of Farmer, Earl (dec)	07-04-05
Flynn, Thelma. Wife of Flynn, Robert (dec)	06-07-05
Holmen, Grethe. Wife of Holmen, John (dec)	11-25-05
Jones, Mary. Wife of Jones, Henry (dec)	05-31-05
Pehrson, Reta. Wife of Pehrson, Alfred (dec)	08-29-05
Pena, Marina. Wife of Pena, George (dec)	12-16-04
Slaybaugh, Anna. Wife of Slaybaugh, Delbert (dec)	11-23-05
Sorce, Dorothy. Wife of Sorce, Sam	11-29-05
Taylor, Mattie. Wife of Taylor, William (dec)	12-25-05
Warrington, Susanne. Wife of Warrington, Orville (dec)	12-21-05

## Departed Members

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

Ammon, Leslie Bonanza, OR 12-11-05	Kaekuahwi, David Waianae, HI 10-28-05
Benson, Harold Stockton, CA 11-24-05	Lockhart, Walter Rio Linda, CA 10-04-05
Bevan, Bill W. Valley City, UT 12-04-05	Macedo, Frank Fremont, CA 11-02-05
Birch, Peter Honolulu, HI 12-13-05	McCoy, Donald Wilkes, AR 11-05-05
Bolosan, Jacinto Honolulu, HI 10-03-05	McMahon, Donald Bakersfield, CA 11-09-05
Braden, Harold Fresno, CA 11-02-05	Morris, James Reno, NV 12-14-05
Brady, Virgil Twain Harte, CA 11-28-05	Murnan, Chalmer Meadow, UT 11-06-05
Cole, William Live Oak, CA 12-09-05	Nakakura, Hideo Kaneohe, HI 11-29-05
Creason, Guy Fiddletown, CA 10-31-05	Njirich, George Columbia, CA 12-01-05
Da San Martino, Arthur Stockton, CA 11-26-05	Reynolds, Dennie McKinleyville, CA 11-04-05
Fujimoto, Yoshio North Bend, OR 11-04-05	Robinson, Everett Las Vegas, NV 12-04-05
Hallum, James Modesto, CA 11-01-05	Silveira, John Danville, CA 12-01-05
Hamilton, William San Andreas, CA 11-30-05	Zunino, James Elko, NV 12-19-05
Jones, Edward Corning, CA 11-01-05	



## Reminder: Swap Shop ads MUST include your registration number and contact phone number in order to be included. Ads received later than the first of the month will be printed in the following month.

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

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

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

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

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

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

**FOR SALE:** I have another project in the wings and can't start until I sell my 71-ft. Plymouth Valiant. W2/360, auto, 4.10 gears, lots of extras, fiber glass hood never mounted. Rust free. Call Justin (530) 275-2954 or (530) 953-5890. Reg# 2512123.

**AUBURN DAM REUNION:** Local 3 employees of Auburn Dam, if you want your name on the invite list, call Bill Waltz at (530) 272-4497. Reg# 1054933.

**FOR SALE:** 2001 Harley Davidson FLHTCUI. Ultra Classic Electra Glide, 20,000 miles, one owner, excellent condition. \$15,500. AND: 1999 Mercury Sable. Power seats and windows. AM-FM cassette, 80,000 miles, very good condition, new tires. Call (209) 549-8701. Reg# 2559864.

**FOR SALE:** 2003 Ford Ranger pickup with 73,437 miles. Good condition, 2 door w/ extended cab & sliding rear window, power door locks, steering and windows. \$11,000. Contact: (916) 825-5849. Reg# 2441206.

**FOR SALE:** 2000 Hyundai Elantra, \$9,000. OBO. 30K miles, silver gray 4-door automatic, like new. 30 miles to the gallon. ALSO: Tilt-bed tractor trailer, \$1,000. (559) 732-7828. Reg# 1058404.

**FOR SALE:** 90-year old 30-30 Winchester rifle with long octagon

barrel, AND: a 90-year Winchester 22 long rifle with long octagon barrel, AND: a 30-30 Winchester Carbine, fired just once. Call (209) 725-1190 in Merced, CA. Reg# 0509732.

