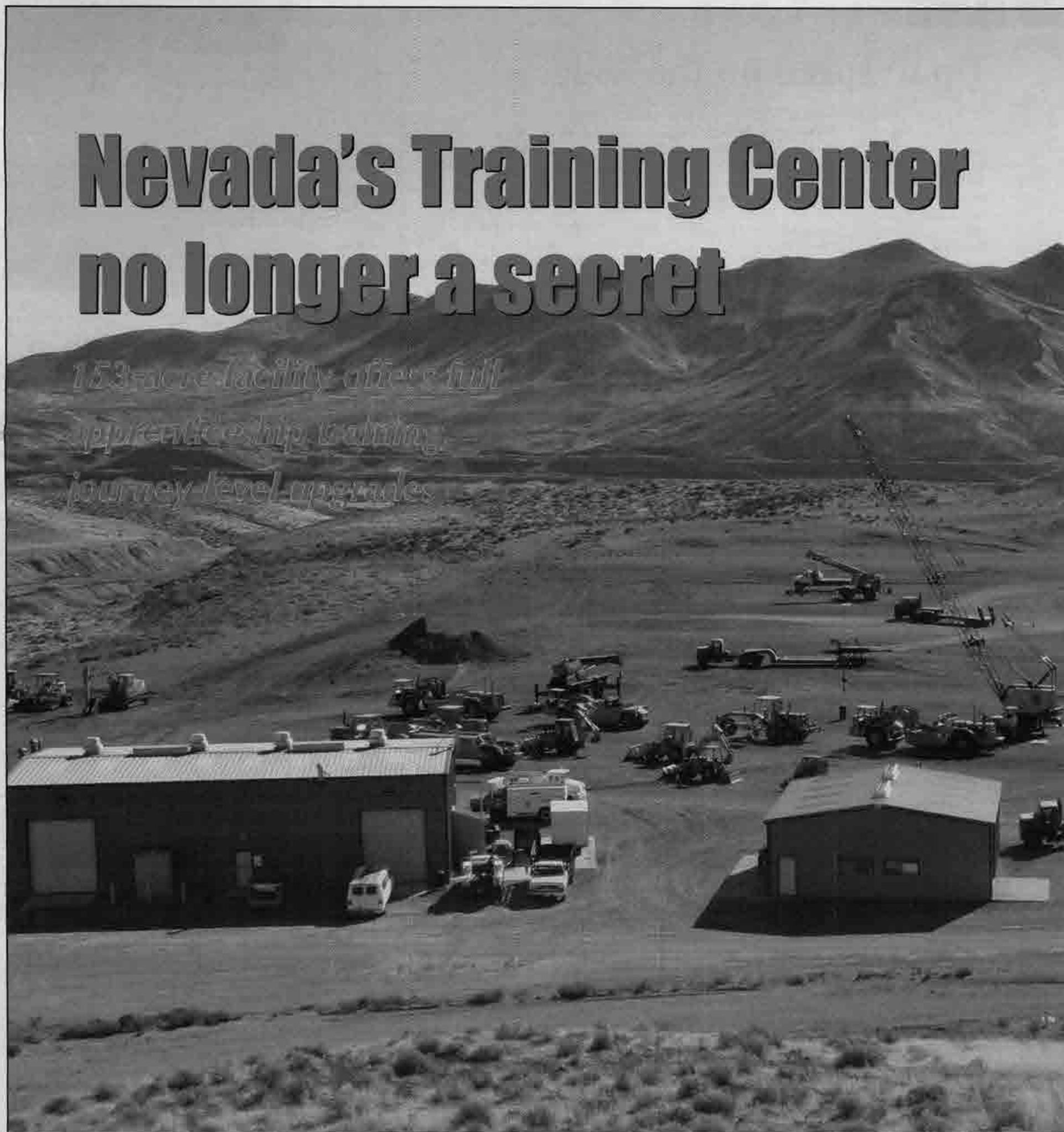


ENGINEERSnews

VOL. 65, #3 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • MARCH 2007

Nevada's Training Center no longer a secret

*153-acre facility offers full
apprenticeship training
journey-level upgrades*





For The Good & Welfare

By Russ Burns, business manager

Up to speed on the issues

We have a lot of important information to share with you in this month's *Engineers News*, beginning right here with "big picture" reports from the International General Executive Board and the proposed high-speed rail project in California, on down to a detailed explanation of my office policy of returning phone calls. In addition to this, you'll find an interesting article on preventative health care in President Fred Herschbach's column on page 3 and the bylaws dues resolution from your Bylaws Committee outlined on pages 4-5. These articles and other news covered in this issue are important for you to become informed and involved in your union, so please – read on.

IUOE meetings in Phoenix

Last month, the officers and I attended the International Union of Operating Engineers (IUOE) General Executive Board Meeting in Phoenix, Ariz., for the purpose of getting up to speed on the International's top priorities for 2007 – politics, health care and organizing. The first day focused on politics, primarily at the national level, and we discussed in detail the positive impact of the Democrats' recent takeover in Congress. The bottom line: Labor has much more leverage now that we have labor-friendly politicians leading our Congressional committees in the House and Senate.

The second day of meetings focused on health care and the importance of wellness and preventative care. Local 3 is ever aware of this trend of preventative care – in fact, it's the primary reason we introduced *Health News* just over a year ago. I want to encourage you to take the time to read *Health News* each month, and more importantly, apply what you've learned about living healthy and working safely.

On our third day in Phoenix, organizing and IUOE organizing numbers were discussed. The International stressed that on a whole, IUOE locals are organizing a good amount of new members each year but are losing an equal amount to suspensions, deaths and retirement. Therefore, our membership numbers remain about the same. In order to grow, we have to spend more time strategizing and planning our organizing approach while keeping in mind the challenges we face as a result of today's organizing environment. The National Labor Relations Board (NLRB) Kentucky River Decision is one such challenge, as it is a devastating ruling for union members. Basically, the decision makes it easier for an employer to claim that a worker is a supervisor and then remove that worker from the bargaining unit. This is an issue our organizers are aware of and are dealing with accordingly.

Schwarzenegger blocks transit project

A high-speed rail project in California has been in the works for nearly 15 years and was recently in the news – first, for having picked up steam after the passage of the mega-bonds in November and

then more recently, because of Gov. Schwarzenegger's decision to bring all project plans to a halt. If you haven't heard, this is a \$104 million project of which the governor has only allotted \$1 million in his proposed budget – not even enough to keep the planning offices open. It's a frustrating situation, because plans for the project cannot progress until the funding issue is straightened out. But Local 3 is staying on top of the issue to ensure the project begins as soon as possible, so our membership can get to work on it. Vice President Carl Goff is keeping an eye on the politics, as is our very own former Business Manager Tom Stapleton, who sits on the board of the California High-Speed Rail Authority. Stay tuned for developments on our efforts to get this project off the ground.

Returning your phone calls

First, let me say that I consider all phone calls made to me extremely important and that it is absolutely a top priority to address and return all calls that come into the business manager's office. Calls that are received in my office are given immediate attention. If your call is regarding a particular problem on the job or a concern you may have regarding a particular issue, I will see to it that those problems or concerns are addressed, and you will receive a return phone call. If you have an issue related to Health and Welfare, my office will direct your call to our Fringe Benefits Department, and a staff member from Fringe Benefits will handle it from there. Similarly, if you have an issue about safety on the job, I will refer your call to our Safety Department, and a staff member from that department will be responsible for the follow-up. If your call has been directed to a department within the union and you are not being served in an adequate or timely manner, please don't hesitate to call me – I will take care of it. Lastly, if you need to talk to me personally, please make that clear when you call in, and I will make every effort to call you back in a timely manner. It may take me some time due to the volume of day-to-day business and travel, but *I will return your call.*

Coming soon

In keeping with our pledge of transparency to the membership, I am pleased to announce we will soon begin providing financial and pension-fund reports in the *Engineers News*. These financial reports will be published on a quarterly basis.

In closing, I want to remind you about the March 18 Semi-Annual Meeting at the Solano County Fairgrounds. I'm looking forward to seeing you there. Until then, please be safe.



John Hardwick: A finish man whose gradsetter never left his side.11

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Engineers News (ISSN 1069-2185) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 1620 South Loop Rd., Alameda, CA 94502. Periodical postage paid at Alameda, CA and additional mailing offices. Engineers News is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to Address Change, 1620 South Loop Rd., Alameda, CA 94502.



Printed on recycled paper



In the News

Engineers News calls for Letters to the Editor ... again

Engineers News thanks you all for your letters, e-mails and inquiries for and about Local 3. Keep them coming. Some will be printed in the new April edition, so stay tuned.

Consider the Letters to the Editor a section for your comments and questions about articles and information featured in *Engineers News*.

Please note: Any concerns regarding issues not related to *Engineers News* should be addressed at your local district meetings.

Letters to the Editor should be 200 or fewer words and are subject to editing. The use of offensive language and unsubstantiated, personal accusations will not be permitted. Letters must include your name, address and registration number.

To submit a letter by mail:

Letters to the Editor
Operating Engineers Local 3
3920 Lennane Drive
Sacramento, CA 95834

By fax: (916) 419-3487

By e-mail: newsletters@oe3.org

We want your loco logo

You see it on bumper stickers, patches, pins. Sometimes it's on a letter, a leaflet or an envelope. It's even tattooed on arms, hung from windows and frosted upon cakes. It's the OE3 logo, and its history is as rich as the many places it fits.

The steam gauge was adopted as the union's official logo the same day the International Union of Operating Engineers (IUOE) was founded on Dec. 7, 1896, in Chicago, Ill.

The needle points to 420 degrees, which is the most efficient temperature for gases to escape the tail flue from the engine.

The Latin words encircling the emblem, *labor omnia vincit*, mean labor conquers all things. But based upon the different OE3 logo designs we've seen, some might say OE3 members are conquering the logo.

Therefore, we want your best designed logo. Photograph it, draw it, (too bad you can't sing it) or hand-deliver it to the same address above with the heading Loco Logo. Or: Email jpg or pdf: mjessup@oe3.org

We'll print the best of the best in *Engineers News*.



Megabuilders discovers OE3 Bay Bridge work

The Discovery Channel's *Megabuilders* show chronicles impressive, dangerous and brilliantly engineered marvels around the world, and this April, they are spotlighting Local 3's own work on the new San Francisco Bay Bridge. Known for its immensity, the new Bay Bridge is being built in a seismic zone to "bend but not break," while operators work "to create a solid foundation out of a sea of mind," explains the *Megabuilders* preview. The show airs on the Discovery channel April 9 at 5 a.m., and April 11 and April 14 at 4 a.m.



Talking Points

By Fred Herschbach, president



Focusing on your health

We're always talking about looking ahead and moving things forward, and so it makes sense to me that the theme of the upcoming Semi-Annual is *Focused on the future*, because that's what I want to talk about this month: Focusing on the future in terms of preventative health care.

Now, I'm as non-compliant as anyone when it comes to really taking charge of my health. It seems that every time I turn around, someone has a new weight-loss diet or a new flu remedy, and I feel like there's just too many theories bouncing around for any one theory to stick.

But I've got a statistic that will really hit home, since it involves our own pocketbooks. A mere 15 percent of our Health and Welfare participants are responsible for 85 percent of the cost. Beyond health-care statistics, another statistic we all keep hearing about is the escalation of health-care costs. And so when I heard this number, I knew I was finally paying attention. It's not a reason to point blame – it's a reason to begin learning about health care in new ways, practical ways and preventative ways, so that we can avoid the heart attack and the costs of a heart attack before it happens, which leads me back to the importance of focusing ahead.

How can we gain more preventative health-care awareness? Well, recently the officers and I went to Phoenix, Ariz., for an International Union of Operating Engineers (IUOE) training convention, and we learned a lot about how wellness programs geared around using generic drugs, disease management/awareness and weight control really do affect and improve health status and cut costs for health-care plans. We all know about the big things – cutting down fats in our diets, the ills of nicotine and the importance of exercise – but the key to wellness programs is their specialization toward individual members with individual needs. That way, participants are more motivated to make changes when they know these changes will directly impact their own, specific needs.

Another way the officers and I hope to impart change in preventative health-care awareness is by getting the Board of Trustees onboard to give incentives to the membership to become more responsive to wellness programs and disease management. We hope to also implement health-care providers' resources through online programs (which we've been evaluating to date) with health-care incentives and specialized diet and exercise programs for individual members.

It is estimated we could save the Health and Welfare plan – your plan – millions, if we all get serious about preventative health-care awareness and action.

It seems obvious to me there are only good things ahead, both in terms of savings and quality of life, if we all try to make a serious effort at preventing disease, obesity and addiction before it starts. Sometimes it's as easy as a follow-up call to a health-care professional.

For more ways you can get serious about your health, look to the *Health News* insert of *Engineers News*, call the Fringe Benefits Service Center branch offices listed below and stay tuned for more updates on wellness programs and healthy living incentives coming soon.

- California (800) 532-2105
- Nevada (800) 922-6100
- Hawaii (800) 660-9126
- Utah (800) 662-3630

We could all use some help and individualized guidelines for how to improve our quality of life and save expenses in the Health and Welfare plan – it just takes a little more focusing on the future.

Bylaws: Article VI (dues)

Recommended changes

In keeping with Business Manager Russ Burns and the officer administration's policy of a transparent union, below you will find the Bylaws Committee's resolution and recommended changes to Bylaws: Article VI (dues). The resolution will be distributed to the membership at the Semi-Annual Meeting on

Sunday, March 18, 2007, at the Solano County Fairgrounds in Vallejo, Calif. An affirmative vote by the membership at the Semi-Annual Meeting will move the resolution for a vote of the members in each district during the month of April. District meeting dates are listed in this issue of *Engineers News* on page 19.

RESOLUTION

WHEREAS, each District has dutifully elected a rank and file member to serve as its representative on the Bylaws Committee, and

WHEREAS, the Bylaws Committee's initial task has been to review and analyze the dues structure of the Local Union; and

WHEREAS, it is vital to the welfare of our membership that the Local Union continue to be fiscally sound and stable; and

WHEREAS, the Local Union has built an adequate reserve of approximately one years' expenses; and

WHEREAS, the Local Union now has sufficient funding mechanisms to maintain an adequate reserve into the future while allowing for the redistribution of funds currently in excess of those necessary to maintain the fiscal health of the Local Union, and

WHEREAS, the Bylaws Committee and Officers believe that the current dues structure can now be revised to provide for a fair and equitable sharing among all members in the financial support of the Local Union, and

WHEREAS, the Bylaws Committee and Officers have adopted a comprehensive and integrated set of recommendations to revise the dues structure consistent with the foregoing principles;

THEREFORE, be it resolved that the recommended changes contained in the attached resolution be presented to the Local Union Executive Board for its consideration and report to the members at the March 18, 2007 Semi-Annual Meeting.

RECOMMENDED CHANGES

ARTICLE VI DUES

Section 2

- (a) *Parent Local Union No. 3 and Sub-divisions A, B, C, E and Registered Apprentice.*
- (4) Employed dues for Registered Apprentices, Pre-Apprentices and Trainees shall be equal to ~~seventy-five percent (75%)~~ **sixty per cent (60%)** of the dues paid in the Parent Local in the State that they are employed. The Executive Board, upon good cause shown, may further reduce the dues rates for certain units of Pre-Apprentices or Trainees.
- (d) The "average wage package" means the averaged hourly rate, plus health and welfare, vacation and holiday pay, pay-in-lieu of vacation or holiday, pension, profit sharing and similar benefits for a straight-time shift. The averaged hourly rate to be used under (a) above shall be the average of the Area 1 base hourly rates for all groups designated in the applicable Master or Independent Agreement, excluding the highest paid group. The averaged hourly rate to be used under (b) and (c) above shall be the average of the hourly wage rates for the particular unit. **Hourly contributions for Supplemental Dues and for the pension restoration fund will be excluded from the computation of the "average wage package".**
- (g) *Retired Members' Dues with less than thirty-five (35) years in the Local Union.*
- (1) For retired members eligible for benefits from the Operating Engineers' Pensioned Health and Welfare Fund, the dues shall be ~~twenty-dollars (\$20.00)~~ **equal to the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus six dollars (\$6.00)** a month due and payable on a quarterly basis. ~~Effective 1998, this amount shall be increased by one dollar (\$1.00) a month for each twenty-five dollars (\$25.00) that the monthly pension benefit is increased.~~
- (2) For retired members not eligible for benefits from the Operating Engineers' Pensioned Health and Welfare Fund, and who are receiving an Operating Engineers' Pension Benefit with increases, the dues shall be ~~eighteen (\$18.00)~~ **equal to the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus four dollars (\$4.00)** a month due and payable on a quarterly basis. ~~Effective 1998, this amount shall be increased by one dollar (\$1.00) a month for each twenty-five dollars (\$25.00) that the monthly pension benefit is increased.~~
- (3) Effective October 1, 1999, for retired members not eligible for benefits from the Operating Engineers' Pensioned Health and Welfare Fund, not

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Page 1



receiving an Operating Engineers' Pension Benefit or receiving an Operating Engineers' Pension Benefit without increases, the dues shall be equal to the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus three dollars (\$3.00), two dollars (\$2.00) a month due and payable on a quarterly basis.

