

ENGINEERSnews

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Building on strong foundations

*Bonilla emphasizes union history, training,
organizing, politics and member involvement*





For The Good & Welfare

By John Bonilla, Business Manager

Good jobs. Safe jobs. Protect workers now.

This April we'll once again observe a little-known but nonetheless important occasion, Workers' Memorial Day. The official day is April 28, but the truth is, we should keep in mind the significance of this remembrance every day of the year.

Workers' Memorial Day, which was enacted by the AFL-CIO and first celebrated in 1989, remembers those who have suffered and died on the job and is meant to renew the fight for safe workplaces.

Workers celebrated victory 34 years ago when Congress passed the Occupational Safety and Health Act — what we all know as OSHA — which promised workers the right to a safe workplace. But unfortunately, many employers do not comply with OSHA regulations, accidents happen, and each year, more than 60,000 workers die from job injuries and illnesses, and another 6 million are injured.

Unions have been fighting for more than a century, winning improved working conditions, good wages and benefits for millions. But despite the continuous work of dedicated union members and leaders, there are still those who work against us.

Right now, our nation's president is one of those people. Since Bush entered office in January 2001, his administration has showed little regard for the working people of America. Bush has consistently sided with employers who wish to not enforce workplace protections. For starters, the Bush Administration has killed dozens of worker protection measures under development at OSHA and MSHA. In fact, the Bush Administration has the worst record on safety rules in OSHA's entire history.

The Bush Administration tried to kill workplace ergonomic protections when it joined forces with anti-worker business groups to repeal OSHA's ergonomics standard, which would have required employers to protect workers from the nation's biggest safety problem: injuries caused by heavy lifting and repetitive work. Bush also has repealed record keeping for some specific ergonomic injuries.

The theme for this year's Workers' Memorial Day observance, "Good jobs. Safe jobs. Protect workers now." is more than fitting. With leadership like the Bush Administration, we have to do whatever we can to protect ourselves and all working people in America. We have a great opportunity this year to do just that. The 2004

presidential election will give us a choice alternative to Bush, and we need to do everything in our power to make sure a worker-friendly leader is elected into office. It affects our jobs, our pocketbooks and our livelihood as a union and as working people.

Having a labor-friendly administration in the White House would be a major benefit for all working people. Our workplaces could be safer; our jobs more stable; our available work could increase; and maybe even the national health care crisis could improve.

In the meantime, get involved in the electoral process. Help get out the vote; educate yourself, your friends, family and co-workers about the importance of labor issues and electing labor-friendly leaders.

Also, we can all make an effort to make sure workplace safety measures are enforced and followed. Make sure you are doing your job the safest way possible. Don't cut corners, do everything you can to ensure your safety and the safety of your co-workers. And if you see someone acting in an unsafe manner, make sure it is addressed.

Please don't forget — tens of thousands of brothers and sisters are lost each year from workplace injuries and accidents. We will remember this fact April 28, but let's make an honest effort to keep it in mind year-round as we make strides to protect worker safety.

Thank you

I'd like to give my heartfelt thanks to everyone who attended the March 14 Semi-Annual at the Solano County Fairgrounds. It was the first Semi-Annual meeting since I became business manager, and I was honored to stand before you all. We had a big turnout, and I'm confident to say that it was a great success. It was a beautiful day, and many enjoyed the health fair, information booths and equipment display — we had one of the largest equipment displays we've ever had at a Semi-Annual; it was quite impressive. It meant a lot to me to have former business managers Dale Marr, Tom Stapleton and Don Doser there to speak to the members, and I was proud to see so many dedicated members in attendance. Thanks again, and I hope to see you all again at the September Semi-Annual.



SEMI-ANNUAL: Business Manager John Bonilla (center) poses for a picture with former business managers Don Doser and Tom Stapleton. 9

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In the News

Brown named Labor Leader of the Year



On his last full-time working day before retirement, special representative and 35-year Local 3 member Mike Brown was named Labor Leader of the Year by the Central Labor Council of Fresno, Madera, Tulare and Kings counties.

Brown was honored Feb. 20 at the 22nd Annual Labor Leader Dinner for his commitment and service to the working families of California's central San Joaquin Valley. Leaders from across the state, including state Sen. Dean Florez, state Assemblywoman Nicole Parra, and representatives

for U.S. Sens. Barbara Boxer and Diane Feinstein, joined Local 3 President Bob Miller at the dinner to celebrate Brown's achievements and show their appreciation for his lifetime commitment to labor.