**FOR SALE:** HOME for sale by owner. Custom home in Redwoods, completed 2005. This home has had one non-smoking owner. Located on Mendocino Coast, just minutes from the beach. Spectacular features include: 1800 sq. ft., 3 bdr, 2.5 bath, vaulted ceilings, energy efficient, dual shower head in MB, stainless appliances, maple cabinets, slate and tile floors, sprinkler system, creek all on 2.5 acres. 3 RV hook-ups. Call for pictures: \$625,000. (707) 964-3686 OR (707) 813-7138. Reg# 255766.

**FOR SALE:** Fifth wheels of single wide trailer spaces for rent. Close to lakes and mountains, water and garbage pick-up. \$200 and up. Call (530) 963-3261, or (530) 963-3381. Reg# 1542996.

**FOR SALE:** 2003 seadoo gtx 4 tech supercharged 3 seater. 1500 cc 4 stroke. Very fast, will pull wake boarder. Custom zieman trailer w/4-5 gal fuel containers and storage box, also 2 covers, tow raft, ropes and 5 neoprene vests from 2x-small. \$8500 obo. (916) 408-2608. Reg #572650909.

**FOR SALE:** Max Air Drifter, a two-place ultralight trainer/sport plane. Less than 100 hours on airframe, fewer on new Rotax engine. Ballistic chute. Looks nice, flies nice. Flown regularly, test ride for serious buyers. \$12,000. AND: Avid Flyer Mk.4 two place side by side dual controls sport aircraft kit. This kit comes with everything needed to complete this aircraft, except paint. New 65hp. Rotax 582/w prop, gearbox, radiator, carbs, exhaust and a generous assortment of instruments. Located in San Rafael, CA. \$10,000 must sell. Please call (707) 738-2457. Reg #1166637.

**FOR SALE:** 1996 36-ft. Alpen Lite 5th-wheel trailer with 2 slideouts, awning, central air and heating, 2 8-gallon propane tanks, new 15,000 BTU air conditioner, extra storage, new 50-gallon water heater, built-in fridge, microwave, entertainment center with 27-in. tv, cd player, VCR, double glass closet with mirrors. \$18,500. OBO. Call: (925) 383-1881. Reg# 225929.

**WANTED:** A fair deal on a backhoe or excavator. Just passed contractors' test and wishing to start out on my own. Ask for Dave at (209) 84707611 OR (209) 247-4666. Reg# 2262517.

**FOR SALE:** 1987 Ford F-350 Auto trans. Crew cab, with 1987 Lance, 8-ft. cab over camper, sleeps 6. Queen size bed, new tires. Best offer. Call (831) 728-4787. Reg# 260031.

**FOR SALE:** Automate, 1984-29-ft., sleeps 6, fully self-contained, rear bedroom, awning, stove/refrigerator, heater was upgraded 3.5 years ago. AC and much more. \$5,500. OBO. (209) 529-6104. Reg# 1737558.

**FOR SALE:** 2004 27-ft. Trailer, Prowler Fleetwood. Fully self-contained with 12-ft. pop-out. Sleeps 6. \$14,000 firm. AND: Ford 350 Dully Lariat LE. 2002. 65K miles. Diesel, 8. \$27,000 firm or take over lease payments. Below blue book. AND: 2001 Saleen Mustang. 21K miles. Excellent condition. Convertible V8. Chipped by Saleen, packaged by Saleen. Must see. Asking \$25,000 OBO. Call Steve@ (916) 349-8210 or email: Gazzellehi@aol.com. Reg# 1566808.

**FOR SALE:** 26-foot Wilderness travel trailer, with lot, in Calaveras Timber Trails. Sleeps 6. Generator included. Thirty minutes from Bear Valley, CA. Great family atmosphere. Activities for all ages. \$15,000 OBO. Owner moved out of state. Call: (501) 620-0131 or email: dar@aristotle.net. Reg# 1993877.

**FOR SALE:** 1998 Dodge 4 X 2, Reg. cab, automatic air, power windows, power doors, power drivers seat, security system, remote entry, 24-valve Cummins diesel, 121K miles, new brakes, tires, fuel pump, re-built transmission. Limited slip diff, grill guard with after market fog lights and driving lights. High raven shell. 17 city, 25 hwy. MPG. New tire chains, extra set of wheels, good shape. Asking \$12,000. (510) 537-3769. Reg# 1989916.

**FOR SALE:** Delta Rockwell 12-in. table saw. Attached joiner, single motor driver, boat adjustments in all directions. \$350. Call (510) 215-7040. Reg# 1219576.