(i) *Changes in the dues rates.*

(3) Supplemental Dues:

If the Union negotiates hourly supplemental dues for any bargaining unit, the monthly dues payable by members of that bargaining unit shall be reduced to an amount equal to two (2) hours and twenty (20) minutes a month of the applicable "average wage package," rounded to the next highest dollar. In addition, the monthly dues payable by members of that bargaining unit shall be reduced by six dollars (\$6.00) from the amount set forth for each ten cents (\$.10) in supplemental dues, provided that in no event shall the monthly dues be less than an amount equal to one and one quarter (1 1/4) times the applicable "average wage package," rounded to the next highest dollar.

a. For those members paying Supplemental Dues equivalent to one and nine-tenths percent (1.9%) of the applicable "average wage package" the monthly dues payable by such members shall be reduced to an amount equal to one (1) hour a month of that "average wage package", rounded to the next highest dollar. In no event will the Supplemental Dues rate exceed such ratio of one and nine-tenths percent (1.9%).

b. Supplemental Dues shall be payable only on the first one thousand eight hundred (1800) hours worked per calendar year for all members. Any member subject to the Supplemental Dues provision who does not execute the necessary authorization form shall pay dues at the alternate dues rate.

c. Monthly dues for alternate dues payers, including members who do not execute supplemental dues authorization forms, Owner/Operators and Travelers, shall be equivalent to the amount of monthly dues plus one hundred and fifty (150) hours of supplemental dues at the applicable rate for the bargaining unit.

(n) *Incapacitated Dues.*

For members who have exhausted the benefits provided in the Good Standing Procedures and who continue to meet those requirements, the monthly incapacitated dues shall be the International Union of Operating Engineers' per capita tax, rounded to the next highest dollar, plus eight dollars (\$8.00) two dollars (\$2.00) per month, due and payable on a quarterly basis.

RESPECTFULLY SUBMITTED ON JANUARY 4, 2007:

Russell E. Burns
Russell E. Burns
Business Manager

Fred Herschbach
Fred Herschbach
President

Carl Goff
Carl Goff
Vice President

Robert L. Wise
Robert L. Wise
Recording-Corresponding Secretary

Jim Sullivan
Jim Sullivan
Financial Secretary

Dan Reding
Dan Reding
Treasurer

Joe Wendt
Joe Wendt, Dist. 01
Reg # 1590861

Jack Short
Jack Short, Dist. 04
Reg # 0853652

James P. Killeen
James Killeen, Dist. 10
Reg # 1569108

Myron Pederson
Myron Pederson, Dist. 20
Reg # 1382885

Jim Aja
Jim Aja, Dist. 30
Reg # 1528528

William Burns
William Burns, Dist. 40
Reg # 1166627

Larry Braden
Larry Braden, Dist. 50
Reg # 1159437

Tom Romero
Tom Romero, Dist. 60
Reg # 1416801

Kenneth Green
Kenneth Green, Dist. 70
Reg # 0888809

Ronald Thompson
Ronald Thompson, Dist. 80
Reg # 1586202

Greg Tadascio
Greg Tadascio, Dist. 90
Reg # 1774602

Dennis L. Griffith
Dennis Griffith, Dist. 11
Reg # 1064428

Ray Lewis
Ray Lewis, Dist. 12
Reg # 0775463

Ephraim "Sonny" Bergau
Ephraim "Sonny" Bergau, Dist. 17
Reg # 1382332

Don Incardona
Don Incardona, Dist. 99
Reg # 1136294

The Operating Engineers Local Union No. 3 Executive Board has duly considered the Resolution to amend Article VI, Dues, of the Local Union Bylaws as proposed by the Bylaws Committee and we recommend that the membership pass a motion at the March 18, 2007 Semi-Annual meeting in support of this Resolution so it will be presented to members attending meetings in the districts where a majority of all votes cast will determine whether the Resolution is adopted or rejected:

Ray Mangini
Ray Mangini, District 01

Tim Lassiter
Tim Lassiter, District 04

James Spain
James Spain, District 10

Andy Lagosh
Andy Lagosh, District 20

Richard Valentine
Richard Valentine, District 30

Michael Johnson
Michael Johnson, District 40

"Gus" McClain
"Gus" McClain, District 50

Luther Slack
Luther Slack, District 60

Stan Green
Stan Green, District 70

Jim Graham
Jim Graham, District 80

Mike Sierra
Mike Sierra, District 90

Dylan Gallagher
Dylan Gallagher, District 11

Glenn Smith
Glenn Smith, District 12

Michael Brandt
Michael Brandt, District 17

NOTE: Over 3,000 signatures were gathered supporting this Resolution and a Bylaws Subcommittee has verified over 300 of those signatures of members in good standing.





FRINGE BENEFITS

By Charlie Warren, director

Service Pensions

Under the Regular Pension, your pension is reduced if you retire before age 62. Service Pensions provide a pension benefit with no reduction for your age. The qualifications for two types of Service Pensions are described below:

Rule of 85 Service Pension

You are eligible to receive a Rule of 85 Service Pension when:

- You are at least age 55; and
- Your age plus your years of Credited Service (Pension Credits) equals at least 85; and
- You have worked at least 2,000 hours for one or more contributing employers in the 72 months immediately preceding your pension-effective date; and
- You have worked at least 350 of those hours either a) the year of your pension-effective date or b) one of the two plan years immediately preceding the year of your pension-effective date. This requirement may also be satisfied if:
 1. You have worked at least 350 hours for which contributions are required to be made to a Pro-Rata Plan; or
 2. You are unemployed, you were registered under the Job Placement regulations and were available for covered employment in Local 3's jurisdiction during such period; and
- You have not previously received an Early Retirement Pension; and
- You have filed a pension application in a timely manner.

35/20 Service Pension

You are eligible to receive a 35/20 Service Pension when:

- You have accumulated at least 20 Pension Credits (since the most recent – if any – Pension Break in Service) under this plan; and
- You have been a participant in this plan for at least 35 calendar years; and
- You have not previously received an Early Retirement Pension.

Remember, you must complete at least 35 calendar years for the 35/20 Service Pension. If you do not have more than 35 years of participation, the 35th calendar year must have ended. The earliest pension-effective date would be Jan. 1 of the 36th year.

If you have questions regarding Service Pensions, contact the Trust Fund office at (800) 251-5014, or the Fringe Benefits Service Center at (800) 532-2105.

Pension processing timetable

If you're thinking about retiring soon, keep the following timeline in mind when submitting your pension application. Applications should be submitted to the Trust Fund office at least 90 days before your retirement date. Your application will be valid for one year.

1. Application is received at Trust Fund office.
2. Receipt of application is acknowledged within a week to 10 days.
3. The Trust Fund office mails an award packet to members when they reach or are within 90 days of retirement, provided all the necessary information is made available to the Trust Fund office.
4. Member stops working in the industry, completes and returns the award packet, along with the signed authorization to verify final hours with the last employer(s) or copy of the last three months' pay stubs.
5. Trust Fund office sends first check to member within one to two weeks of retirement date or confirmation of last day worked and final hours (whichever is later).

If you have any questions or you would like to request an application, contact the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

Fringe Benefits Service Center
(800) 532-2105

Retiree Association Meetings

We're kicking off our next round of retiree meetings in April, as you can see from the schedule below. Please pay careful attention: We're having meetings every day of the work week – unlike our usual routine of meeting on Thursdays. Our meetings will correspond with the union's special-called meetings. We hope to see you there.

CONCORD Monday, April 9 Centre Concord 5298 Clayton Road	10 a.m.	OAKLAND Friday, April 13 Oakland Zoo – Snow Building 9777 Golf Links Road	10 a.m.
FAIRFIELD Monday, April 9 Cordelia Fire District 2155 Cordelia Road Cordelia	2 p.m.	SALT LAKE CITY Friday, April 13 IBEW Hall 3400 W. 2100 S.	2 p.m.
SAN FRANCISCO-SAN MATEO Tuesday, April 10 Machinists' Hall 1511 Rollins Road Burlingame	10 a.m.	UKIAH Monday, April 16 Hampton Inn 1160 Airport Park Blvd.	10 a.m.
WATSONVILLE Tuesday, April 10 Ramsay Park 1301 Main St.	10 a.m.	ROHNERT PARK Monday, April 16 Operating Engineers' Building 6225 State Farm Drive Ste. 100	2 p.m.
NOVATO Tuesday, April 10 Unity Inn Marin 600 Palm Drive	2 p.m.	KAUI Monday, April 16 ILWU Hall 4154 Hardy Ave. Lihue	2 p.m.
MORGAN HILL Tuesday, April 10 Operating Engineers' Building 325 Digital Drive	2 p.m.	EUREKA Tuesday, April 17 Best Western Bayshore Inn 3500 Broadway	2 p.m.
MODESTO Wednesday, April 11 Modesto Center Plaza Convention Center 10th and K streets	10 a.m.	HONOLULU Tuesday, April 17 Jikoen Temple 1731 N. School St.	2:30 p.m.
STOCKTON Wednesday, April 11 Waterloo Gun & Bocci Club 4343 N. Ashley Lane	2 p.m.	REDDING meeting and potluck Wednesday, April 18 Frontier Senior Center 2081 Frontier Trail Anderson	1:30 p.m.
FRESNO Wednesday, April 11 Cedar Lanes 3131 N. Cedar	2 p.m.	HILO Wednesday, April 18 ILWU Hall 100 W. Lanikaula St.	11:30 p.m.
AUBURN Thursday, April 12 Auburn Recreation Center – Foothills Room 471 Maidu Drive	10 a.m.	YUBA CITY Tuesday, April 19 Veterans' Memorial Center 211 17th St. Marysville	2 p.m.
SACRAMENTO Thursday, April 12 Engineers' Building 4044 N. Freeway Blvd.	2 p.m.	KONA Thursday, April 19 Kona Beach Hotel 75-5660 Palani Road Kailua-Kona	11:30 a.m.
RENO Thursday, April 12 Operating Engineers' Building 1290 Corporate Blvd.	2 p.m.	MAUI Friday, April 20 Maui Beach Hotel 170 Kaahumanu Ave. Kaului	2 p.m.



TEACHING TECHS

By Joanie Thornton, administrator

NCSJAC students get schooled on GPS



Students at the Jan. 6 GPS seminar were given a thorough overview of GPS technology before participating in outdoor exercises.



Seventy-five apprentices and journey upgrades participated in the successful Topcon GPS seminar Jan. 6.



Using the latest GPS equipment, Topcon provides hands-on exercises for the students at the Jan. 6 seminar.

As a proponent of hands-on training, the Northern California Joint Apprenticeship Committee (NCSJAC) continuously provides the latest educational technology-training for our apprentices and journey upgrades. The last round of hands-on training brought Topcon California into the classroom and provided indoor and outdoor training.

Topcon California – West Sacramento was invited to present a three-hour GPS seminar Jan. 6. Seventy-five apprentices and journey upgrades participated in the successful seminar and were enthusiastic and interested in the latest developments in GPS technology.

Five seasoned representatives from Topcon started with an informational hour in the classroom giving a full overview of GPS. The classroom session was followed by field demonstrations showing the systems in full operation. Many standard field applications were discussed, and students were exposed to hands-on demonstrations of the flexibility of the latest GPS equipment.

A big “thank you” goes to Topcon for their successful and educational presentation of GPS basics and practical applications. Students were so encouraged by this hands-on opportunity – they are already asking for more. Check out future issues of *Engineers News* for more hands-on training dates, topics and opportunities. Until then, keep learning!

**Northern California Surveyors Joint
Apprenticeship Committee (NCSJAC)**
(510) 748-7413



SAFETY

By Guy Prescott, director

Stretching avoids strain/sprain injuries

Strains and sprains remain the No. 1 cause of non-fatal injuries in the workplace. The construction industry leads all other industries when it comes to strain and sprain injuries. According to the Bureau of Labor Statistics, most strains in the construction industry affect lower extremities, result in six days away from work and cost more than \$14,000 per workers' compensation claim.

Most strains and sprains happen when members leave the cab. While operating heavy equipment, it's important to remember you have been sitting for a long period of time. Your muscles have not been used for awhile, so take a few seconds to stretch out your legs, and work your ankles by lifting your feet up and down while holding your heels on the floor. While descending from the cab, use the steps, and face the equipment. Look at the ground before placing your feet on it, to ensure you are not stepping on a rock or an uneven surface.

If you are gradesetting or working/walking on the ground, watch your footing. A dirt clod in your path is all it takes to twist an ankle or knee. Be especially careful when working on hillsides or steep grades.

Stretching to stay limber is a great way to prevent strain and sprain injuries and can save you days of pain, keep you on the job and able to enjoy your time at home rather than sitting on the couch with an ice pack.



March Safety Class Schedule

California

March 1

OSHA Disaster Site Worker 7:30 a.m. – 4 p.m. RMTC

March 3

8-hour Hazwoper Refresher 7:30 a.m. – 4 p.m. District 70: Redding

March 10

8-hour Hazwoper Refresher 7:30 a.m. – 4 p.m. District 10: Rohnert Park

To sign up for classes in California, call your district office dispatcher.

Nevada

March 9

Natural Gas Safety 7:30 a.m. – 11:30 a.m., 12:30 p.m. – 4:30 p.m.
Nevada Training Center

March 10

Natural Gas Safety 7:30 a.m. – 11:30 a.m. Nevada Training Center

To sign up for classes in Nevada, call (775) 575-2729 or sign up at dispatch.

Visit http://www.oe3.org/safety/safety_dept.html for a downloadable schedule.



CREDIT UNION

By Rob Wise,

Credit Union secretary/financial officer
& recording - corresponding secretary

OEFCU continues to provide quality service to members

Thanks to unwavering member loyalty, the Operating Engineers Federal Credit Union (OEFCU) continues to thrive and meet your demands.

As your union-member-owned credit union and non-profit financial institution, we dedicate our efforts in providing you with attractive and affordable services. As we look back at our 2006 performance, records indicate the credit union ended the year with excellent growth in loans and deposits, which is a strong statement of our membership's trust in us.

To anticipate the financial needs of our membership, the management team keeps a close watch on current market trends. In 2006, we recognized the need to lower the cost and interest rate of our home-equity product. As a result, we had an overwhelming response from our members, and we funded more than \$94 million in home-equity loans.

On the savings side, we acknowledged the need to provide our members with an attractive share certificate and introduced some of the best dividends on share certificates in the marketplace. By the year's end, our loan portfolio grew by \$66.5 million, and our total savings deposits increased by \$24.6 million to a total of \$651 million – a respectable \$21 million increase overall.

Throughout the year, we maintained a strong capital-to-asset ratio – more than 15 percent – which is well above average for most financial institutions. This is a direct reflection of the financial strength, direction and stability of your Operating Engineers Credit Union.

OEFCU takes great pride in its commitment to the safety and security of members' confidential

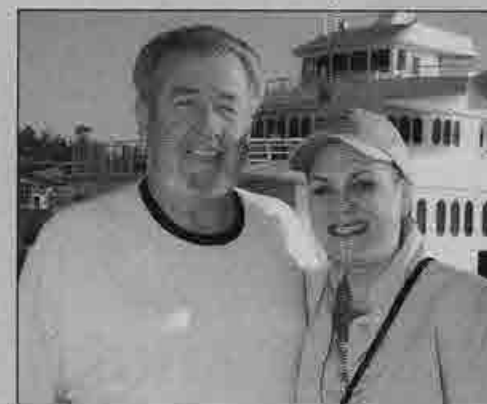
data. We continue to add new security measures to ensure extra protection for our members' ever-increasing use of online services, such as Home-Banking, Online Bill Pay and direct deposit of paychecks and pension checks into credit-union checking and savings accounts. We fully understand the importance of keeping your information secure and will continue to make this a top priority.

OEFCU owes its continued success to devoted union members like you. We understand you have a choice in banking and appreciate your commitment to banking union. It is truly a privilege to provide you and your family with personalized financial services designed and priced to fit your needs. Good service can be difficult to find at large, for-profit banks, so thank you for supporting your union-member-owned credit union.

If we can help you with any of your financial needs, please call (800) 877-4444, or visit one of our branch offices.

In response to a request from member Michael Clark at the Jan. 10 Sacramento District meeting, I am pleased to report OEFCU has upgraded its system and can now post vacation pay into members' credit-union accounts by noon on the tenth day of the month, regardless of whether it falls on a weekend or holiday.

I want to thank Michael Clark for this suggestion, since it will help us provide better service to our members.



Thirty-four-year member Dennis Griffith and his wife, Rita (former Reno office manager), are all smiles during their stay in Cabo San Lucas.

A great time for all on the OE3 cruise to Mexico

In January, a group of more than 70 retired and active Operating Engineers, their families and friends sailed from Los Angeles to the Mexican Riviera for a weeklong trip aboard the grand *Diamond Princess*. We had several repeat cruisers in the group, as well as first-time cruisers. Everyone enjoyed the ship, its many lounges, the Princess Theater, the casino (we even had a couple of big winners in the group), the days in Puerto Vallarta, Mazatlan and Cabo San Lucas and, of course, the abundant food. The Local 3 group enjoyed two private parties while cruising, which gave everyone a chance to meet up, renew old acquaintances, make new ones and honor longtime members of the union.

This was the fifth OE3 cruise supporting the Local 3 Scholarship Fund. Through these cruises, members have raised more than \$25,000 to date. All OE3 members, retirees, their families and friends are welcome.

The next OE3 group cruise will sail to the exotic Southern Caribbean in January 2008, and another sailing to Alaska may be offered in early summer 2008. For information, call and leave your contact information at (888) 713-0441.