Before joining Local 3 in 1969, Brown worked as a laborer with Local 185. He spent two years running a skid CAT, felling trees and clearing land from 640 feet to 900 feet elevation in preparation for the Oroville Dam. After working two years as a laborer, Brown joined his Uncle Enos and Uncle Earl in becoming a member of the International Union of Operating Engineers. He began his career with the union working alongside his Uncle Earl in Alaska, then moved to Bakersfield for a three-year stint as a rock crusher, first with Operating Engineers Local 12 and later with Operating Engineers Local 3.

For the next 28 years, Brown was a boomer of sorts, crisscrossing state lines for work as an operator or mechanic on big jobs, such as the Alaska pipeline, the Helms project, a water diversion tunnel near Oroville, the Warm Springs Dam project, China Lake, Strawberry Dam, Chip's Island, the Goodwin tunnel at Knights Ferry and Dry Creek.

Through all of these jobs, Brown was recognized by his peers, first as a job steward, then in 1994 by District Rep. Pat O'Connell, who recommended him to Business Manager Tom Stapleton. Brown became a Local 3 business representative in 1994 and was promoted to district representative in 1996. He worked as a district representative for the union for seven years, and in November 2003, Brown was promoted to the position of Special Representative to the Business Manager.

Under his leadership, Local 3's membership increased significantly, and the union signed more than 30 companies. Brown has been in charge of negotiations, handled grievances and helped district representatives better service their units, which include Caltrans, the California Department of Water Resources, California Highway Patrol, California Department of Forestry, Parks and Recreation and the Big Fresno Fair.

An active participant in the Operating Engineers Community Action Team, Brown played a significant role in the passage of the Fresno Accountability Ordinance, the high speed rail project and the contract drug program in Fresno. He also serves on the Executive Boards of the State Building Trades Council; the Fresno, Madera, Tulare and Kings Building Trades Council; the Coalition of Organized Labor; and the Fresno, Madera, Tulare and Kings Central Labor Council.

Brown officially retired from Local 3 March 31 and plans to spend time traveling with his wife, Cathy. They want to go salmon fishing, ride their motorcycles off beaten paths, explore old ghost towns and travel to Alaska, where Mike can show Cathy some of the places he worked for the first time.

Talking Points

By Bob Miller, President



It's hard to understand

Local 3 is currently waging a major fight to turn back Gov. Schwarzenegger's proposed budget cuts for California transportation funding. I know that California has a budget problem, but eliminating transportation funding makes no sense to me. Let me explain why.

In 1958, California adopted a visionary transportation plan that proposed to link the population, commercial and resource centers of the state with highways. In fact, until the early 1980s, this program was on track for completion. Many of you remember what happened when then Gov. Jerry Brown canceled numerous state highway transportation projects. They weren't canceled because of a lack of funds. They were canceled because Brown believed that if California stopped building new highways, people would stop coming to California.

We all know what happened as a result of this thinking: members of Local 3 had a hard time finding work, and people continued coming to California. We've been trying to dig out of this mess ever since. Since 1974, miles driven by Californians have increased by more than 120 percent, while lane mileage has increased by roughly 10 percent. California drivers pay the nation's third highest taxes per vehicle in the country, yet California ranks dead last in per capita spending on highways.

Gov. Schwarzenegger's transportation funding proposal will set us back even further. He's proposing to take \$1.1 billion of voter-approved Proposition 42 transportation funding. He's also proposing to transfer \$189 million from the traffic congestion relief fund, which includes 141 projects, to the general fund. It used to be that automobiles paid for all highway construction. It now seems that the governor is proposing that they pay for everything but a decent road system.

Business Manager John Bonilla is working hard to ensure that members of the legislature — which can change the governor's proposed transportation budget — know what a bad deal the governor's proposal really is, especially for Local 3 members. He's also in contact with the governor's office to convince them to restore at least some of the proposed transportation funding cuts. Transportation spending is one of the greatest job stimulation programs there is. For every \$1 billion in transportation spending, 27,000 jobs are created — good-paying jobs that also provide health benefits and pensions.

The governor says he wants to keep California competitive. I don't know how it can attract businesses if they will have to rely on clogged and crumbling highways to get their workers from home to work and to move their goods. It makes no sense. But, that's where I started this; sometimes things just don't make any sense.

Self-Care for Health Care

Join your Local 3 officers in battling rising health care costs

In an effort to battle the health care crisis by improving their overall health and thus saving health care dollars, the Local 3 officers have committed to practicing self-care in their daily lives by initiating the "Self-Care for Health Care" campaign.