**FOR SALE:** (by owner) Arizona, City, AZ: Affordable 3 bdrm, 2 ba, desirable split plan, near lake, built 2005, just built, 18 fans, 18-in. tile floors, in pool and living room, open ended kitchen with 9-ft bar, 1,426 sq. ft. 1,426 sq. ft. lot is 63 X 110. Price cut to \$168,000. (520) 466-5945. dfourt@msn.com Reg# 0791585.

**FOR SALE:** Wane Stump Cutter, Towable 20" Wisconsin Robbin V4-65 Runs Good Needs clutch. \$3,000.00 OBO. AND: Double Star MFG. Antique Free Standing Parlor Stove. Needs To

Be Refinished. \$1,800.00 OBO. Email patrick@itiworks.com or call Patrick @ (707) 544-6762. Reg# 2404458.

**FOR SALE:** '26 Ford "T" Bucket. All steel, Bt 64, 26 title, 372-350 HP, corvette engine, 10-spoke front drag wheels, Ansen Sprint Rear wheels, 3-speed trans., Chrome 4-in. drop axels, spring front axel, up-graded 2004. \$17,500 OBO. (916) 971-3338. Reg# 0702371.

**FOR SALE:** 1983 Ford F-350 Diesel welding truck, 4-speed transmission with Lincoln SA-250 Diesel welder, 5th-wheel hitch. \$5,750 OBO. Call (209) 509-5696. Reg# 1043556.

**FOR SALE:** 1933, 330-foot Beaver Patriot Pusher. 250 hp Cummins motor, 57,000 miles, 6-speed Allison A/T 6500 watt diesel generator, 2 over-head air, 2 TV's, VCR, satellite dish, cd, backup camera, new tires, complete service in June 2005 and haven't taken it anywhere. Asking \$57,000. Call: (916) 989-3729. Reg# 2060978.

**FOR SALE:** Excavator bucket for sloping or loading trucks (7-ft. wide, 40 in. deep) smooth cutting edge, 2.2 yds. \$1,000. AND: Compaction wheel, 48-in. wide, 36 in. tall with grading blade on back. \$1,000. AND: excavator or large rubber hoe buckets, 36-in. deep, 36-in. tall, \$400. AND: 54-in. cast in place, 67-in. OD width, 36-in. deep, 36-in. tall. \$500. Call (559) 645-4598 or (559) 917-4244. Reg# 1514852.

**FOR SALE:** 1982 Pace arrow motor home for sale, 34-ft new tire. generally needs carpet, asking 8,000. AND: 1983 nomad trailer, good condition, 22-ft, \$4,000. Ask for David or Cathy at (707) 224-3456 or cell: (707) 337-9625. Reg# 23337245.

**FOR SALE:** Free standing wood stove, large cast-iron for 24-in. wood. Two doors in front, one door on left end, \$100. Call: (209) 634-5767. Reg# 1065265.

**FOR SALE:** Location, location, location. Attn: FISHERMEN-launch boat in 10 minutes, 3 bdr, 2 bth, 2 car garage, 2 outbuildings on large city lot, Shasta Lake. Health forces sale, circle driveway, 6 ft. cedar fence with gates, consider part trade for motorhome, OBO, see to appreciate. \$400,000. AND: 1995 FLHT, health forces sale, many dollars in extras, must see to appreciate. Call (530) 275-6882. Reg# 1956194.

**FOR SALE:** 1954 Chevy pick-up, ready to restore all parts and windows. \$2,500 OBO. Call (707) 449-1331. Reg# 2344280.

**FOR SALE:** 1984 AMC Eagle Ltd. Wagon. 4 X 4. 59,000 orig. miles. Fully loaded, excellent condition, engine and transmission. By original owner. \$3500 OBO. Call: (707) 422-2901. Reg# 1148299.

**FOR SALE:** 1997 Ford F350 Powerstroke 7.31 Diesel V8, Crew Cab, XLT, Long Bed, Line X. Tow package, clean exterior, red and white two-tone paint, specialty rear bumper, wheels and stepups. All power. Excellent interior, cruise control, 6 Disc changer, tinted windows and rear slider. Have maintenance records. 117,000+ miles. \$15,000. Call (707) 477-6112. Reg# 634612.