CALIFORNIA

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

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

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

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

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

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

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

San Jose ATM location
798 N. First St.
San Jose, CA 95112
(408) 995-5095

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

OREGON

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

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

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

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

HAWAII

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

UTAH

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

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

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

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

NEVADA

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

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

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

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

**Operating Engineers
Federal Credit Union**



International Union of Operating Engineers

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

February 12, 2007

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GENERAL PRESIDENT

CHRISTOPHER HANLEY
GENERAL SECRETARY-TREASURER

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WILLIAM E. DUGAN

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JOHN T. AHERN

MICHAEL GALLAGHER

RODGER KAMINSKA

KUBA BROWN

GENERAL COUNSEL

RICHARD GRIFFIN

Mr. Russell E. Burns
IUOE General Vice President
& Business Manager
IUOE Local Union 3
3920 Lennane Drive
Sacramento, CA 95834-1909

Dear Sir and Brother:

In recent years, candidates for Local Union office and their supporters have taken advantage of the ease of communication over the Internet to establish websites to promote their candidacies. These campaign websites offer an inexpensive means to promote the candidacies of both challengers and incumbents, and have become a common feature of contests for Local Union office. Given the free flow of debate in such campaigns, campaign websites frequently feature sensitive—and not always entirely accurate—information about Local Union affairs. Unfortunately, unprotected websites are open to anyone with access to a computer and the Internet, and allow non-members, including employers, access to such sensitive information. As a consequence, employers with interests contrary to Local Unions have used information obtained from campaign websites to harm Local Unions in collective bargaining negotiations and organizing campaigns.

In light of its authority under Article XXIV, Subdivision 1, Section (e) of the International Constitution to promulgate rules and regulations concerning adequate safeguards to insure fair Local Union elections, the General Executive Board took up the question of campaign websites at its most recent meeting in Phoenix, Arizona. The Board recognized the value of such websites to promote candidacies and the free flow of information among members. However, the Board was also concerned about the ability of unscrupulous non-members to take advantage of website-generated information to harm Locals in negotiations and organizing, as well as the potential for such non-members to intervene improperly in the elections themselves. In order to assure the fullest expression of views by members while limiting the opportunity for unscrupulous non-members to take advantage of sensitive information, the Board adopted a resolution (copy attached) directing Local Unions and their Election Committees, starting with Local Union elections to be held in 2007, to require all candidates and their supporters who have set up or wish to set up campaign websites to include a password protection function using members' register numbers or another appropriate mechanism to identify membership status.

Requiring campaign websites to have a membership-related password protection function will not in any way limit the content of what is said on such websites; it will merely attempt to assure that sensitive information concerning Local Union affairs is shared among members, and is not available to employers and others with interests contrary to those of the Local Unions as institutions. In passing the resolution, the General Executive Board recognized that some candidates and their supporters may have gotten an early start on the upcoming 2007 election and have campaign websites up and running already. The Board decided that these members should be granted a reasonable amount of time—sixty days—to bring their websites into compliance with the resolution. Therefore, existing websites have until April 15, 2007 to comply or be faced with internal union disciplinary sanctions.

Finally, Local Unions have official websites, as does the International Union. In the spirit of the General Executive Board's resolution, Local Unions should review their official websites (and I am directing a review of the International Union's own site) to assure that any sensitive information on these sites is also password protected.

Fraternally,

Vincent J. Giblin
General President

VJG:as
Attachment

Campaign Website Resolution

WHEREAS, in recent years, candidates for office in IUOE Local Union elections have increasingly used Internet websites to promote their candidacies; and

WHEREAS, these campaign websites offer an inexpensive means to communicate the candidates' positions; and

WHEREAS, these websites also allow non-members, including employers, access to frequently sensitive information about the Local Unions; and

WHEREAS, there have been instances where employers have misused information obtained from candidates' websites to the detriment of IUOE Local Unions in organizing campaigns and contract negotiations; and

WHEREAS, IUOE members' protected free speech rights are subject to reasonable rules as to the responsibility of members toward the Local Union as an institution; and

WHEREAS, Article XXIV, Subdivision 1, Section (e) of the International Constitution authorizes the General Executive Board to promulgate rules and regulations concerning adequate safeguards to insure fair Local Union elections;

NOW THEREFORE BE IT RESOLVED THAT the General Executive Board, in order to assure the fullest expression of free speech by candidates in Local Union elections while protecting the Local Unions from adverse actions by employers, directs that, starting with Local Union elections to be held in 2007, Local Unions and their election committees shall require all candidates and their supporters who have set up or wish to set up campaign websites to include a password protection function; and

BE IT FURTHER RESOLVED THAT the International Union shall work with the Local Unions and their election committees to establish appropriate password protection mechanisms using members' register numbers or another appropriate mechanism to identify membership status.



ORGANIZING

By Bruce Noel, director

Teamwork and organizing: An effective combination

We have all heard the hype about teamwork. The concept is simple: Working together is a more effective way to solve problems, reduce costs, increase production and so on.

Organizing is no different – the more people involved in the organizing program, the more successful the program becomes. That's why the future of organizing requires participation from not only all staff members but all members. Everyone should feel an obligation to contribute to the cause.

Each district should develop a plan and strategy that's appropriate for their area. The staff within the district should work together to define their individual roles, and the district rep and the organizer should work together to identify target companies and develop a strategy to increase the chances of success. The key element is communication – passing information among the group is important, so everyone is kept up-to-date on the progress of the organizing plan. This flow of information also allows us to make adjustments to the plan. Monitoring and adjusting the plan is tremendously important, because the organizing environment is constantly changing. Politics and industry-market changes have a direct effect on organizing as does the yearly work cycle. In organizing, timing is everything. The

things we do today will yield results later in the year or possibly even next year.

What can members do to help?

The members are the eyes and ears of Local 3. We currently have eight organizers covering Northern California, two in Nevada and two in Utah. That's a lot of real estate to cover, which is where the membership comes in. Members can relay information to the district office or organizer, so everyone knows who is out there performing our work. It can be frustrating for some members who pass information along to the staff but see no results after the fact. I can tell you, the information is not being ignored; it's just a matter of prioritizing targets. Some companies require a long-term organizing plan, and some take years to yield results. We still need the tips, and we are currently working on a plan to keep the membership informed of Local 3's organizing successes.

If every member spends a small amount of time on organizing – just by making one phone call or passing along information about a friend or neighbor who works for the non-union, just think of the power 40,000-plus members can add to the organizing program.

Thanks to all those who have already contributed to the program. We really appreciate the help!

DISTRICT ORGANIZER CONTACTS

Name	Cell	District
Richard Marshall	(916) 439-4246	All (organizer/mentor)
Mike Croll	(510) 376-4282	Oakland/Burlingame
Joel Duckworth	(530) 308-4609	Redding
Greg Flanagan	(209) 456-1627	Stockton
John Galeotti	(707) 580-5031	Fairfield/Rohnert Park
Dan Kern	(916) 439-2170	Sacramento
Dwayne Killgore	(775) 745-5246	Nevada
Art Loya	(408) 690-2185	Morgan Hill
Paul Lundell	(801) 330-1593	Utah
Ron Roman	(530) 743-7321	Yuba City
Gearle Searle	(801) 596-2677	Southern Utah
Allen Strong	(775) 753-8761	Elko



TECH NEWS

By Abraham Fontanilla, Michael Strunk and Ed Wodzienski, business representatives

Labor omnia vincit *Labor conquers all things*

This is the motto of the International Union of Operating Engineers (IUOE) and of Local 3. What it means depends a great deal on who you ask. Some say it has roots in the early days of the labor movement when working union was not only a privilege but a major victory; some say it means anything can be accomplished through hard work and perseverance; others say it means by working together, nothing can beat us. We think it means all of these things.

With the help of the membership, the Technical Engineering Department has uncovered and signed 15 people performing covered work who were not union members. We have filed and resolved grievances for nearly \$200,000, and we have visited (and will continue visiting) jobsites and employers in every district and county we serve. While 15 new members may not seem like a huge number, it represents a 1.2 percent increase across-the-board and a 2.2 percent increase in the testing and inspection membership. We could not have done it without your help, so thank you!

In the coming months, we want to build on the momentum we have gained to this point, and we need your help to do so. If you know or suspect someone is a non-member performing covered work, we want to hear from you. If you are a surveyor and see someone in your travels or you see laborers or other non-members performing surveyors' work, we need to hear from you – call your business representative or district office. You may remain anonymous, but please give us as much information as you can, and include the job name and address, if possible, or county and mile marker, if the jobsite is on a highway or interstate. We may not visit the location that day, but we will track and follow up on every report.

One area we are becoming more aware of is the southern-most counties in our jurisdiction. We are seeing an increasing number of travelers coming from other jurisdictions who are doing our work without signing in and paying travelers' dues or joining Local 3. This will become an even bigger problem as California rolls out the \$37.3 billion mega-bond funding in the coming months. Protecting our work is key to our power, so let's work together to protect it. We work best when we work together. Remember, the job you save may be your own. Labor omnia vincit!



From left: Local 3 welding inspectors Heath Vester, Larry Slater and Jesus Cayabyab work for Smith Emory on the El Camino Hospital in Mountain View, Calif.

JOHN HARDWICK

A finish man whose gradesetter never left his side

Story by Heidi Mills, managing editor

Not many Operating Engineers can say they're married to a fellow Operating Engineer – a hand they met out in the field. One who can and says it proudly is John Hardwick, a second generation, 39-year Local 3 member.

John met his wife, Debbi (now a 12-year Local 3 member), in the early days of his career as an Operating Engineer. He says he remembers showing up for work one day and seeing “a blonde lady standing there, a pretty gal.” He was surprised to learn she was an operator but not really bothered by it like some of his buddies.

“Back then it was a little different,” John said. “We saw women come into the industry – some who wanted to be there, and some who were there for the wrong reasons. I didn't want them around at first, but the women who wanted to be there made me change my mind – they were better than the men!”

Debbi fell into the latter category. She was one of the good ones – the best, according to John: “She was the best gradesetter I'd ever had.”

In the two years they spent working together for Teichert Construction on jobs across Vacaville, Fairfield and Stockton, they found they made a good team, both in and out of the field. As fate would have it, they got married after taking up work with different employers – he with O.C. Jones and she with Oliver DeSilva.

“It all worked out for the best,” Hardwick said.

After his first week running a 14G Cat motorgrader for O.C. Jones, he started earning \$2 over scale.

“I was somebody they wanted to keep,” he said. “I was good, but I wasn't the only one – the whole blade crew was good.”

He recalls one season they laid CPB – a mix of concrete-treated base material – on I-880 in a tight spot, where the grade had to be cut close. It was during that season the company boosted his pay another dollar. Hardwick recalls thinking he never had it so good.

“I was raised on a dairy farm, but I always had my eye on being an Operating Engineer,” Hardwick said. “When I became an Operating Engineer, I thought I was in heaven doing what I wanted to do and what I loved.”

But it wasn't much like heaven when he first started off with Kaiser Steel in 1967. There was no apprenticeship program at the time – only a journey-level-trainee program, where new construction recruits would “shadow” more experienced operators. Sometimes it wasn't so easy. Hardwick's years as a trainee at Kaiser Steel were spent learn-

ing how to run an overhead crane and a “big fork-lift.” Then he went to work for Clyde Plymel in Vallejo, where he learned to operate dirt equipment – dozers, scrapers and compactors.

During his lunch breaks, he'd eat quickly so he could spend at least half an hour in the seat of one of the idle machines. If he didn't get a chance to practice during lunch, he'd stay late or go out on weekends when he wasn't working. He got his first lesson on finishing equipment at Plymel while gradesetting for an old Cat skinner named Clyde Keeter.

“I remember I used to watch every move he made,” Hardwick said. “I learned a lot from him. He taught me how to run the finish dozer.”

While working as a trainee and learning from Keeter, Hardwick realized he enjoyed finishing more than anything else. So, he spent the next 22 years as a finish-dozers operator.

“I was good at house pads, and I was good on a hill – I did a lot of slope work,” he said. “I pushed a scraper for a while, but I always wanted to finish. I liked to see the finished product. I never got tired of the finish stuff.”

With some reluctance, Hardwick retired from O.C. Jones in 1992. He said it was a difficult year to get through, because he missed the work so much, but he was glad he did it. The years since have been good to him. Having been retired for 11 years now, he's gotten comfortable with his new life. He and Debbi raise alfalfa on their ranch in Nampa, Idaho, near Debbi's hometown. They own a backhoe, and John enjoys using it whenever he or the neighbors need it. He also likes to tool around in his welding shop out back.

When Hardwick got word about the retiree addendum a few years ago, he decided to take a road trip to California to check things out. O.C. Jones had made him an offer he knew would be good for the bank and his retirement. But on his drive from Reno to Santa Rosa, he hit rush-hour traffic and sat bumper-to-bumper long enough to reconsider what he was doing. He decided to make a U-turn and go home.

“There was too much traffic on the road,” Hardwick said. “I don't need that at this point in my life. I enjoy the slower pace of retirement.”

Like so many Local 3 retirees, John's been there, done that. But don't get him wrong – he wouldn't change a thing about his career as an Operating Engineer. It's afforded him the opportunity to retire before age 60 and buy the prescriptions he needs. It's also how he met Debbi. He has no regrets: “I would do it all over again in a minute.”

I was raised on a dairy farm, but I always had my eye on being an Operating Engineer.



Local 3 retirees John and Debbi Hardwick at their home in Nampa, Idaho, in 2005. The couple met and worked together in the early days of their careers as Operating Engineers.



From 1967 to 1992, much of John Hardwick's career was spent pushing dirt on the finish dozer. “I loved doing what I was doing,” he said.



John Hardwick's smile shows he is clearly “happiest on a blade” in 1989.



From left: Merl Smith, John Hardwick and Bill Anderson on the job for Clyde Plymel in the early 90s. “Merl was the second-best gradesetter I ever knew, next to my wife,” Hardwick said. Hardwick met Anderson while working as a journeyman trainee at Kaiser Steel – they both retired to Idaho and have been close friends for more than 40 years.

Meet some
Nevada Training Center
instructors



Name: Roger Gordo
Years in OE3: 27
Teaches: Hazmat, OSHA, MSHA, first-aid classes

"This new training center has really been an evolution."



Name: Brian Prather
Years in OE3: 11
Teaches: Roadway safety, CCO crane certification

"It's important to try and be a master of all pieces in this industry."

Nevada's Training Center no longer a secret

153-acre facility offers full apprenticeship training, journey-level upgrades

Story by Mandy Jessup, associate editor

The Local 3 membership in Northern Nevada is growing right along with the construction boom in the area. With this growth comes the need for apprenticeship training and journey-level upgrades. No one knows about this fact more than Northern Nevada Joint Apprenticeship Committee (JAC) Administrator Greg Smith. An OE3 member since 1985, he has worked for 11 years to create a Nevada apprenticeship program fit to train, improve and attract the best operators in the industry.

Hidden from view from the highway, the fruits of that labor are hard to see, but a short drive through gravel road and Nevada desert, and the five-year-old Nevada Training Center is a site to behold — one perhaps more marvelous when its history is told.

Before Nevada had any training facilities, area OE3 apprentices and journey-level operators trained at the union's Utah facility. Smith boarded these traveling students in hotels and figured out their meals and transportation. In March 1998, the Trustees realized a need was growing for an in-state center, so the first piece of Nevada's own training equipment was purchased — a Case 580 backhoe — and other government-issue equipment (in Army green) was donated. Smith spray-painted the equipment construction yellow, and the first training site was on leased space at the Lockwood Landfill in Reno.

"We were basically in the landfill," recalls Smith. He said the smell was something he never quite got over. His fellow Hazmat instructor, mechanic and 27-year OE3 member, Roger Gordo, remembers how the trash would blow around them. Their shop was in an un-insulated 14-by-20-foot garage.

"Every day was a new day," Gordo said. And they endured.

Enduring and persevering is something this crew is all about, and in 2002, the 153-acre property of the current Nevada Training Center was purchased in Wadsworth. In May of the same year, the first classes were held.

Onsite facilities include administrative offices, rooms for study and CPR hands-on training, a me shop, equipment garage and plenty of outdoor space. stacle courses. Apprentices often help with communiteer projects, sugrading and pavin parking lots or nearby

Training is availa dozer, loader, backhoe, ventional and hydro c forklift, excavator, se roller, paver and blade laser). A new lube truck recently purchased, Smith hopes to get piece of everything," i ing an articulated truck

Other training clas the facility include thing from Hazmat, n-gas installation and crane certification to N tower-crane certificatio roadway safety. Appre and journey-level ope are encouraged to ca center at (775) 575-27 more information abou schedules and upgrade ing or visit the sch

online at <http://www.oe3.org/safety/nevada/nevada.htm>

Smith hopes members in the area will recognize the capabilities of this facility referred to as "the nucleus of a manship." It has not been easy to build the facility in fully functional training center it has become, since was an issue in the desert climate and they have had to deal stubborn land-squatters refusing to leave the property weird influx of gigantic crickets and coyotes. But e they have.

JAC Secretary Debbie Kight said: "We are proud of

Smith and crew encourage journey-level operators upgrade their training through the use of the classe equipment, as well.

"The rapidly changing technology in the construction industry creates a need for constant training to learn new niques and methods to improve existing skills," Smith. "We must train today's membership with today's technol

The new Nevada Training Center has been a well secret for far too long. It's worth sharing.



From left: Instructor Jim Corless leads Journey-level Operator Kim Worneck during a gradesetting class.



Sierra Pacific Power Presenter Art Miller gives a safety presentation to the Nevada JAC 2007 Hazmat class.



Instructor Brian Prather (second from left) directs apprentices and journey-level operators on how to deal with a frozen water line.