One of the most effective ways to battle rising health care costs is by taking charge of our own health. The Self-Care for Health Care campaign involves the Local 3 officers doing exactly this, and challenging you, the members, to do the same.

Self-care is a means of taking control of your health with preventive health care measures like eating right, exercising and getting the proper amount of rest. It also involves getting regular health screenings and tests, and being educated about

health and prevention. It is a complementary tool to other health strategies or therapies. It is not a replacement or alternative.

Managing health through self-care can reduce the number of prescriptions a person needs, and moderate exercise boosts the immune system. All of these preventive methods can reduce the number of doctor visits and save health care dollars.

Each officer has set goals and identified elements of their own lifestyle that they would like to maintain or improve upon. The officers challenge you to assess your own lifestyle and join them in the effort of making healthy, intelligent lifestyle choices.

Check the Fringe Benefits page in *Engineers News* each month for the "Self-Care for Health Care Tip of the Month."



The officers' commitments

Business Manager John Bonilla



In 2001, I made a firm commitment to my health when I attended the True North Health Center. While there, I lost a significant amount of weight and learned that I could control some of my health problems by making some simple lifestyle changes. I learned about eating right and fueling my body with healthy resources. Since then, I will admit that I have not been perfect, but I have maintained a constant effort to stay in good health.

As a diabetic, I have to watch what I eat in order to keep my blood sugar levels in line. By seeing the doctor regularly and watching what I eat, I hopefully can keep both my diabetes and my weight under control or actually drop some pounds.

I plan to meet my goals by practicing self-discipline. I will be drinking large amounts of water to help curb my appetite and to keep myself hydrated. I will continue to make time to see my doctor and practice prevention methods by getting health screenings, tests and regular check-ups. I also am committed to staying conscious of what I eat. I hope that through diet and regular doctor visits I can continue to lose weight.

A major commitment I have made to save health care dollars is switching to generic drugs. All of my prescriptions are now generics. I am not sacrificing anything as far as my health, and I know this creates a major savings

for our Trust Fund, and in turn, for our members. I know not all prescriptions have a generic counterpart, but it doesn't hurt to ask.

When I have a question about health care, I contact my doctor, and sometimes I do my own Internet research through accredited Web sites, such as www.diabetes.org, the homepage of the American Diabetes Association.

I think it is important for all of us to take charge of our own health and our own lives. Practicing self-care is one way we can help ourselves and our pocketbooks.

President Bob Miller



As a former nine-year participant and champion of national and state bodybuilding competitions, I know a little about staying in shape. I make a constant effort to fit fitness and good health into my daily life.

My overall goal is to maintain the high level of fitness I have already achieved. More specifically, I want to maintain 8 percent body fat, be able to bench press 315 pounds and run 10 miles at 10 minutes per mile.

I make a constant effort to stay abreast of new trends and technology to keep myself healthy and active. I make a point to exercise every day: four days a week of weight training, and three days of cardiovascular exercise. I get regular physicals and bloodwork to ensure that

I am in good health, and I pursue an active, outdoor lifestyle and try to keep a positive mental attitude. I take daily multivitamins and try to get plenty of rest — this is not easy with my lifestyle.

As Local 3's president, I have a full, busy schedule and am often on the road. However, I dedicate one hour a day, every day to fitness. Often, instead of lunch, I will workout. Other times, I work out late at night and will forego an hour of sleep. It's vital to my being — it's truly the only thing I do for me.

I am a member of Gold's Gym and 24-Hour Fitness, so I can visit those when I travel. I also joined a gym in Casper, Wyo., so I can use weights as I travel. I can run anywhere, and it seems I often end up running in 20-degree weather at a 5,000-foot elevation, such as when I'm working in Wyoming and Utah.

Fitness is an essential part of my life. I feel it allows me to do my job for the members better. It increases stamina, mental capacity and alertness, which makes the long working hours easier to take. Fitness helps me feel good about myself, and I believe that anything is possible personally and professionally with the proper mental focus.

Besides bodybuilding, I have participated in the Bay to Breakers race in San Francisco several times and have finished in the top 10 percent. I also have second degree black belts in three different karate systems.

When I have a question regarding health or fitness, I refer to nutrition almanacs, and I

keep up with the latest trends and innovations in these fields by reading fitness magazines.

I think it's important for each of us to dedicate time and effort to maintaining our health. Practicing good self-care can increase lifespan so you can get all the pension you worked so hard for; it can decrease medical costs and concerns and overall, it can improve quality of life. With perseverance and dedication, a one-hour-a-day commitment to yourself and regular physicals, you can improve your health and outlook on life.