**FOR SALE:** Beautiful 3 Br 2.5 Bath Town-Home on the island of Kauai, Hawaii. Only 3 years old in a quiet neighborhood & centrally located. 1200 sq ft with 2 car enclosed garage and only 3 minutes to the beach. \$525,000. Photos available. Phone: (951) 454-2929 cell (808) 245-3703 home. E-mail hotlava@earthlink.net. Reg# 2002351.

**FOR SALE:** Lincoln 250 D.C. arc welder-2756 HR. Diesel, towable--\$3,000. OBO. Call: (530) 378-2453. Reg# 1425292.

**FOR SALE:** Records, 45 RPM, 78 RPM, 33.5 RPM, few big bands, many big name singers in 1950-1880's. \$1 each, over 100 records. AND: 2 rear coil springs for 1964 Chevy Impala wagon, \$10 each. AND: Ford back cab glass, F150 Custom 1970 \$15. AND: Bicycle, 26-in., 3-speed boys: \$15. AND: Bowling balls, 2. One 16-pound, one 14-pound. \$2.50 each. Ask for Ed. Call: (650) 593-6385. Reg# 0558767.

**FOR SALE:** 1998 Ford Pick-up. Four wheel drive. Ford 150. White. Lots of rubber left. Also 18 mos. Of insurance, covers most all moving parts. \$13,000 or take over payments with OPEFCY. Has: V8, 5.4 L. engine. Automatic. 4 WD. 90,600 miles. Power everything. Am/FM stereo/cassette, third door, XLT, air conditioning. Towing pkg. All correspondence sent to 900 Old Stockton Road #535. Oakdale, CA 95361. Reg# 418171.

**FOR SALE:** three- 3PT.DISK-\$500. each AND: one 8-FT RINGROLLER-\$800. AND: one 8FT. RINGROLLER \$1000. AND: one D4CAT 7U WIDE PADS, \$5,200 (ELEC. START) AND: one RD4 DOZER--AND A BGEE UNIT--\$5,200. AND: one D4J -CAT-BGEE UNIT-\$4,500. AND: one 10-FT. FLAT ROLLER-\$1,000. AND: one A C 400 RIPPER-\$600. AND: one LANDPLANE-\$1,000. AND: one D2CAT.ORCHART CAT-\$5,100. Call: (h) (707) 422-4146 (c) (707) 326-1544. Reg# 711800.



## FROM FRESNO

**District 50 honors apprentices**

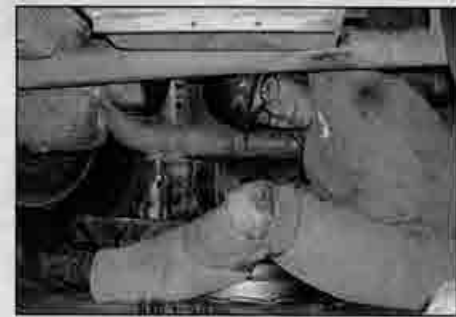
Congratulations to Pete Garza and Morgan Holland for their first-step apprentice advancements. Pete works for Haydon Construction, while Morgan gets mechanic experience working for Granite Construction.

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.

## FROM FAIRFIELD

**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 McGarvin, Jason Peters, Frank Sacher, Timothy Schultz, Timothy Gibbons, Wayne Swinyer, John Graffigna, Thomas Zoland and Steve Dzambik.

Even with the rain, work in Solano County is still going. The work picture 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 gradechecking.

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."



Randy Quinn



From left: Michael Crowe and Marty Pipkin began working on the C.C. Meyers Benicia Bridge Project at its inception.



Third-step Apprentice Kim Kidwell and Member Gus Carrillo pose for a picture in the shade in Benicia, while onsite at the C.C. Meyers Benicia Bridge Project.



From left: Second-step Apprentice Richard Bibb and Nick Moreno work for C.C. Meyers in Benicia.



Crane Operator Jim McChesney stands on the Benicia Bridge Project.



## FROM EUREKA

**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 3ers – 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.



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.



From left: Local 3 couples J.R. and Betty Bagley and Adela and Ken Mallar enjoy the feast.



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: Tom and Tillie Russell and Sally and Stan Miller caravanned to Eureka for the crab.

## FROM ROHNERT PARK

**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 south-bound lanes, and Cooper 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 Sweeny 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 on 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 offsite 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.