Fourth-period Apprentice Warren Brewer gets trained in a laser-blade class.

Meet some Nevada Training Center apprentices and journey-level operators



Name: Charles Carl Jr.
Classification: Journey-level operator
Purpose: Commercial Drivers License (CDL) training

"I've been training four to five hours a day, manipulating the trailer and working on my driving skills. I've always wanted to do this [be an operator]; I liked Tonka trucks as a kid and still like playing with big toys!"



Name: Jennifer Curtis
Classification: First-period apprentice
Purpose: Become a backhoe-excavator operator

"I've really enjoyed it [apprenticeship]. It's such a wide variety of training and classes, and there's great access here to anybody if I have any questions. I hope to be utilized by any company for any position."



Name: Rick Wild
Classification: First-period apprentice
Purpose: Become a journey-level operator

"I enjoy playing and learning and want to learn all of it – the more the better, because you can't know it all, and something new always comes up."

RANCHO MURIETA TRAINING CENTER

for Apprentice to Journey-level Operators

By Tammy Castillo, interim director

POP season begins as SRT winds down

Training is going strong at the Rancho Murieta Training Center (RMTC). As the Supplemental Related Training (SRT) season winds down, staff members are preparing to welcome brand-new apprentices into the program as the Pre-Orientation Period (POP) season begins. SRT classes will

resume again in the fall.

In addition to SRT and POP, training is also available for journey-level operators and heavy-duty repairers who want to fine-tune their skills or learn something new. Journey-level-operator training is offered on a space-available basis throughout

the year. For more information on journey-level training, please contact your local dispatcher.

Be sure to stop by and visit the apprenticeship booth and mobile classroom at the March 18 Semi-Annual Meeting at the Solano County Fairgrounds.



Construction Equipment Operator (CEO) Instructor Vince Carrillo assists Second-Period Apprentice Shannon Nason as she learns to operate the backhoe.



"Any training on any piece of equipment is a plus," says Journeyman Ray Mauldin from Sacramento District 80. Pictured here, he's practicing his skills on the Manitowoc 222 crane.



Journeyman Robert Peterson took time this winter to receive additional training on a John Deere 624H loader.



From left: Heavy-Duty Repairer (HDR) apprentices John Drouillard, Thomas Donoho and Endy Macheuca work on a 621 scraper transmission during a Power Train SRT class at Rancho Murieta.



Third-Period Apprentice Oscar Medina operates a John Deere 672D blade at the Rancho Murieta Training Center.



Third-Period Apprentice Robert Jacques operates a dozer during his SRT class at the Rancho Murieta Training Center.

Engineers News spans six decades, new design ahead

Exactly 64 years ago this month in 1943, the first edition of *Engineers News* came off the press in San Francisco. The talk was war and labor's role in it. Ads asked for blood donations and the purchase of war bonds, and news stories mentioned the ever-changing work picture and new union contractors.

While the content was often humorous, with parodies about corporate corruption and photos of labor's "beauty queen" pin-ups, much of the struggle and reward prevalent in the labor industry today parallels the history of long ago.

However, the shape and format of *Engineers News* has ever evolved, such as a page-size change in October 1943 (from 10 inches by 12 inches to 11 inches by 17 inches), the addition of color in December 1962 (the headline reads: *Top pension goes to \$100* — with the story focusing on the highest-earned retiree wage at \$100 a month), the *Public Employee News* insert in 1969 and the *Health News* insert in January 2006. *Engineers News* has every copy and is archiving them into a searchable database.

With your feedback through letters, surveys at the Semi-Annual and the continuous advancements in design/artistic technology, we are proud to announce a newly designed, full-color edition of *Engineers News* coming to you next month. But as with all pushes forward, there is a place for past reverence. Take a look at how far we've come.



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.

2007 CCO Written Exams

Exam	Deadline for application
April 29	March 16
June 24	May 11
Aug. 26	July 13
Oct. 21	Sept. 7
Dec. 9	Oct. 26

FROM SACRAMENTO

Freeport pipeline project set for bid

Cold but dry weather has kept many members in the Sacramento District off the out-of-work list. At this time of year, the out-of-work list is normally full, so this is a good change!

Though some companies have geared down for the winter, many still keep busy. For example, private jobs along Hwy. 65 in the Roseville, Rocklin and Lincoln areas are going strong with DeSilva Gates, Teichert, Kiewit, Angelo Utilities, Marques Pipeline, Preston Pipeline, Kochoo Construction and Syblon Reid. In Roseville, Loomis and Lincoln, housing developments have not slowed as originally anticipated; however, commercial projects do

overshadow the residential projects.

The Freeport intake-pump-station project was awarded to **Balfour Beatty** at an estimated \$120 million.

Micheles Pipeline was awarded a \$60 million phase of the many phases of the Upper Northwest Interceptor Project.

The \$6.5 million West Sacramento Tower Bridge Improvements Project was awarded to **Golden State Bridge**.

The East Bay Mud Freeport pipeline project will be awarded in four phases at a total estimated value of \$160 million. Seventeen miles of pipe will go to bid for the first phase.

Kiewit was recently awarded the \$117 million Folsom Dam Bridge project.

As we continue to fight the cold weather, we look forward to the many projects ahead and up for bid this coming spring and summer. Propositions 1A and 1E, which passed in last year's November election, will help pay for many of these future public projects.

Though the rain and snow have been scarce, our Caltrans members on the hill remain on three shifts. Fortunately, mountain and valley members have had the opportunity to be with family members this winter instead of spending countless days keeping the roads clear of snow.



From left: Business Manager Russ Burns and Sacramento District Rep. Justin Diston present 25-year member Owen "Bill" Owens with his service pin.

The District 80 staff wishes you and your families a warm and safe winter. Spring is just around the corner. We look forward to seeing you in the field and at our next April 11 district meeting at 7 p.m. at 4040 North Freeway Blvd. in Sacramento.

We also want to congratulate member **Bill Owens** on receiving his 25-year pin at our last district meeting in January. You probably know Bill, since he always sits in the front. That kind of participation is what makes OE3 so strong.



New members are sworn in Jan. 10 at the first Sacramento District meeting of the year.

FROM OAKLAND

Small victory sends a big message in District 20

This winter has been mild in District 20, and many projects have kept members busy. Oakland District dispatchers **Lisa Dickerson** and **Manny Espinoza** dispatched more than 100 crane operators and oilers in December and January to the Richmond Chevron Refinery Shutdown.

The Port of Oakland has also been busy with **O.C. Jones**, **DeSilva Gates**, **MJB Pipeline**, **Condon Johnson** and many other signatory contractors on projects related to the port's renovation. Additional good news about the port: \$15 billion worth of work is projected for the next 10 years. District Rep. **Pete Figuerideo** and Business Rep. **Chris Snyder** have been involved in Alameda Building Trades negotiations to extend the Port of Oakland/Oakland Airport Project Labor Agreement (PLA) 10 more years, which would guarantee all public and private work would be paid at union scale. This means jobs for Local 3 members far into the future.

Some of you might have read about the silent pile-driving technology of the **Giken Company** in the October edition of *Engineers News*. Soon after the article ran, organizers **John Galleotti** and **Mike Croll** signed the **Giken Company** to the full Northern California Master Agreement. The **Giken Company** just finished a job at the Lake Merritt Boathouse. The silent

pile-driving technology was needed to preserve the fragile and historic foundation of the boathouse; traditional pile-driving would not have been practical.

The District 20 staff is committed to organizing, so if any members in the field have any non-union prospects, please contact your district office.

In addition to our commitment to organizing, we are committed to protecting Local 3's work. District 20 recently had a small victory that sent a big message to general contractors in the East Bay this January: **Barry Swenson Builders** was employing a non-union elevator operator on a predominantly union jobsite. Local 3 put an area-standards picket in place to let the contractor know we won't let anyone undermine our standards. The next day, **Barry Swenson** put a Local 3 member to work who was sitting at home on the out-of-work list. This is the sort of action that directly affects our membership in a positive way.

We look forward to lots of work this coming season, so make sure you take care of business and are ready to head into the field.

The District 20 staff reminds our members: Every Wednesday the Oakland Hall is open until 8 p.m. Stop by and get to know us.



The **Giken** pile-driver uses hydraulic-press technology to silently drive pile.

FROM HAWAII

District makes way for Nordstrom, Kukuiula Subdivision

Oahu highlights Jayar Construction's Ala Moana Shopping Center expansion

The Ala Moana Shopping Center is located at the entrance to world-famous Waikiki. It is the biggest shopping mall in the state of Hawaii. On the mauka (mountain) side of the Ala Moana Shopping Center where parking for the mall used to be, an ongoing renovation project makes way for Nordstrom. The shopping center is expanding for the well-known department store and is also adding a parking structure. Jayar Construction, Inc. is the subcontractor assigned to build the foundation

for the department-store parking structure. The project started in September 2006 and will run through March 2007.

Kauai highlights Earthworks

As a continuation from last month's article on Kauai, District 17 highlights **Earthworks** – another one of many contractors doing work on the Kukuiula Subdivision in Koloa. Local 3 members employed by **Earthworks** currently work on the underground storm drain, sewer and water of the subdivision, as well as paving work. Members began this project in October 2006; work should continue until August 2007.



From left: Members William Keliikoa, Evagelia "Tui" Tuiloma and Magno Oasay for Jayar Construction, Inc. at the Ala Moana Shopping Center expansion site.



From left: Bill McCune, Business Rep. Herbert "Stretch" DeCambra, John Edmunds, Dennis Wong, Keith Contrades, Ryan Cummings and District Rep. Clarence "Black" Huihui. In cab: Al Nawai. District 17 members work hard for Earthworks on the ongoing Kukuiula Subdivision Project in Koloa.

FROM YUBA CITY

Power plant coming soon in District 60

Hello again from District 60. Winter's almost over – or so it seems – and things look good for our members this year.

Shimmick Construction is keeping a few operators busy on the Road 108 project on the Sacramento River below Grimes. **Shimmick** has also started the \$25 million Stony Gorge Dam retrofit near Elk Creek, scheduled to finish in 2008.

Teichert will soon start work on Hwy. 20 in Colusa County to widen and realign a section east of Colusa. This job was bid for about \$14 million.

Granite will put some operators back to work soon with the Hwy. 149 job in Butte County above Oroville. **Granite** also has a job on Hwy. 20 east of Marysville worth about \$33 million.

Mercer Fraser has worked on the \$15 million Hwy. 162 job above Oroville and will get back in full swing, weather permitting. This is a widening job on about six miles of forest-service

highway that had steep ground last year with more this year. The job is scheduled to end November 2007.

Baldwin Contracting, **Jaeger Construction**, **E-Ticket**, **Teichert Aggregate plants**, **Compass Equipment**, **James Venture Corp.** and a host of other contractors are looking for a great season this year.

One major project District 60 is tracking is a 660 megawatt power plant coming soon in the Delavan/Colusa area. We met in the Yuba City District Hall with **Bechtel** and all the trades in January, and the start date is currently set in February or March of 2008, as long as "all the stars line up" and all the necessary permits are issued in a timely fashion. The estimated value of this project is \$650 million. As things progress, we will keep you informed.

We also want to honor some retirees on receiving service-award pins: Sixty-year member **Robert Shields** worked all across the west in

California, Nevada and Arizona. Some of his more notable projects include the Oroville Dam and tunnels, the Bullards Bar Dam and the West Side Canal. He is very thankful for being in Operating Engineers and for Retiree Health and Welfare. Robert went into the Navy in 1942 and is also a proud World War II veteran.

Other 60-year-pin recipients include **John Jaquish** and **Edwin Bruner**. If you're missing any service-award pins, please let your district office know. We can arrange to get them to you. The pins begin at 25 years of service and are given every five years from then on.

Please remember: Each Wednesday night, the chow is on at the Yuba City District Hall, and you're welcome to come down, eat and visit with us. The staff really enjoys the company, so come on down.

In closing, thank you, brothers and sisters, for this great union. We couldn't do it without your support.



From left: Business Rep. Don Grant honors 60-year member and World War II veteran Robert Shields.



From left: Business Rep. Don Grant, service-pin recipient Edwin Bruner and Business Rep. Ed Ritchie. Bruner received six pins for his 60 years in OE3.



From left: Retiree John Jaquish shakes hands with Business Rep. Ed Ritchie while receiving his 60-year pin and gold-membership card.

FROM NEVADA

District 11 remembers Darrin Andrew Ruff

District 11 mourns the loss of one of its young journeymen, **Darrin Andrew Ruff**. It is always hard when we lose a longtime member, but when we lose a young member in the prime of his life and career, it is truly a heartfelt loss.

Darrin Ruff was 31 years young. He was born in Reno to 34-year member **Lee Ruff** and **Lori Ruff** of Reno/Sparks. Darrin graduated from Sparks High School and was then indentured into the Northern Nevada Apprenticeship Program on June 15, 1998 as a heavy-duty repairman (HDR). In October of the same year, he requested a change from HDR to the grading and paving apprenticeship. A fellow apprentice said, "Darrin loved being a mechanic but wanted to try operating equipment."

Throughout his apprenticeship, Darrin's timecards always reflected an "A" grade, and comments from his supervisors proved his work ethic, since they always said, "Darrin does a great job." He was able to go through his apprenticeship and continue on as a journey-level operator with **Q&D Construction**.

Apprentices always looked up to Darrin, whether on the jobsite or in training classes. In fact, several apprentices assumed Darrin was a journey-level operator, and comments from journey-level operators who worked with him were always positive, too. Darrin was a pleasure to work with and always had a great attitude.

Darrin excelled as a journey-level operator to the position of pipe foreman for **Q&D**. He was also elected to the last negotiating committee for the Northern Nevada Master Agreement.

Since a very young age, Darrin had a special love for quad-runners and motorcycles, and shared this interest with his son, **Billy**, who was the light of his life. They spent many hours together riding through the sand dunes of Nevada.

A trust fund has been established for his son, **Billy Ruff**, at the Reno Operating Engineers Credit Union, located next to the hall at 1290 Corporate Blvd., (775) 856-2727. We send our thoughts to his family and friends. He will be forever in our hearts.



Darrin Ruff with his son, Billy, in 2001.

* * *

The District 11 staff invites the membership to the first quarterly Nevada District meeting March 29 at the Reno Hall. We will raffle off a new Benelli shotgun at the meeting with proceeds to help fund the Retiree Picnic. Tickets are \$2 each or three for \$5 and can be purchased at the meeting, at the union hall or from an agent. All federal and Nevada-state laws apply. Hope to see you there!

FROM UTAH

Utah apprenticeship class offers union information

During the past few months, Utah Joint Apprenticeship Committee (JAC) Administrator **Kris Morgan** and Instructor **Keith Collard** have been enhancing and improving Utah's training program. Along with equipment training at the training site, a necessary portion of time is spent in the classroom. Aside from the annual classes offered this year, such as gradesetting, grade-reading, Hazmat and Mine Safety and Health Administration (MSHA), apprentices and pre-apprentices were required to attend a class designed to educate them on the history of Local 3, the definition of "union," and the many advantages of working under a collective bargaining agreement.

Fifty-six apprentices and nine pre-apprentices attended this Jan. 27 class at 7 a.m. Kris welcomed and thanked everyone for coming, and speakers touched on many different topics.

Utah District Rep. **Dale Cox** talked about the importance of member involvement and the critical role politics plays in our industry. Trust Fund Secretary **Julie Frazier** spoke on Health and Welfare coverage, eligibility, hour banks and more. Apprenticeship Secretary **Brenda Morrow** explained the importance of timecards and record-keeping. Business Rep. **Brandon Dew** introduced his "Three-R Formula," which translates into Respect, Responsibility and Reputation. He also explained how dues are necessary for Local 3 to function.

Business Rep. **Kit Morgan** discussed the advantages of working under a collective bargaining agreement and the process involved in negotiating such an agreement. Organizers **Paul Lundell** and **Gerald Searle** urged the young hands to get involved with organizing efforts and explained how the

quality of our members' work plays a key role in convincing a company to sign with OE3.

Business Rep. **Jeff Anderson** explained how the Pension and Pensioned Health and Welfare work and encouraged everyone to take pride in their work. Dispatcher **RJ Peery** introduced himself to the class and addressed some points of interest about the hiring hall. Part-time Instructor **Mick Larsen** encouraged the group to use the proper terminology when referring to "operating" a piece of equipment.

Finally, Apprenticeship Administrator **Kris Morgan** presented two Power-Point presentations. One discussed the apprenticeship rules and regulations, and the other outlined the history of unionism. A question and answer session followed.

All in all, the class was a positive and educating experience and will be an annual, mandatory event for all apprentices and pre-apprentices.

As many of you may or may not know, the training courses available are not only for apprentices. Many journey-level-upgrade classes are also offered. Don't sit back; take advantage of the opportunity to improve your knowledge and skills for better success in the field.

Remember: In training, knowledge + skills = success.



Utah District Rep. Dale Cox addresses the crowd on the importance of member involvement and the critical role politics plays in our industry.



Apprentices and pre-apprentices learn many aspects of Local 3 at the mandatory training class, from union history to health and welfare benefits.

The work picture in Utah looks strong this year. In addition to all the existing work from last season, our union contractors have new work.