Vice President Frank Herrera



To date, I have managed to keep diabetes, high blood pressure and weight under control, but I always feel like there is more I can do.

My main goals are to maintain a more active lifestyle, eat a more nutritious diet, continue practicing health prevention with regular health screenings and check-ups, reduce cholesterol and blood pressure and lose weight. More specifically, I'd like to try to exercise at least five days a week, including aerobic exercise and weights. I'm going to try to monitor my carbohydrate intake and check my blood sugar levels daily.

This is a long to-do list, but I think if I can achieve these goals I will look and feel better, lose and maintain weight, all while keeping my diabetes and high blood pressure in check.

It will be challenging for me to meet each of these goals as my job forces me to dine out most of the time, and my full schedule makes it a struggle to fit in exercise. To meet these goals I plan to work out early in the morning, late in the evening, during lunch or whenever possible. I will continue using my Bowflex machine and treadmill at home, and when at hotels I will use their exercise facilities to stay in shape.

I try to stay up to date on issues affecting my health through meeting with my doctor, watching TV news reports and reading the news. It's important to me to focus on these things so that I can do my best to stay healthy, so that I will function properly on a daily basis, so that I can be there for my loved ones, and so that I can get the most out of my "golden" retirement years.

If all of us make an effort to maintain good health, we will save our Health & Welfare Funds a tremendous amount of money, which will help keep our funds solvent. But most importantly, a healthy lifestyle creates good health, which allows our members to enjoy

their retirement years longer. If we are successful in practicing preventive health care, we will live longer and our members can draw on their pension longer. That's what it's all about, and our members deserve it.

I'm glad to participate in this campaign, because I believe you lead by example, and if we as officers practice what we preach, we will be more successful in achieving our own goals.

Recording-Corresponding Secretary Rob Wise



I have made some significant lifestyle changes, including giving up meat, alcohol and tobacco and avoiding as much as possible all processed and packaged foods, and have since made a continuous, successful effort to maintain good health.

When I quit eating meat and processed and packaged foods, my cholesterol dropped to 140 and my blood pressure lowered by 20 points. By adding exercise into my lifestyle, I lowered my weight from a high of 240 to about 215.

It is not easy to maintain this lifestyle, as my job requires a lot of travel. When I travel and have to eat in restaurants, it is harder to eat properly and get enough sleep. Like all of our jobs, the demands of being Recording-Corresponding Secretary can at times be very stressful, so I do what I can to keep my body in good health so I can handle the stresses that come my way. I have a very busy life, so I have to set priorities and spend my time on the things that are most important while doing my best to live a balanced life.

My goals are to stay active, continue to eat a nutritious diet of vegetables, fruits, grains and fish, practice health prevention and maintain proper cholesterol levels, blood pressure and weight. I also avoid medications, salt, sugar, foods high in fat, nicotine, caffeine and packaged foods. I plan to continue exercising at least 30 minutes each day, and for longer when time allows. My first priority in exercising is aerobic activity, such as walking, biking, using the treadmill, hiking, skindiving or gardening. I also find it important to maintain flexibility and balance, as well as strength.

I firmly believe that good physical health supports mental and emotional well-being, which allows me to be a better all-around person in all areas of my life. I believe that our natural state is "good health," and by living the best possible lifestyle, I will enjoy a better quality of life.

Something we could all try to improve our health is to make a short list of the most important things we need to do (or not do) and read this list daily and keep working at it until these to-dos become a habit. Even if it's only one thing, it's important to start to change and enjoy your improved health.

Treasurer Russ Burns



Being a union officer, I have a very busy lifestyle. I had a busy schedule as a business representative and trustee, and am still adjusting to my new responsibilities as the union's treasurer. With that said, it has sometimes been difficult for me to focus on health. However, I do my best to stay healthy and have set some valuable goals for myself.

I am set on trying to maintain a more active lifestyle, eat a more nutritious diet, practice health prevention and lose weight. More specifically, I want to use the treadmill at least five days a week for 45 minutes, then do 150 sit-ups, as a strong core can help support your back and help you in other areas of your life. I will also continue my ongoing effort to eat a well-balanced diet that is low in fats, and to eat three times a day.

Reaching these goals will give me more energy, a better frame of mind and increase self-esteem – all of which will help me as a union representative.

The heavy work schedule that comes along with being an officer could make meeting these goals a challenge, but I believe that if I plan ahead, I can find time to exercise and ways to eat right.