From left: District Rep. Greg Gunheim presents Member Larry Stefanick his 35-year service pins at Reliable Crane's Santa Rosa Junior College jobsite.



Member Jim Gobbi works on Hwy. 101 at Cotati Grade.



Apprentice Mark Rappa works for W.R. Forde.



First-step Apprentice Nick Heil works for Ashlin Pacific.



# Public Employee News

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## ATTA BOY commendations

By Dave Gossman, business representative



*San Francisco Sheriffs' Department Peer Group  
From left: Deputy Bryan Veerman, Deputy Anthony Aguerre, Senior Deputy Vic Becerra, Lt. Kevin Paulson, Senior Deputy Mike Gunn, Senior Deputy Kevin Heuer and OE3 Business Rep. Dave Gossman.*

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 McDaniels, 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 pre-

sented 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 Velasco and Deputy Castellanos.

### Santa Cruz Correctional Officers' Association

During the past 18 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 a 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 and has been busy filing grievances. These grievances have gone to arbitration and are being handled by OE3's law firm. We expect the arbitrator will side with the Santa Cruz 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.



*Santa Cruz Correctional Officers' Association Negotiating Team  
Seated, from left: Senior correctional officers Brian Cole, Alex Gonzalez and Frank Hall. Standing, from left: OE3 business agents Carl Carey and Dave Gossman and Senior Correctional Officer and President Jim Bates.*

## NEWS FROM THE public employees



by

**KURT BENFIELD****Director of Public  
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## 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 Deputy Sheriffs' 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 Sheriffs 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 Delagrang, Treasurer Terry Flippo, Sergeant at Arms Mike Richina and members at large Keivan Abidi, Max Arbios, 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 hopeful 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



From left: ACEA officers and at-large delegates include immediate past President Marion Miller, Treasurer Terry Flippo, Secretary Miriam Delagrang, Sergeant At Arms Mike Richina, Second Vice President Mariel Thomas, President Linda Justus, Vice President Tim Higuera and OE3 Business Rep. Alan Elnick.

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 to the council about the bargaining unit negotiations.

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 unit 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.

The contract includes a 16 percent increase over three years, an increase in retiree medical contribution and lowering the age of eligibility from 58 to 55, an increase in uniform allowance for police and fire miscellaneous employees and a 50/50 split of health insurance premium increases during the term of the contract.

In this instance, the mediation process proved helpful in bringing both sides together after what appeared to be an insurmountable barrier. On behalf of the Miscellaneous Bargaining Unit, I want to thank Mediator Curtis Lyon for his hard work and persistence. Carl Carey also deserves a hearty thank you. Carl put in many hours and drove many miles to assist with this process.



## 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.



CEMA Superior Court members listen to the terms and conditions of the extension at their Feb. 7 ratification meeting. Members voted to extend the MOU until January 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 Relation 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 bargained-employment contracts. Before then, individuals employed in public services were prohibited from such representational 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 PERS' 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 CPOC's 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**



## NEWS FROM THE public employees

### OPERATING ENGINEERS LOCAL UNION NO. 3

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## 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 contribution for the first year of the contract but not 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 some radical changes were proposed. However, because of the fast approaching expiration date, they took it to the members.

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 went to impasse, with the union requesting a state mediator for resolution.

Paul Roos 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 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, James 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 could not have been attained without them.



## 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, he is not 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 pension 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. A new date to continue negotiations has not been set.

On the legislative front, the Assembly has introduced some new bills that would adversely impact Unit 12 members, if passed. Assemblywoman Lynn Daucher introduced a bill that would allow a city or county to contract with private entities for landscape services on any segment of a state highway within the city or county. She has informed Caltrans that it is her intent to introduce competition into Caltrans' landscaping services. Assemblyman Juan Arambula introduced a bill that appears to give the state the ability to shift renovation or improvement of prisons to counties. This would undoubtedly impact skilled trades and many others employed in our prisons. Our lobbyist is working hard to kill these bills.

As I said, everyone knows our state's infrastructure needs help, but Gov. Schwarzenegger ought to help those who protect and maintain it first. Give him a call at (916) 445-2841, and let him know what you think!



### 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 car 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.

*Sources: National Institute of Occupational Health, American Speech-Language-Hearing Association*



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.

## 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 surface 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.

**Fun!** 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*