Granite Construction has a \$9.3 million shoulder-widening/paving project on I-15 from Clearfield to Roy. **W.W. Clyde** picked up a \$17.6 million paving job on I-80 from Castle Rock to Wahsatch near the Wyoming border. **Geneva Rock** was the low bidder on a mill and pave project at 4500 S. 700 E. to I-15 in Salt Lake City with a price tag of \$3.4 million. This is great news for our Local 3 members. **WORK SAFE!**

Local 3 district offices

District 01: Burlingame	(650) 652-7969
District 04: Fairfield	(707) 429-5008
District 10: Rohnert Park	(707) 585-2487
District 11: Nevada	
Reno office	(775) 857-4440
Elko office	(775) 753-8761
District 12: Utah	
Salt Lake City office	(801) 596-2677
District 17: Hawaii	
Honolulu office	(808) 845-7871
Hilo office	(808) 935-8709
Maui office	(808) 871-1193
District 20: Oakland	(510) 748-7446
District 30: Stockton	(209) 943-2332
District 40: Eureka	(707) 443-7328
District 50: Fresno	(559) 229-4083
District 60: Yuba City	(530) 743-7321
District 70: Redding	(530) 222-6093
District 80: Sacramento	(916) 565-6170
District 90: Morgan Hill	(408) 465-8260

Union Plus® offers free legal service to OE3 members

By using the collective buying power of unions, Union Plus® is able to offer a variety of high quality, discounted products and services exclusively to working families, and all OE3 members can participate.

One such benefit is the Union Plus® free legal-advice service. By calling (888) 993-8886, you can get legal advice from a lawyer in your area during a free, 30-minute initial consultation, and most additional services are discounted 30 percent. Visit Union Plus® online at www.unionplus.org/legal for more legal-service information.

**NEW CONTRACTORS***January 2007*

District 17: Hawaii
Integrated Construction, Inc.

District 20: Oakland

Adesta
Mitchell Railsback
Todd Railsback
Troy Railsback

District 40: Eureka
Aquatic Designing, Inc. dba North Coast Fab.

District 50: Fresno
Bush Engineering, Inc.

NEW MEMBERS*January 2007*

District 20: Oakland
Enrique Aguilar
Kenneth Edgcombe Jr.
Ryan Federighi
Frank Fiorello
Rita Korsunsky
Patrick M. Miles
Mario Ochoa
Matt Petersen
Peter Yarbrough

District 30: Stockton

John Apodaca
Shane Bailey
Angelo Coronitta
Dick Cross
John Hamilton
Mathew Mansell
Hugh Marchand
Vince Roseberry
Marcus Villanueva

Come out to your district picnic!

District 04: Fairfield	Saturday, April 14
District 30: Stockton	Sunday, May 6
District 60: Yuba City	Sunday, May 13
District 50: Fresno	Saturday, May 19
District 11: Nevada	Saturday, June 16
District 01: Burlingame	Sunday, June 17
District 12: Utah	Saturday, June 23
District 70: Redding	Saturday, June 30
District 10: Rohnert Park	Sunday, July 1
District 20: Oakland	Sunday, July 15
District 90: Morgan Hill	Sunday, Aug. 5
District 80: Sacramento	TBA
District 17: Hawaii	TBA

Here's the scoop on Fairfield's District picnic:

District 04: Fairfield
Date: Saturday, April 14
Time: 9:30 a.m.
Location: Cordelia Fire District, 2155 Cordelia Road, Fairfield
Cost: adults - \$8, retirees - free, children under 10 - \$2
Menu: eggs, pancakes, biscuits and gravy, sausage, bacon, hash browns, juice and coffee

Bring the kids! We'll have Kelly the Clown and a raffle drawing.

SERVICE PINS

In honor and remembrance of years of service in Local 3, service pins are available to members with 25 or more years of membership in Local 3. These pins come in five-year increments from 25 through 65 years of service. Please contact your district office to receive your pins.

HONORARY MEMBERSHIP*January 2007, effective April 2007*

F. Alcoran	1504464	District 17: Hawaii
Edward Caballero	1036886	District 90: Morgan Hill
Glenn Dusky	1152648	District 20: Oakland
George Fresquez	1451562	District 01: Burlingame
Larry Galarsa	1427814	District 17: Hawaii
Daniel Mulloy	1095814	District 80: Sacramento
Donald T. Osborne	0885309	District 99: Out of Area
James Scagliola	1504656	District 10: Rohnert Park
Robert Schneider	1191232	District 20: Oakland
Sal Sgambati	0879656	District 90: Morgan Hill
William P. Spencer	1229945	District 11: Nevada
Terry Taylor	1265054	District 80: Sacramento (effective January 2007)
Dennis Tuttle	1328378	District 30: Stockton

Election of Market and Geographic Area Committee

Business Manager Russ Burns has announced the election of Market and Geographic Area Committee members will take place at each district's regularly scheduled district meeting, except for Hawaii, during the first quarter of 2007 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 he or she 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 Committee.

The schedule of the meetings at which these elections will be held appears on page 19.

2007 Grievance Committee Election

Rec. Corres. Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the local union bylaws, the election of Grievance Committees will take place at the first regular quarterly district meetings of 2007.

The schedule of meetings at which these elections will be held appears on page 19 under district meetings.

DISTRICT MEETINGS *All meetings convene at 7 p.m. unless otherwise noted.*

MARCH 2007

5th District 17: Kauai (new meeting)
Kauai High School Cafeteria
3577 Lala Road
Lihue

6th District 17: Kapolei (location change)
Farrington High School Auditorium
1564 N. King St.

7th District 17: Hilo
Hilo ILWU Hall
100 W. Lanikaula St.

8th District 17: Maui
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului

28th District 12: Salt Lake City
IBEW Local 354
3400 W. 2100 S.

29th District 11: Reno
Engineers' Building
1290 Corporate Blvd.

Please note: Provided the resolution to amend Article VI (dues) of the Operating Engineers Local 3 Bylaws is adopted at the March 18, 2007 Semi-Annual Meeting in accordance with Article VI (dues), Section 6(b) of the bylaws, then at all meetings scheduled in April, a vote will be conducted on the proposed resolution in accordance with Article VI (dues), Section 6(a).

APRIL 2007

9th District 20: Concord
Special-called meeting 10 a.m.
Centre Concord
5298 Clayton Road

District 04: Cordelia
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Cordelia Fire District
2155 Cordelia Road

10th District 01: Burlingame
Special-called meeting 10 a.m.
Machinists' Hall
1511 Rollins Road

District 01: Novato
Special-called meeting 2 p.m.
Unity Inn Marin
600 Palm Drive

District 01: Burlingame
Regular district meeting 7 p.m.
Machinists' Hall
1511 Rollins Road

District 90: Watsonville
Special-called meeting 10 a.m.
Ramsay Park
1301 Main St.

District 90: Morgan Hill
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Engineers' Building
325 Digital Drive

11th District 50: Fresno
Special-called meeting 2 p.m.
Cedar Lanes
3131 N. Cedar

District 50: Clovis
Regular district meeting 7 p.m.
Clovis Masonic Lodge
375-5th St.

District 30: Modesto
Special-called meeting 10 a.m.
Modesto Center Plaza Convention Center
10th and K streets

District 30: Stockton
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Gun & Bocci Club
4343 N. Ashley Road

12th District 80: Auburn
Special-called meeting 10 a.m.
Auburn Recreation Center
Foothills Room
471 Maidu Drive

District 80: Sacramento
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Engineers' Building
4044 N. Freeway Blvd.

District 11: Reno
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Engineers' Building
1290 Corporate Blvd.

13th District 20: Oakland
Special-called meeting 10 a.m.
Oakland Zoo - Snow Building
9777 Golf Links Road

District 20: Oakland
Regular district meeting 7 p.m.
Warehouse Union Local 6
99 Hegenberger Road

District 12: Salt Lake City
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
IBEW Local 354
3400 W. 2100 S.

16th District 10: Ukiah
Special-called meeting 10 a.m.
Hampton Inn
1160 Airport Park Blvd.

District 10: Rohnert Park
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Engineers' Building
6225 State Farm Drive, Ste. 100

District 17: Kauai
Special-called meeting 2 p.m.
Kauai ILWU Hall
4154 Hardy Ave.
Lihue

Regular district meeting 7 p.m.
Kauai High School Cafeteria
3577 Lala Road
Lihue

17th District 40: Eureka
Special-called meeting 2 p.m.
Regular district meeting 7 p.m.
Best Western Bayshore Inn
3500 Broadway

District 17: Honolulu
Special-called meeting 2:30 p.m.
Jikoen Temple
1731 N. School St.

Regular district meeting 7 p.m.
Farrington High School Auditorium
1564 North King St.

18th District 70: Anderson
Special-called meeting 1:30 p.m.
Frontier Senior Center
2081 Frontier Trail

District 70: Redding
Regular district meeting 7 p.m.
Engineers' Building
20308 Engineers Lane

District 17: Hilo
Special-called meeting 11:30 a.m.
Regular district meeting 7 p.m.
Hilo ILWU Hall
100 W. Lanikaula St.

19th District 60: Marysville
Special-called meeting 2 p.m.
Veterans' Memorial Hall
211 17th St.

District 60: Marysville
Regular district meeting 7 p.m.
Marysville Joint Unified School District
Board Room
1919 B St.

District 17: Kona
Special-called meeting 11:30 a.m.
Regular district meeting 7 p.m.
King Kamehameha Kona Beach Hotel
75-5660 Palani Road

20th District 17: Maui
Special-called meeting 2 p.m.
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului

District 17: Maui
Regular district meeting 7 p.m.
Lihikai School Cafeteria
335 S. Papa Ave.
Kahului

SEMI-ANNUAL MEETING

Rec. Corres. Secretary Robert L. Wise announces the next Semi-Annual meeting of the membership will be held Sunday, March 18, 2007 at 1 p.m. at the Solano County Fairgrounds in Vallejo, Calif.

REMINDER: Membership card

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

Operating Engineers Local 3 Scholarship Contest Rules for 2007

Applications available at district offices, credit union branches and online at www.oe3.org

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

ACADEMIC SCHOLARSHIPS

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

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

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

WHO MAY APPLY

Children of Local 3 members may apply for an academic scholarship. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.

Children of deceased Local 3 members are eligible to apply for the scholarships. The parent of the applicant must have been a Local 3 member in good standing for at least one year immediately preceding the date of death.

The applicants must be senior high school students who have or will be graduated at the end of either: 1) the fall semester (beginning in 2006) or: 2) the spring semester (beginning in 2007) in public, private or parochial schools who are planning to attend a college or university anywhere in the U.S. during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for a scholarship must have achieved

not less than a B cumulative average in their high school work.

Applications will be accepted between Jan. 1, 2007 and March 30, 2007.

AWARDING ACADEMIC SCHOLARSHIPS

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic schol-

arships, the University Scholarship Selection Committee will submit recommendations for finalists to the Local 3 Executive Board. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

to attend.

Applicants who are not selected for an academic scholarship will automatically be eligible for the random-draw scholarships; therefore, only one application is required. Twenty \$500 random-draw scholarships will be awarded at Local 3's July Executive Board meeting. Applicants need not be present to win.

INSTRUCTIONS

All of the following items must be received by March 30, 2007:

1. The application and essay are to be filled out and returned by the applicant.
2. The report on the applicant and transcript is to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.
3. One to three letters of recommendation giving information about the applicant's character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all

letters of recommendation with the application.

4. A recent photograph, preferably two inches by three inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the *Engineers News*.
5. The name, address and phone number of the applicant's local newspaper for the purpose of sending a press release on behalf of each winner.

RANDOM-DRAW SCHOLARSHIPS

In addition to the four academic scholarships, Local 3 will award 20 \$500 random-draw scholarships. The names of all applicants will be entered into a drawing to be held at Local 3's July Executive Board meeting. Applicants need not be present to win.

Random-draw scholarships are available only to the sons, daughters, stepchildren and foster children of Local 3 members. One parent of the applicant must be a Local 3 member for at least one year immediately preceding the date of the application.

Children of deceased Local 3 members are eligible to apply for the scholarships if the parent was a Local 3 member for at least one year immediately preceding the date of death.

Children of Local 3 members who plan to attend college or trade school are eligible to apply. They will not be judged on academic qualifications. All applicants who apply for the Local 3 academic scholarships and do not win will automatically qualify for this drawing. A second application is not necessary.

Applications will be accepted from Jan. 1, 2007 to March 30, 2007. Previous winners are not eligible to apply.

The money will be funded when the college or trade school confirms the winner is a full-time student.

WHERE TO GET APPLICATIONS

Academic and random-draw scholarship applications are available at the local's district offices, credit union branches and online at www.oe3.org. It is the applicant's responsibility to submit the application to the address below, which must be received no later than March 30, 2007:

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local 3
1620 South Loop Road
Alameda, CA 94502-7090



ANNOUNCING

OE3 cruise to the exotic Southern Caribbean
on the Crown Princess
January 12-19, 2008

Seven nights from San Juan, Puerto Rico*

BOOK MARCH 19-24 AND APRIL 3-8 FOR ONLY \$100 DEPOSIT PER PERSON

Join us for a fantastic cruise next January to the exotic Southern Caribbean. Our exciting itinerary includes full-day stops in Barbados, St. Lucia, Antigua, Tortola and St. Thomas.

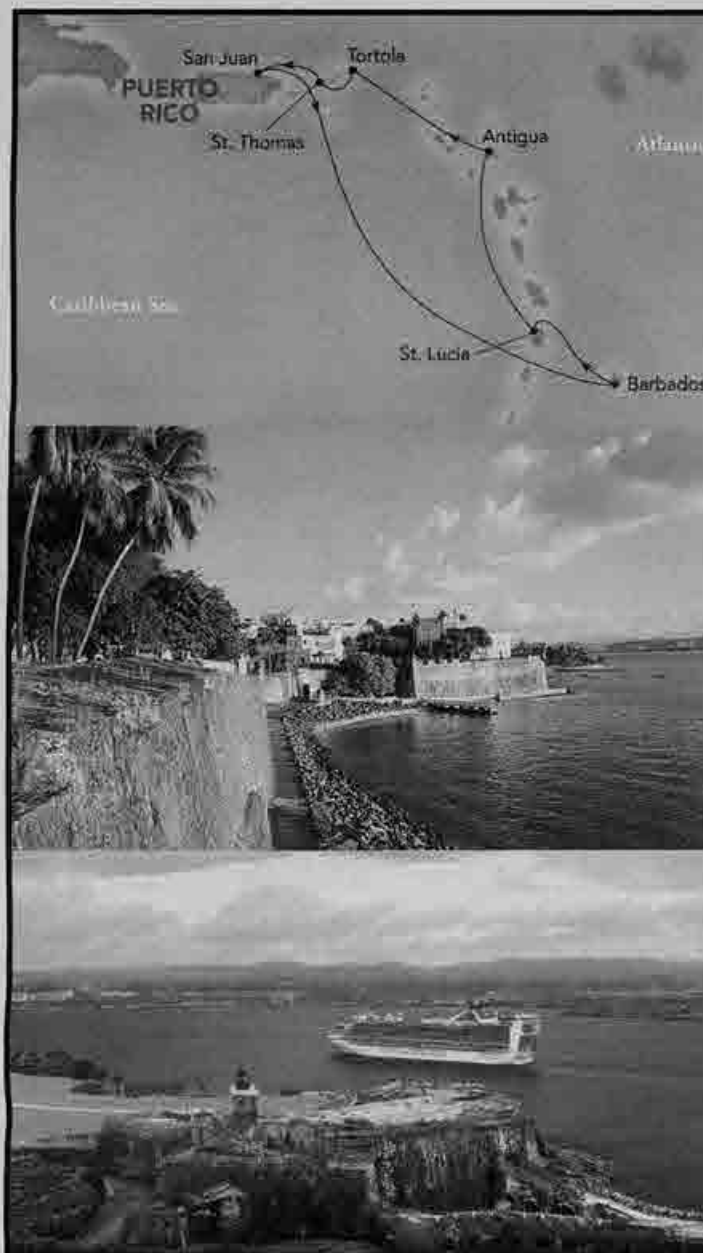
This is our sixth OE3 group cruise. Many OE3 members, retirees, their friends and families have enjoyed these cruise vacations and supported the Scholarship Fund with their \$50 per person contribution included in our group rates. Make this your year to enjoy a wonderful cruise - all are welcome!

The Crown Princess is a destination resort in itself with four pools, nine-hole putting green, casino and theater where nightly shows are staged, as well as a huge outdoor "Movies Under the Stars" theater, beautiful dining rooms and specialty restaurants and the Lotus Spa and Fitness Center. Many activity and entertainment options are included - you can do as little or as much as you want, and you can choose to dress informally. To find out more about the ship and the cruise, visit www.princess.com.

Fares begin at \$699 per person, double occupancy for an Inside Cabin; \$799 per person, double occupancy for an obstructed view Outside Cabin; and \$999 per person, double occupancy for a Balcony Ocean View Cabin. These rates include port charges and fees. An additional U.S. tax of \$67.85 will be added at the time of final payment. Third and fourth passenger (sharing a cabin) and single rates are available. Required deposit per person is \$250 (except for promotional periods - see above dates). All deposits are fully refundable until final payment is due Oct. 24, 2007.

CALL TODAY FOR YOUR RESERVATION FORM: (888) 713-0441

*A roundtrip air/hotel/transfer package to San Juan will be available when the airfares for next January are published. Everyone under deposit will be mailed this information.



DEPARTED MEMBERS

Ahnee, L.
District 17:
Wajanae, HI
12-15-06

Baker, Thomas
District 17:
Kailua, HI
12-23-06

Baumann, Louis
District 90:
San Jose, CA
12-12-06

Billino, Peter
District 11:
Sparks, NV
11-22-06

Boncales, Teofilo
District 17:
Aiea, HI
12-14-06

Cardoso, Mike
District 60:
Princeton, CA
12-24-06

Casabar, Felipe
District 99:
Highlands Ranch, CO
11-01-06

Cawelti, Robert
District 30:
Ione, CA
11-30-06

Cooper, Ray
District 70:
Shasta Lake, CA
12-06-06

Cothran, John
District 99:
Panama City, FL
12-01-06

Dalton, Albert
District 80:
Placerville, CA
12-07-06

Degraw, Jack
District 12:
St. George, UT
12-23-06

Eastlick, George
District 70:
Greenview, CA
01-03-07

Evans, Robert
District 99:
Brownsville, OR
12-02-06

Gebelin, Bud
District 04:
Suisun City, CA
12-05-06

Gooch, Thomas
District 20:
Oakland, CA
12-08-06

Hamilton, Ronald
District 20:
Piedmont, CA
12-25-06

Han, Gilbert
District 17:
Aiea, HI
11-29-06

Hatcher, Leon
District 50:
Clovis, CA
12-08-06

Hayes, John
District 11:
Silver Springs, NV
12-10-06

Kashka, Louis
District 70:
Redding, CA
12-29-06

Lamping, Joe
District 04:
Benicia, CA
12-04-06

Lester, John
District 20:
Walnut Creek, CA
01-02-07

Marsh, Henry
District 01:
Half Moon Bay, CA
01-05-07

Miyashiro, Yukio
District 17:
Hilo, HI
11-30-06

Oekawa, Hiroshi
District 17:
Kealahou, HI
11-02-06

Percy, Cliff
District 40:
Crescent City, CA
12-17-06

Perry, Dave
District 20:
Castro Valley, CA
01-07-01

Reed, Chris
District 99:
Scottsdale, AZ
01-03-07

Ruff, Darrin
District 11:
Sun Valley, NV
12-03-06

Simonsen, Thomas
District 30:
Pioneer, CA
10-30-06

Skinkle, William
District 90:
Pacific Grove, CA
11-21-06

Smith, Frank
District 50:
Fresno, CA
12-10-06

Stockton, Vard
District 10:
Petaluma, CA
01-04-07

Tanner, Ronald
District 12:
Murray, UT
12-26-06

Teague, Orville
District 20:
Fremont, CA
12-07-06

Tidwell, Elgin
District 99:
Hudson, WY
11-28-06

Trevino, Cesareo
District 80:
Sacramento, CA
11-26-06

Tucker, Dwight
District 80:
Sacramento, CA
01-06-07

Williams, Charlie
District 80:
Elk Grove, CA
01-09-07

Williams, Don
District 80:
Grass Valley, CA
01-05-07

DECEASED DEPENDENTS

Burkhart, Joseph. Son of
Burkhart, Randall
12-22-06

Cox, Betty. Wife of Cox,
Stanley
10-14-06

Croll, Mildred. Wife of
Croll, Jack (dec)
01-03-07

Datulyta, Teresita. Wife
of Datulyta, Gleceri P.
11-19-06

Ellithorpe, Vivian. Wife
of Ellithorpe, Robert
01-10-07

Guinn, Dora. Wife of
Guinn, Harlan
12-12-06

Iokua, Mae. Wife of
Iokua, Frank
12-14-06

Kapule, Julie. Wife of
Kapule, Joseph Sr. (dec)
12-14-06

Kerr, Wanneta. Wife of
Kerr, George (dec)
12-29-06

Killpack, Margrett. Wife
of Killpack, Kent (dec)
12-14-06

Mills, Marjorie. Wife of
Mills, Philip, K.
10-10-06

Powell, Charline. Wife
of Powell, Donald
12-23-06

Roderick, Rochelle. Wife
of Roderick, Charles
(dec)
12-30-06

Samorano, Gloria. Wife
of Samorano, P.C. (dec)
12-24-06

Smith, Viola. Wife of
Smith, Milton (dec)
01-04-06

Stevens, Mable. Wife of
Stevens, Bertram T.
11-19-05

Taylor, Marcella. Wife of
Taylor, Leo M. (dec)
12-13-06

Trigueiro, Gail. Wife of
Trigueiro, Rick
01-07-07

Vernon, Ida. Wife of
Vernon, Weldon (dec)
12-16-06

Wilson, Barbara. Wife of
Wilson, Fred L. (dec)
12-21-06

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. 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. 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:
mjessup@oe3.org**

*All ads must include Member Registration Number or ad will not appear.

FOR SALE: '79 Firebird Formula 6.6 L, New Tires. Good project car \$2,500. AND: 2000 Chev or GM (elec. shift) Transfer case, only 6,000 miles, \$700. AND: Full size brushguard w/ KC lights off of 2000 chev P.U., \$75. AND: 4 Bridgestone P265-70R-17 M&S Tires on alloy wheels, off of '05 Tahoe, only 60 miles \$500 Call (559) 822-2345 or (559) 994-1074 Reg# 1774638.

FOR SALE: '04 Electric guide standard, 95 kit, stage two chrome front end, 18-in. spoke wheels, new tires, back rest, sissy bar, less than 5,500 miles. \$19,000 OBO. (209) 986-5526. AND: '05 Road King classic, stage 1, screaming eagles, less than 3,500 miles. \$20,000 OBO. Call (209) 401-0610. Reg# 2354802.

FOR SALE: '84 Chevy truck, 1 ton, diesel, dual wheels, lumber rack, tool boxes, with keys, runs good, 70,000 miles Contact Jim (707) 987-3921 or cell# (707) 295-6270 or swal@juno.com. Reg# 2335310.

FOR SALE: 10 acres, near Reno, Nevada. In Rancho Haven - 35 minutes from Reno with beautiful views, sloping, some level, roughed in driveway/pad, surveyed, needs well/septic, power close by. Owner will finance for one year interest free/payment \$400 a month, while buyer obtains construction loan with 15 percent down. \$129,000. Call Susan at (865) 660-1244 Reg# 1840427.

FOR SALE: 25 CAL. automatic, \$80 or trade for 410 break-open

shotgun. AND: 87 Ford F350 8'X 12' stake bed, \$3200 OBO. AND: Rebuilt starters for Detroit 92 series and Cummings 220 \$100 each. Call (530) 346-2918. or E-mail foundryj@cwnet.com. Reg# 1271053.

FOR RENT: Timeshare week. We can't go this year, but maybe you can. This is a one-bedroom suite w/a living room and kitchen. It sleeps four. You choose the dates. You can choose from: Lake Tahoe (NV), Bandera (TX), Daytona Beach (FL) or Puerta Plata (Dominican Republic). For only \$500. You can also stay in many other states, but the time share does charge more. Please e-mail Jessica at: jess-nrichard@aol.com. Call: (209) 763-1066. Reg# 2344221.

WANTED: Antique bottles. Paying up to \$5,000 for embossed whiskey and bitters bottles and also want other antique bottles. Will give Operating Engineers free appraisals on antique bottles. Call: (707) 542-6438. (in Santa Rosa, CA). Reg# 1025301.

FOR SALE: '91 Georgie box encounter Class A motorhome, loaded, excellent condition, 44,000 miles, 460 engine, Jacobs high performance ignition. Banks powerpak, gearvender under/over-drive transmission, 4-airbag suspension, hydraulic levelers, anti-lock brakes, backup camera, 7K generator, tow hitch. Awnings, basement model, storage, exc. interior, queen bed (sleeps six). Northern CA. \$19,500. Call: (831) 630-0676. Reg# 2284210.

FOR SALE: '89 Case 580 construction king backhoe, 18-in and 24-in. buckets and forks, fair condition, \$4,500 OBO. Call Greg: (707) 529-6740. Reg# 2276274.

FOR SALE: 64 Acres in Glenn County, CA, situated half way between Chico and Willows, 1/4 mile from Sacramento River. 32 acres are in rice w/base, remaining acreage open row crop grnd, suitable for orchard. All under GCID irrig dist., plus large irrigation well w/PTO gearhead. Older 4 bdrm/2 bath home, 4 car detached garage, and 40X60 barn, all in good condition. Large shaded landscaped yard w/automatic sprinkling system. All mineral rights includes. \$799,000. Call Ray (530) 934-5305. Can be seen on www.willowsrealty.com. Reg# 1934990.

FOR SALE: Records, records: approx. 9,000 33 1/3 albums, hard rock, soul, jazz, country, blues, gospel, folk, classical, Broadway and movies, oldies, bluegrass, Cajun, nostalgia, big bands, instrumental, etc., Some never opened. \$4,100 OBO. Call for pictures and partial list (208) 773-2594. Reg# 0827031.

FOR SALE: or take over payments @ OEFCU: '06 Honda Ridgeline RT. 15K miles white, tow hitch, clean \$25,000, divorce forces sale. Call Pete: (650) 242 -2180. Reg# 2418082.

FOR SALE: Mobile home in Paradise, CA. 2 bedroom/2 bath, 12 x 64, central heat/air, work shop, covered deck, carport, great corner lot in 55+ park, space rent \$325/month, near shopping, golf, lakes. \$16,500 Call: (530) 518-8926. Reg#272622

FOR SALE: '84 GMC Conversion van - 3/4-ton 350. Well-maintained, 104,000 miles. Has new auto transmission, overdrive, cruise control, AC AM/FM stereo. Captain's chairs in front and bench in back, has closet, sink, refrigerator and back turns into bed, just tuned, passes smog. \$2,350 OBO AND: Two '75 Triumph Spit Fires, 4 cylinder sports cars. One in very good shape, 68,000 original miles, other in good shape. Both hard top convertibles. \$2,000 firm. (530) 795-3500. Vacaville, CA. Reg# 1584195.

FOR SALE: '83 John Deere 510 B backhoe. No cab, no. 4 and 1 loader, extend-a-hoe, buckets, (12, 18, 24, 36-in) turbo, 2-wheel drive. Pipe forks and Ham House auger. 12-in. drill bit only \$15,000. Call p.m. (831) 461-1066. Reg# 1900581.

FOR SALE: '05 case super "M" Series II backhoe: 4WD, Gannon 4-in-1 loader bucket with D ring, extend-a-hoe, deluxe seat, combo pads, etc., 1500 hours AND: '92 International 8300, two-axle, 324,000 miles, Cummins L10 260 HP 6-cylinder, CPL 1448 AND: 2000 Ziemann 4245 5th wheel trailer, 54,000 GVWR, tilt deck, parking brake, 10-ft by 102-in. wide upper deck, ABS air brakes. Call Dan (510) 351-1394 or DJOHN94577@comcast.net. Reg# 2000150.

FOR SALE: '71 wards sea king boat and trailer. Boat is 16' tri-hull, with Evinrude 55 HP 3 cylinder motor that runs great. Boat and trailer are currently registered and ready for summertime. The best part is the price- \$1,100.00. Call Tim @ (530) 671-1875. Reg# 2455325.

FOR SALE: '06 Toyota Tundra, burgundy unlimited, fully loaded, 19K miles, excellent condition, warranty, asking 29K OBO AND: '89 Ford Bronco, all power, 100K miles, original engine, runs great, asking 3K. Call: (916) 648-1686 or cell: (707) 529-8154. Reg# 2398726.

FOR SALE: 163H CAT motor grader, SN 5AK00171, 12,191 total hours, 4-wheel drive, variable speed, 14-foot moebord w/wing, complete blade pro sys., plus mast and prince albert laser receiver, 4 new Michelin xha radial tires, 2 new batteries, 9 never used scarfire shanks/teeth, 5 hard-faced rippers, complete/rebuilt transmission, front end, circledrive groupe/motor, hydr. Valve grp. Rebuilt, upgraded tandems, wiring harnesses replaced, painted decals 2003, complete shop parts, repair manuals, records, Asking \$170,000 Call (530) 534-3730. Reg# 1126175.

FOR SALE: Radiator cores for D8H46A, good condition 623 F radiator cores 9# 2W5540 CAT cores like new in the box. 391, V8 new crate motor long block. Call (209) 401-7655. Reg# 2012178.

FOR SALE: '05 Harley Davidson, ultra classic clean, 95-kit plus power com. chip, less than 6K miles. \$19,000 OBO. Call: (530) 357-4371. Reg# 2474820

FOR SALE: Yanmar 1510 19.5 ptp hp loader s-box, \$7,900 AND: Yanmar F-17 21.5 hp loader, post-hole augur, \$8,200. AND: Mitsubishi 1601 loader s-box 20 hp \$7900 AND: Kubota excavator 025 Thumb, \$15,000. Call: (707) 987-2372. Reg# 1578661.

FOR SALE: For major diesel tractor with loader/disc/spring tooth and 4-bottom plow, all for \$3,850 AND: propane forklift, not running, \$450. Call: (209) 509-5696. Reg# 1043556.

FOR SALE: RD4 CAT Dozer square blade. Front live unit. Very good shape. \$5,000. In Fairfield. Call (707) 422 4146. or cell: (707) 326-1544. Reg# 711800.

FOR SALE: '98 5th wheel Savanna by Fleetwood 3 slides, lots of storage, 3 holding tanks, prewired; sat dish, solar charger & generator, wash/dryer, icemaker, cold weather package. nice unit, many extras, loaded \$23,000 even. Call: (530) 527-5806 Reg# 2106496.

FOR SALE: '94 Chevy Sub. 4 X 4, good tires, paint, engine. \$6,500. AND: '90 Chevy Blazer, K-S 4X4, new tires, transmission, engine, exhaust \$5,000. AND: '78 Chevy Blazer, K-5, good tires, runs, good engine and trans, needs some interior work, \$4,000. Also have lots of late 70's parts. Call after 5 p.m.: (209) 777-3744. Reg# 252604.

FOR SALE: Brookings, Ore-Coastal Banana Belt. Spacious 1,876 sq-ft manuf. home, 2 bdrm +den, 2 ba, 4.9 treed acres, can subdivide, 2,400 sq ft shop, 900+ sqft garage, guest house, horses OK. All the garages and workshops you need! \$399,900 by owner. Visit: www.coastaloregonhome.com or e-mail: olkuhn1@yahoo.com. Call: (541) 469-4125. Reg# 1971866.

FOR SALE: '64 Chevy pickup Longbed. Strait Six. Runs good. \$1,500 OBO (530) 846-0156. Reg# 2294802.

FOR SALE: '92 yamaha 100 very clean, low hours, perfect bike for wife or kid: starts first kick. \$850. AND: '69 ford f250 long bed. runs good, no smog. Two owners, it's been sittin' on the property and is used for occasional dump run. perfect fixer-upper for father and son project. \$850. Call dave/beckie: (209) 847-7611 Reg #2262517.

FOR SALE: 2000 Mitsubishi Diamante LS. leather seats, automatic, power steering, air, CD auto sun roof. 3.5 V6. Very clean, good gas mileage. \$7000. (530) 347-3360 Reg# 1166642.

FOR SALE: 400 amp Lincoln welder on trailer over hauled \$50 OBO AND: 2-ton winch cable 15HPM (with clutch) AND: 9500 pick-up winch, new in box (\$500) AND: 2 concentrators, 36-in and 38 in. gold recovery AND: 4-ft by 8-ft. barrel for trumble AND: 36-in. amalgamater for gold (Dodge MF 1800 era) AND: program tri-beam balance scales \$25.00. Call: (541) 592-2743. Reg# 0912085.

FOR SALE: '05 Softtail deluxe, fuel injection, blk peal paint, Vance and Hines longshot pipes stage one kit, 1042 miles, not even broken in, must see. \$18,500. Or take over payments. Call (707) 455-1618. Reg# 2348817.

FOR SALE: 3-point hitch backhoe, includes two buckets \$3,000 AND: 4 cylinder wisconsin engine \$300. AND: 4 cylinder wisconsin air compressor motor \$200. Call: (831) 801-0406 or (831) 637-1087 after 6p.m. Reg# 2389914.

FOR SALE: '85 MBZ 380SL. Very clean, well kept (always garaged). Both tops (hard & soft) in excellent condition. Low mileage, easy on gas, great running condition, 10-CD changer. Silver blue w/light blue-grey leather interior. \$10,500.00 Call (530) 432-6612. Reg# 2124108.

FOR SALE: Small plot, about 42-in. by 48 in., Oakmont Memorial Park, Lafayette, CA. Discounted 20 percent. \$2876. Write DF, 100 Wedgewood Dr., Eugene, OR. 97404. Ph/fax: (541) 461-3183. Email: dfourt@msn.com. Reg# 0791585.

FOR SALE: '76 12' aluminum Gregor boat and trailer, 2004 15 hp Honda "4" stroke engine with electric and pull start. All accessories purchased new in 2004. Running lights, Lorange x97 fish finder. Minnkota bow mount trolling motor with foot control from stern or bow,abela adjustable height seats. New tires on trailer. Battery for motor included. \$5,000 OBO. Oroville, Calif. Call Ben at (530) 533-0566. Reg# 1181682.

FOR SALE: 2000 Chevy Silverado LS Pick-up, Z71 Package, 5.3L V8, Extra Cab, Short Bed, Great Condition and loaded with extras. Brand New Tires, 108,000 miles (all highway) One Owner, \$12,500 OBO. Call (530) 671-1673. Reg# 2593039.

FOR SALE: '05 Newholland TC33D farm tractor, diesel, 33 hp. 3-point hitch, loader in front, mower, rototiller in back, low hours. \$12,000. Call (925) 938-5772. Reg# 2360848.

FOR SALE: '02 Silverado Stepside, Fully Loaded, Utility Box, Bed Liner, 130K Miles, Custom Paint \$15,000. AND: '94 Ford. Eddie Bauer, Loaded, Excel Condition, New Tires, 167KMiles, \$3,500. AND: Sears Freezer 150-lb. Chest, L4 Foot H34 W27, New 2005 \$200. Call: (530)245-0855 Reg# 2342244.

FROM ROHNERT PARK

Granite moves dirt at Memorial Hospital

Here we are in the middle of the driest January in almost 100 years, wondering: When's the rain going to start? Well, dry weather is certainly good for Operating Engineers' wallets. Many members are still working away as if it's June!

In District 10, Ghilotti Construction is finishing up on the new parking structure at Santa Rosa Junior College. The company also has an underground crew working on Wright Street.

Argonaut Construction is working in Sonoma finishing an overlay project that included street and sidewalk repair, and the

company is also working in Santa Rosa doing handicap-ramp installs near Stony Point Road and Guerneville Road. Argonaut also has slide-repair work in Jenner and on Hwy. 1 north of Jenner. Argonaut is also still going strong on Fountain Grove.

MCM and Ghilotti Construction are still working full speed on the Hwy. 101 widening job through downtown Santa Rosa.

Granite Construction is doing the dirt work at Memorial Hospital and has slide-repair work on River Road along with Gordon Ball. This is the second season for most of the slide-repair work.

Golden State Bridge was recently awarded a 10-mile replacement-bridge job on Hwy. 1 in Mendocino County, and Kiewit is working away at the Ukiah Sewer Treatment Plant.

With temperatures in the low 20s many nights this winter and the roads covered in frost and ice, let's not forget our Caltrans brothers and sisters sanding the roads and assisting in accident cleanups. It's always hard working nights, and it's especially tough when it's cold.

With sadness we report: Twenty-two-year member Mike Beverlin needs our help during difficult times. His daughter, Misty Beverlin Wlordarczyk, is suffering from cancer. Mike and his family would appreciate any and all aid. Those interested can make a donation at any Washington Mutual Bank or can send donations to Washington Mutual Bank, 103 S. Cloverdale Blvd., Cloverdale, Calif., 95425.



Alan Peterson works for Granite Construction on the Memorial Hospital in Santa Rosa.



In Santa Rosa, OE3 member Andy Huntley works at the Memorial Hospital for Granite Construction.

FROM EUREKA

Annual Crab Feed a success at Elk's Club

Hello from the North Coast.

First, we thank everyone who attended our annual Crab Feed. We look forward to seeing everyone each year and appreciate those who travel the distance to visit.

The work season has yet to start for the spring. We have several multi-million-dollar projects on the horizon, including a \$250 million PG&E plant and a \$30 million wastewater-treatment plant.

Mercer Fraser continues to keep crews busy with projects in Humboldt County, as well as a project serviced out of the Yuba City District.

John Peterson of John Petersen, Inc. has finally wrapped up all his loose ends and is retiring. We will miss this signatory contractor, and we hate to see him go. John Petersen, Inc. and Local 3 have always had a

great relationship, and we wish John, Shirley Cushman and the whole gang nothing but the best.

This winter has kept two operators working on the final stages of the Rio Dell Water Project.

Granite has also been working this winter. The company is repairing a levee in the Arcata Bottoms and is working on a shopping center in Fortuna.

The Confusion Hill Project has also been going through the winter and has a time frame of 670 working days. Since Hwy. 101 is the North Coast's only highway, time is of the essence.

We are pleased to announce the signing of new contractor North Coast Fabricators, Inc. The small crane service has been in the area for many years. Welcome aboard!



From left: Nate Morgan visits with Jennifer and Michael Tauscher at the Eureka Crab Feed.



From left: Shirley and Nat Repetto, Financial Secretary Jim Sullivan and his wife, Pam, Organizer Joel Duckworth and his wife, Melanie, finish eating at one of many tables set for the Eureka Crab Feed held in February.



From left: Manny Alves and Ron Laplace take a breather and catch up after dinner.



From left: President Fred Herschbach, Rec. Corres. Secretary Rob Wise and recently retired member Vic Sanchez finish up one of many rounds of crab at the Feb. 17 Eureka Crab Feed.

Kevin Gladney hangs out with his Grandpa, Kevin Reynolds, at the Feb. 17 Eureka Crab Feed. Kevin wants to be an excavator operator just like his grandpa when he grows up.

FROM FAIRFIELD

Kiewit awarded Waterman Water Treatment Plant

Northern Solano County is cruising through the winter season, and District 04 is working right along. Fairfield has been getting a lot of attention lately, since we've had two major accomplishments: The first is the \$46 million Waterman Water Treatment Plant, which went to bid in January. Kiewit came close on the bid sheet, but the low bidder was not a signatory contractor, and this caused some concern, but because of the relationships built in the local Building Trades and hard work from your OE3 business agents, Kiewit was awarded the job and is expected to start soon.

Some more good news comes out of the Fairfield City Council: The council recently introduced some Project-Labor-Agreement

(PLA) language for all Fairfield public works worth more than \$1 million, making Fairfield the first city in the region with such a resolution in place. This should equal plenty of work for Local 3 operators.

Work in the Vallejo and Benicia areas is keeping quite a few hands busy. North Bay Construction has jobs on Columbus Parkway, Wilson Avenue and Mare Island in Vallejo. The company also has work on East 2nd Street in Benicia.

Keith J. Gale General Engineering has a good project handling all the underground work, grading and paving at Ascot Parkway.

Fairfield Dispatcher Felicia Ramos reminds everyone to keep their out-of-work-list registra-

tion updated. Also, if you have gone back to work, let us know, so we can recall you or issue a new dispatch. Stop by and say "hi" sometime. The District 04 staff looks forward to meeting all of you.

Mark your calendars: The Fairfield District picnic is scheduled for Saturday, April 14. We will have an all-you-can-eat brunch at the Cordelia Fire Station. Food is served starting at 9:30 a.m., so come on down for sausage, gravy and biscuits, pancakes, bacon, eggs, coffee and juice. There will also be lots of raffle prizes. Tickets are available at the Fairfield District Hall or at the door. Call us at (707) 429-5008 for more information. We hope to see you there!

FROM FRESNO

Night shifts for Hwy. 41 work

Work continues, new work ahead

Spring fever is upon us, and the 2007 work season is on. Granite Construction and FCI Constructors continue with projects on Hwy. 99, along with Agee Construction in Livingston. Granite Construction is working on the Avenue 13 and Hwy. 99 overpass, while FCI Constructors is working on the interchange at Hwy. 152 and Hwy. 99.

Kiewit Pacific started the \$31.5 million road improvement and re-alignment project on Hwy. 41 utilizing about 20 operators. This project is scheduled for five 10-hour work days and 100 night shifts for all the "night owls."

Thanks to Business Manager Russ Burns and the officers, the Fresno District staff is participating in various training sessions to serve the membership better than ever and to gain additional Local 3 contractors.

We would like to welcome back Unit 12 Business Agent Gary Rocha. Gary returns to service the members of Unit 12 and aid the Fresno, Stockton and Morgan Hill districts.

District meeting rundown

Several members attended the Jan. 17 Fresno District meeting in which members were nominated for the Grievance Committee and the Market and Geographic Area Committee. John Marquez, Danny Henry and Bobby Wilson will serve on the Grievance Committee along with Executive Board Member Gus McClain. The Market and Geographic Area Committee consists of Jesse Harper, Lisa Livaudais and Robert Moock.

Also at the district meeting, Local 3 members donated more than



Gradesetting Class Instructor Carlos Padilla directs an apprenticeship class.

\$773 to the spouse of member Jason Collins. Jason was killed on a jobsite accident last year while working for Floyd Johnston Construction.

Be sure to attend the next district meeting scheduled April 11 at the Clovis Masonic Lodge at 7 p.m. Members will vote on the Article VI Bylaws Resolution (dues). Feel free to contact the district office for a copy of the recommended changes.

Apprentice news

Please note: Supplemental Related Training (SRT) classes for apprentices will end this month and resume again in September. The five-week class for new applicants will begin April 2. Four five-week classes begin in April and end in August. If you know anyone wishing to enter the apprenticeship program, please have them submit their applications as soon as possible.

Congratulations to the following apprentices for their recent advancements: Justin Stephens, Michael Castanon, Seth Colvin and Richard Bentley.

Congratulations also to Daniel Swan on his journey-level advancement. Daniel was a gradesetter on the Hwy. 99 project for Granite Construction and is also knowledgeable on the GPS. He will be a great asset to any company.

Mark your calendars for the May 19 Fresno District picnic at Kearney Park. Hope to see you there.

In the spirit of the season, we also hope everyone receives a chocolate bunny in their basket!



Member Danny Henry was recently nominated for the Fresno District Grievance Committee.



Congratulations to advanced Apprentice Michael Castanon. He works for W.M. Lyles in Madera.



Recently advanced Apprentice Justin Stephens smiles while on the job for Emmett's Excavation in Clovis.



Newly advanced Apprentice Seth Colvin gets his hands dirty for Emmett's Excavation in Clovis.

Public Employee News

VOL. 8, #3 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • MARCH 2007

Hawthorne contract ratified, more in the skillet

By Dan Venters, business representative

In December, the Local 3 members of Hawthorne Army Depot ratified a new, two-year agreement with Day Zimmermann Hawthorne Corporation. Effective Jan. 1, 2007, the members received a 3.75 percent Consumer Price Index (CPI) wage adjustment, and on Jan. 1, 2008, they will receive a 3.5 percent CPI wage adjustment. Also included is a 0.8 percent cost savings the first year and 0.6 percent cost

savings the second year on the insurance premiums for employees with dependent coverage.

Thanks to Joe Baughman and Corinne Sterns for their time, hard work and diligent efforts as this bargaining unit's negotiating committee.

Other units across the jurisdiction with negotiations in the upcoming months include Lander County, Mineral County, White Pine County,

city of Ely, city of Elko, Fallon Police and Premier Chemicals in Nevada, as well as the city of Susanville in California.

I want to remind the membership to take an active part in your bargaining unit's negotiations, and encourage your fellow brothers and sisters to also be proactive during negotiations. Your bargaining unit and union can use the support of all members.

Hidden behind the fence

By Gary Rocha, business representative

Every day my co-workers and I enter a world few others get to see. We work in an environment/city that houses individuals considered a threat to society. On a day-to-day basis, we work beside killers, rapists, child molesters, gang-bangers and thieves. We leave the warm confines of our homes, churches, little-league games and family outings to enter their world of drugs, fights, extortion and murder.

You may think we are correctional officers trying to justify our high salaries, but we're not. We are the Local 3 members of Bargaining Unit 12, Plant Operations, Maintenance Department Employees, and we are hidden behind the fence.

We have noticed over the years the public's perception of prison is that it is occupied only by guards and inmates; therefore, we would like to dispel this perception.

The prison is a small city, populated by societal misfits. The maintenance and repair on this city is done by us – and without us, the city would fall.

The repairs are done around and near inmates, often with our backs to them. Correctional officers carry a multitude of defense paraphernalia; we, on the other hand,

have our tools and a whistle. The dangers are there for us, just as they are for the officers – the only difference is defensive ability.

We have spent years refining our trade skills – skills providing us the ability to make repairs in the prison. Although we chose to work here, our only goal is to let the public know we are here, and we are a vital part of the California Correctional System.



From left: OE3 Heavy Equipment Mechanic Kent Hames and Business Agent Wayne Amundson outside Pleasant Valley Prison in Coalinga, Calif.



From left: Local 3 members at the Prison Industry Authority in Corcoran, Calif., include Heavy Truck Driver Tony Lopez, Heavy Equipment Mechanic James Johnnsen, business agents Gary Rocha and Wayne Amundson, Heavy Equipment Mechanic Larry Syra and Heavy Truck Driver Danny Reed.

NEWS FROM THE public employees



by

DON DIETRICH

**Director of Public
Employee Division**

Mt. Shasta General Representation Unit ratifies contract

After months of stalled negotiations, the Mt. Shasta General Representation Unit came to agreement with the city Dec. 5, regarding a successor Memorandum of Understanding (MOU). The agreement is a three-year agreement retroactive to July 2007. The city agreed to increase wages by 3 percent the first year, 3.5 percent the second year and 4 percent the third year. The city also agreed to provide travel pay for employees called out after hours for snow removal, as well as increases for the weekly on-call pay, work-boot allowance and employer health-care contributions.

I want to thank the entire General Representation Unit for their commitment to resolving the stalled negotiations and give a special thanks to bargaining-team members Chris Hansen and Jay Banner for their assistance during negotiations.

The General Representation Unit at Mt. Shasta is a small crew of dedicated civil-service employees who work together to provide myriad services to Mt. Shasta residents, from drinking water to waste-water disposal; roads, parks and facilities maintenance to fleet maintenance. This dedicated group relies on the principle of "all hands on deck" until the job gets done. They brave life and limb during snowstorms to ensure roads are clear for the city's residents when they wake in the morning.

Mt. Shasta General Representation Unit: For all you do, the union salutes you. It is a pleasure to work with such a dedicated group.



Public Employee Director Don Dietrich (second from left) on the job with the OE3 Mt. Shasta crew, which recently ratified a three-year contract that includes wage increases and travel pay for employees called out after hours for snow removal.

Understanding your rights when discipline is proposed

By Steve Nord, business representative

Many public employees are unaware their employer does not have the unfettered right to discipline an employee on a whim. Therefore, the employee is often unprepared when faced with the threat of discipline. Even worse off are the employees who fail to join the union, because they assume bad things will never happen to them. Those who have gone through the disciplinary process know differently.

As I suggested in a previous article, the union is like an insurance policy. As with liability insurance, you will hopefully never need the union to intervene on your behalf. But if you do, you will thank yourself for having paid a relatively small amount in dues to receive the full privileges available to members. It is just as important to understand your rights from the outset, should your employer start taking steps to impose discipline. As the saying goes, forewarned is forearmed.

As a permanent public employee, court decisions have determined you have a "property right" in your employment that cannot be taken away or degraded without affording you "due process" as guaranteed by federal and state constitutions. Among other things, due process means you cannot be disciplined except for "just cause." Before any discipline is imposed, you have a right to be informed of the charges against you, and you must be given the opportunity to present your side of the matter to a third party not involved in the decision to discipline.

When discipline is proposed or when you are interrogated, and it is reasonable to assume that discipline could result, you are at a considerable disadvantage without legal or union representation. Your employer will have supervisors trained in personnel matters and will often have an attorney's advice on how to separate you from your "property" (i.e. your livelihood). Without a union representative, the chances of you (alone) successfully defending yourself against the charges are substantially diminished.

By contacting a union representative at the onset of the disciplinary process, you will have leveled the playing field. Your representative will either be an attorney or will have attorneys at his/her disposal, and your representative will be a trained professional with equal or more experience than your employer's personnel.

So, what should you do when confronted with a situation that could lead to discipline? Immediately contact your union steward and/or business representative. Always have our contact

information in a convenient location for quick retrieval. My number is (530) 722-7258, and if I do not answer, please call Public Employee Director Don Dietrich at (510) 376-4631. In the meantime, do not discuss your situation with anyone else – particularly not with your supervisors or fellow employees.

What do you do when confronted with a situation where it is impossible to call your steward or representative? Often this situation arises when you are called into a meeting with a supervisor or administrator and asked to discuss a matter you believe is disciplinary, investigatory or accusatory in nature. In these types of meetings, you are entitled by law to have a union representative present. As a caveat, it is important to distinguish between this situation and the situation where you are being counseled or routinely interviewed to discuss your work. A landmark decision by the U.S. Supreme Court referred to as the Weingarten Case concluded that in the former situation, your property rights include the right to have a representative present but not in the latter. You should tactfully inform your supervisor you have the right to a representative and that you wish to invoke this right. You should then ask that the meeting be postponed until you can consult with the representative and until the representative can be present. A credit-card size recitation of these Weingarten Rights is available in English and Spanish to all union members by contacting your business representative or your steward.

Usually the supervisor will honor your request. If the supervisor insists upon violating your rights, then you should attend the meeting to avoid charges of insubordination, inform the supervisor that a grievance will be filed and that you will answer no questions without your representative.

As a permanent public employee, you have additional rights that are too extensive to discuss in this short article. For instance, there is another set of rules that apply in the event the investigation could eventually result in criminal charges filed against you. Again, your union representative is here for you to make sure your rights are not threatened by your employer. Contrary to some, it is my belief that most (but not all) employers and supervisors act in good faith and are not intentionally denying you your constitutional rights. In any event, your union representative is here to ensure your rights are observed and that you do not give up these rights by failing to assert them.



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ACEA ratifies three-year agreement

By Alan Elnick, business representative

After a grueling, year-long struggle, Local 3 members with the Alameda City Employees' Association (ACEA) ratified a new, three-year Memorandum of Understanding (MOU) with the city. Effective July 1, 2006, the agreement calls for across-the-board wage increases of 3 percent in February 2007, 2 percent at the end of June 2007 and a raise of 2 percent up to 4 percent in July 2008, dependent upon the Consumer Price Index (CPI).

In August 2007 and 2008, special adjustments ranging from 1 percent to 4.5 percent will apply to appropriate classifications. All represented classes will receive adjustments. In addition, the city will maintain 100 percent premium coverage for the Kaiser Health Plan, as well as dental premiums and life insurance.

The city also began accruing vacation benefits on a pay-period basis that started Jan. 1, 2007. The prior practice of dumping all vacation into the month of January will cease in January 2008, but employees will receive the benefit of the final dump in January 2007, along with beginning the accrual.

The agreement was ratified by more than a two-thirds majority vote of the membership.

The new MOU brings some closure to the effort by city employees to obtain market parity with other cities that began in 2002 under then City Manager Jim Flint. Flint promised to bring employees to full parity by 2012, but the effort stalled when Gov. Arnold Schwarzenegger reached into city coffers to bail out the state. Instead, city employees fell further behind, as the city implemented a wage freeze for nearly two years. Flint left the city in 2005, so city employees connected directly with the city council to continue their progress.

ACEA President Linda Justus, Vice President Tim Higaes, Secretary Miriam DelaGrange, Treasurer Terry Flippo, At-Large Member Mike Leahy and Committee Member Roger Soo Hoo persevered through this difficult negotiation to achieve an acceptable contract.

Public Employees at the Eureka Crab Feed

Mary and Steve Parkins arrive early for the Feb. 17 Eureka Crab Feed at the Eureka Elk's Club.



City of Arcata Shop Steward Dennis Houghton is greeted by District Rep. Steve Harris.



Seven-year member Shawn Tauscher starts in on one of many rounds of crab at the Eureka Crab Feed.

To enforce or not to enforce the law

By Fred Klingel, business representative

Do you recall your first day at work? If you were in law enforcement, you stood in front of the chief of police or sheriff in your brand-new uniform proudly waiting to take the oath of office. You raised your right hand, and the chief or sheriff said, "Repeat after me."

"I (state your name) do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter."

Now fast-forward to Nov. 7, 2006 and the city of Santa Cruz. The election just finished, and the voters approved an initiative that will become a new city ordinance: **The Adult Marijuana Criminal Offenses Lowest Law Enforcement Priority Policy Initiative**. When it goes into effect, this ordinance declares law-enforcement activities relating to adult marijuana offenses in Santa Cruz will be the city's lowest law-enforcement priority. The exceptions are: 1) distribution or sale of marijuana to minors, 2) distribution, sale, cultivation or use of marijuana on public property and 3) driving under the influence.

Unfortunately, the initiative does not clearly define "adult marijuana offenses" and therefore, leaves little guidance as to inclusions or exclusions of laws within the realm of

criminal laws. The assumption includes any other criminal activity related to the possession, use, cultivation and/or transportation of marijuana for any purpose. Pursuant to this new ordinance, city police officers would not be able to engage in law-enforcement activities relating to adult marijuana offenses, including and not limited to investigations, citations, arrests or seizures of property. In addition, officers would not be allowed to assist state, federal or local jurisdictions in the prosecution of adult marijuana offenses. This could also include crime prevention, which is an activity Santa Cruz citizens have encouraged and mandated from their police department.

The major concerns for our members at the Santa Cruz Police Department are as follows: They are without guidance, policy, protocol and procedures from the city and the police administration for handling adult marijuana offenses. So, how will this ordinance affect their ability to enforce drug laws, including marijuana offenses not listed or defined by the ordinance? Can federal, state and local jurisdictions file complaints against the officers when they step back from giving assistance to these jurisdictions? Are they shirking their duties or failing to uphold the oath they took when they hired on?

Without policies, procedures, protocol or guidance, the city and police administration will have carte blanche (unconditional authority) to discipline the officers when complaints are filed for misinterpreting the ordinance. Lacking clear definitions also exposes these officers to civil suits and even criminal charges.

The city needs to step up, and do what is right: Issue guidance and protection to these officers and/or seek an attorney general's opinion or judicial review.



NEWS FROM THE public employees

OPERATING ENGINEERS LOCAL UNION NO. 3

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(801) 596-2677

San Jose PEs reach out to community

By Bill Pope, business representative

It's time to recap some of the events that have occurred in the last few months:

San Jose

OE3 members and stewards with the city of San Jose donated more than \$200 and contributed turkeys for the annual turkey dinner at the Grace Community Center in San Jose. The center provides rehabilitation and therapeutic services for developmentally disabled adults in San Jose and Santa Clara County. This annual event is not the only time members and stewards contribute to the center: Throughout the year, they donate clothes, furniture, bicycles and labor to help Grace Community with its projects.

In December 2006, members employed by the city of San Jose also received paychecks with a 4 percent cost-of-living raise, a lump-sum payment of \$1,000 for full-time members and a lump-sum payment of \$500 for part-time

employees. The members will receive a second lump-sum payment in May 2007 and a 3 percent cost-of-living raise in April 2007.

San Mateo

In San Mateo County, Local 3 members in the Roads and Construction Unit ratified a three-year contract that includes a 9 percent wage increase over the term of the contract and an enhancement to the retiree-medical plan by increasing the county's monthly premium from \$195 to a maximum of \$420 based on the members' years of service. Seventy percent of the membership ratified this contract.

I want to thank negotiating team members Roger Pimentel, Alan Pacheco, Joe Foster and Patrick Oliver, because this contract would not have been ratified without their efforts and hard work.



San Jose Chief Steward Rick Wolf presents Dr. Lisa Blevins of the Grace Community Center with a \$250 check from Local 3's public employees in District 90. The center provides rehabilitation and therapeutic services for disabled adults in San Jose and Santa Clara County.

Law enforcement Q&As

By Mike Minton, business representative

Although Local 3 represents public employees from all trades, this article is directed toward the law enforcement officers we represent. In the year and a half I've been with Local 3, I've heard a lot of questions regarding internal affairs (IA) investigations, interviews and the rights of the accused officers. Hopefully this will touch on a portion of that.

What is a Lybarger warning?

It is a warning named after a former Los Angeles police officer, Michael Lybarger, who was facing an interrogation on matters that might have been criminal in nature. He chose to assert his Fifth Amendment right and not speak. Although Lybarger was informed his silence could be construed as insubordination, he stood his ground and filed an appeal following his termination. The court of appeals ruled his employer should not put him in the spot of talking and waiving a Constitutional right or be fired.

The court held that the employer could only force the officer to talk if it gave him what amounts to a promise of secrecy with his statements, meaning the statements made during the IA interview cannot be turned over to the district attorney (DA) to assist in the criminal prosecution of the officer, including the issue of filing in the first place. That is why you always answer "yes," you understand your rights when they are read to you, and "no," you do not waive those rights. This creates an almost immunity-type situation that allows you to respond without fearing your statement will be used by the DA.

What am I entitled to before my interview?

You are entitled to be informed of the nature of the investigation. You're allowed to record your interview and know the names and ranks of those asking questions, of which there can only be two, as well as the name of anyone else in the room.

You are entitled to take reasonable breaks, confer with your representative, use the restroom and be free from threats or intimidation. If there is a chance the matter is likely to lead to punitive action, you have the right to a representative (if you request one), who can be anyone not a party to the case. As far as non-criminal matters are concerned, your representative cannot be forced to share your discussions with investigators.

If it is deemed the matter might turn criminal, you're entitled to have your rights read to you. A bit of advice here: If it in any way looks like it could turn in that direction, assert your right to silence and have Lybarger invoked by the investigators. If they are hesitant to do so, it should send up a red flag.

What can my representative do during the interrogation?

Your representative is available to assist you when you need it. He or she ensures the provisions discussed above are followed, obtains information from the investigators to assist in answering questions, makes sure you answer the questions clearly and makes sure the questions are clear, so you are on the same page as the interviewer. Your representative keeps things on track, makes sure the questions follow the nature of the investigation and interjects if they do not. A set of well-prepared questions followed by concise, direct and responsive answers might lead to a situation where your rep does nothing at all. At times, the rep might say a few words during and following the interview.

In my next article, I will answer questions about how much time the administration has to finish the case and address conflicts. I will also explain Skelly hearings.

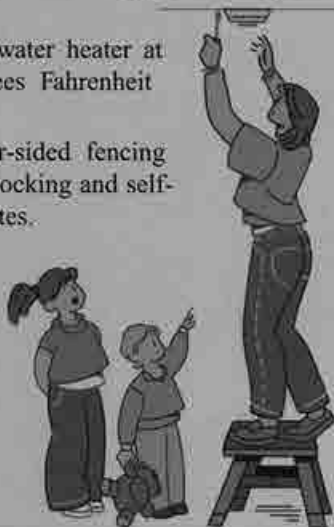
I hope all of you have a safe and profitable new year.

Safety at home creates safety at work

According to *Occupation Hazards*, twice as many workers get hurt in off-the-job incidents than at work, so safety managers are beginning to see home safety as the final frontier for worker protection. Since home accidents attribute to health-care costs and missed work time, it is an important issue to address.

Consider following these home safety tips from the Home Safety Council, so that you and your family members can show up to work or school and be healthy every single day:

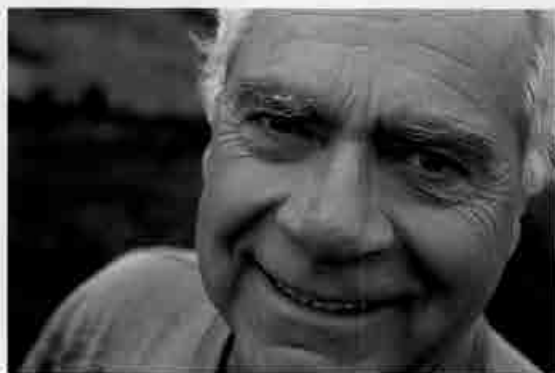
1. Have smoke alarms on every level of your home, and test each one every month.
2. Have a fire-escape plan for your family that shows two ways out of every room and a place to meet outside. Practice your plan twice a year.
3. Always stay in the kitchen while food is cooking on the stove.
4. Have lots of light near all stairways, paths and walkways.
5. Have grab bars and non-slip mats in bathtubs and showers.
6. Put emergency numbers, including the Poison Control Hotline number, (800) 222-1222, next to every phone in your home.
7. Set your water heater at 120 degrees Fahrenheit or less.
8. Have four-sided fencing with self-locking and self-closing gates.



How a man can survive to 85 - or more

Most of us know that women tend to live longer than men. This article focuses specifically on men's health to further address this issue.

At middle age, there's a fork in the road for a man's health. One way leads to a two-in-three chance of reaching age 85. The other cuts those odds to about one in five.



A road map for healthy old age comes from a remarkable study conducted by the University of Hawaii and Pacific Health Research Institute, Honolulu of nearly 6,000 American men of Japanese descent. Studied since 1965, when they were an average 54 years old, the surviving men now range in age from 85 to 105.

The study of these men uncovers six signs that point toward a healthy old age. They are:

- No smoking
- No more than two alcoholic drinks a day
- Normal blood sugar
- Normal blood pressure
- Not overweight
- Physical strength

The biggest individual risks came from smoking, having more than three alcoholic drinks a day, having high blood sugar or high blood pressure.

Men who have all six risk factors have only a 22 percent chance of living to 85 – and only a 9 percent chance of being healthy if they live that long.

The healthiest men are nonsmoking, strong, lean, moderate drinkers with normal blood sugar and blood pressure. Such men have a 69 percent chance of surviving to age 85 and a 55 percent chance of being healthy at that age.

Source: www.WebMD.com

Preventing colds and flu viruses

There are many things in life worth sharing – colds and flu viruses aren't among them.

There's a lot you can do to stay healthy this season. These simple steps can go a long way to reduce your chances of catching a cold, flu and other viruses.

Get a flu shot. The best protection you and your loved ones have against the flu is to get a flu shot each fall.

Wash your hands. Hand washing is the most important thing you can do to keep from getting and spreading colds and the flu. Using soap and warm water is just as effective as using antibacterial products. Carry an alcohol-based hand gel (such as Purell) to use when you can't wash.

Cover your cough. Cold and flu viruses are spread by airborne particles. Cough and sneeze into your sleeve or a tissue instead of your hands, if possible. If you do use your hands, wash them as soon as you can.

Avoid touching your face. Cold and flu viruses are often spread by touching something or someone that is contaminated with germs and then rubbing your eyes or nose or touching your mouth.

Clean the sink. Make an effort to keep counter tops, telephones, toys, cups and bathroom sinks clean.

Don't smoke. If you would like to stop smoking, get tools, tips and information to help you quit. Your Operating Engineers Health & Welfare Plan covers 100 percent of the cost of smoking-cessation products, such as nicotine gum, patches or non-prescription smoking-cessation medications for you and your spouse. Benefits for these are limited to a maximum of \$175 in any 12-month period and a maximum of \$525 per lifetime.

Stay healthy. Eat a healthy diet, and exercise to keep your immune system working its best.

Get plenty of rest. Sleep helps build your body's natural defenses for fighting off infection.

Reduce stress. Chronic stress can compromise your immune system.

Source: www.kp.org

How much physical activity is enough?

Everyday physical activities can accomplish some of the same goals as exercise. But just how much should you do to get health benefits? Neither *Health News* nor any reputable health resource can give you a clear answer to this question, but we can give you many examples of what research shows.

For instance, bus and taxi drivers who are physically inactive have a higher rate of heart disease than people in other occupations – studies also show that people who remain physically active have a lower death rate than those who don't.

In another study, researchers measured muscle strength in 75-year-olds who regularly performed tasks like housework and gardening and in 75-year-olds who were inactive. Five years later, they found the active people kept more of their strength than the inactive people.

While no one can tell you exactly how much everyday physical activity is needed to benefit your health, the message of these studies is clear: Whatever your age, stay physically active!

Source: National Institute on Aging

Have you selected a primary-care physician?

If not, here are four reasons why you should make a decision today:

1. Your primary-care physician coordinates and oversees your medical care.
2. Building any relationship takes time, so it's important that you choose early and choose someone with whom you feel comfortable.
3. If you make this choice, you are more likely to work with your doctor to make health decisions that work best for you – that means you're happier with the care you receive and the results you achieve.



4. Seeing a primary-care physician will cost you and your Operating Engineers Health & Welfare Fund less than going to the hospital for an emergency visit.

If you have any questions about your health and welfare benefits, Local 3's Fringe Benefits is here to help. Call us today:

- California (800) 532-2105
- Hawaii (800) 660-9126
- Nevada (800) 922-6100
- Utah (800) 662-3630



OPERATING ENGINEERS LOCAL UNION No. 3

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Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

Business Manager Russell E. Burns

March 2006

Brothers and Sisters,

It gives me great pleasure to invite you and your family to the next Local 3 Semi-Annual Meeting of the membership on Sunday, March 18, 2007, at the Solano County Fairgrounds in Vallejo, Calif.

Those of you who have joined us at this venue before know this is where we have room to spread out and enjoy the outdoor equipment display from the Rancho Murieta Training Center. Inside the exhibit hall will be the usual array of activities for you and your family to enjoy, including the health-screening booths, bagged lunches, donated door prizes, entertainment for the kids, as well as new OE3 T-shirts and hats and an *Engineers News* display with archived papers dating back to the first issue in 1943.

The theme of this Semi-Annual is *Focused on the future* – a theme the officers, staff and I believe perfectly explains the current state of our union. With the continued support of the membership, officers and staff, Local 3 is looking forward and moving forward into the future. We are doing what needs to be done to take this union to the next level.

We continue to improve our training facilities with journey-level upgrade classes, the newest equipment and an intensive apprenticeship program in order to produce the best-skilled operators in the industry. We continue to maintain our transparent policy of letting you know the latest OE3 details as soon as we do. And yet we are not complacent in our thoughts or actions. We are ever aware of what lies ahead for labor and our industry nationwide, as well as within our own solid organization. We are also aware that we pack the political clout, the trained expertise and the negotiating skills, because we come from a long line of men and women who fought the good fight – our retirees deserve all the credit, and we will honor them at this Semi-Annual Meeting.

We also have important business to conduct at this Semi-Annual regarding the bylaws dues resolution, as proposed by the Bylaws Committee. I urge you to come to the meeting to find out the details of this important resolution. The updated agenda of events is as follows:

- 10 a.m. Registration, Health/Information/Equipment Fair
- 11 a.m. – 12:30 p.m. Fair continues through lunch
- 1 p.m. Meeting called to order

I look forward to seeing you and your family March 18.

Fraternally,

Russ Burns
Business Manager
IUOE General Vice President



Directions to the Solano County Fairgrounds

From Concord

Take I-680 north, go over Benicia Bridge
Take I-780 to Vallejo/Benicia (right lane)
Take I-80 east toward Sacramento
Take Hwy. 37 San Rafael exit
Take Fairgrounds Drive/Marine World exit
Turn left at the stop light (Fairgrounds Drive)

From Sacramento

Take I-80 west toward San Francisco
Take Hwy. 37 San Rafael exit
Take Fairgrounds Drive/Marine World exit
Turn left at the stop light (Fairgrounds Drive)

From Napa

Take Hwy. 29 south to Vallejo
Where Hwy. 29 and Hwy. 37 meet,
take Hwy. 37 east
Take the Fairgrounds Drive/Marine World exit
Turn right at stop light (Fairgrounds Drive)

From San Francisco

Take I-80 east over the Bay Bridge toward Sacramento
Go about 25-30 miles, cross Carquinez Bridge
Take Hwy. 37 Napa exit
Take Fairgrounds Drive/Marine World exit
Turn left at stop light (Fairgrounds Drive)

From Oakland

Take I-880 north
Take I-580 north toward Sacramento
Take I-80 east toward Sacramento
Go about 25-30 miles, cross Carquinez Bridge
Take Hwy. 37 Napa exit
Take Fairgrounds Drive/Marine World exit
Turn left at stop light (Fairgrounds Drive)

**Note: Once you turn on Fairgrounds Drive,
Local 3 staff will show you where you can park.**