Some things I already do in my life that I think have helped me stay healthy are drinking plenty of water, taking vitamins, getting plenty of rest, eating healthy meals and spending time with my family. Family support keeps me in a positive frame of mind, and I am motivated to stay healthy for the sake of my family.

I am lucky to have a family member in the medical profession, so when I have medical questions, that is who I often consult. I also have a family doctor that I see regularly for screenings and check-ups.

Practicing self-care is important for me in maintaining a happier and healthier life. I think each of us can benefit from incorporating self-care methods into our lives. It can save each Local 3 member and their family medical costs, and it could promote better motivation at work and in the home.



CREDIT UNION

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

More benefits through union unity

We hear the word "union" every day. It is a word that conjures up ideas of strength and unity. It also incites images of power, loyalty and reliability. "Union" represents a committed relationship centered on specific ideals. As Local 3 members, we know what the power of union brings. What you may not know is that there is another type of "union" which originated in June 2002. I am referring to the union of your Operating Engineers Local 3 Federal Credit Union with powerful, reliable insurance services, better known as Operating Engineers Insurance Services, LLC. Joined together were two goals: Local 3's desire to help its members obtain auto, home and life insurance easily and affordably, and your credit union's desire to benefit Local 3 members with additional services. Operating Engineers Insurance Services brings you the experience of a union credit union that has served Local 3 members and their families for 40 years, and the insurance expertise you need to make an informed decision.

In addition, more than 85 percent of the Operating Engineers Insurance Services staff holds more than 10 years of experience matching individuals with the right auto, home and life insurance carriers. More than half of the staff has more than 20 years of insurance industry experience. As a Local 3 member, you can benefit from this experience.

Many of you may have taken advantage of the credit union's ability to research new and used car pricing. You may have used this information to negotiate as an informed consumer at the dealership. Being an informed insurance shopper is important too. It's the best way to avoid the pitfalls of paying too much for premiums or

finding your insurance coverage falls short just when you need it most.

One of the first differences you may notice when you speak with your representative is how hard they work to understand your insurance needs. After speaking with you, your representative will research several well-established and reputable insurance providers. Next, your representative will report back to you. You'll learn about your insurance options in a no-pressure atmosphere. Unlike firms that represent only one or two insurance carriers, Operating Engineers Insurance Services can review your short-and long-term needs and then show you what the best carriers are offering. You get the information you need without having to do time-consuming legwork.

For more information about Operating Engineers Insurance Services, call (800) 700-7474, Monday through Friday, from 8 a.m. to 5 p.m. or visit www.oefcu.org.

The credit union welcomes your family members

Let your immediate family members know they can request an application for Operating Engineers Federal Credit Union (OEFUCU) membership online at www.oefcu.org. Member service representatives at any OEFUCU branch can help your family members get started with the benefits of credit union membership. As a full-service credit union, OEFUCU has products and services for everyone, from IRAs (Individual Retirement Accounts), to home equity lines of credit, to a new or used truck loan. Visit www.oefcu.org to learn branch locations or call (925) 829-4400 or (800) 877-4444.



ORGANIZING

By Ras Stark, Organizing Director

On-target organizing

You've often heard me say that organizers have to constantly adjust their strategy and tactics to fit an employer or industry. Well, the same is true for our overall organizing program. We need to constantly fine-tune it to make sure it's producing the maximum benefit for Local 3 members.

Recently, at the request of Business Manager John Bonilla, officers and key staff met to review our progress and set our direction for 2004 and beyond. A major outcome of this process was a decision to concentrate organizing efforts on our core industries: construction, rock, sand and gravel, heavy equipment shops and concrete pumping. Crane rental, surveying and testing and inspection will also receive our attention.

Every Local 3 District has been charged with the responsibility of developing organizing targets. Once identified, a targeting committee headed by President Bob Miller will review each district's targets. Every target also will be researched by Local 3's Research Department to determine if it is financially solvent. If so, the targeting committee will further evaluate its suitability as a target and whether we currently have the resources available to organize it. The committee will develop a recommendation for review and approval by Business Manager Bonilla.

Once approved by the business manager, the Organizing Department will develop a full-blown organizing plan for further review by the targeting committee and business manager. Once a final go-ahead is given, Organizing Department teams, working with districts, will conduct the organizing campaign.

Business Manager Bonilla and Local 3's officers believe that fine-tuning our organizing activity will result in better use of our Organizing Department resources and produce even better results for our membership. I'm looking forward to the successes that I know this local-wide effort will deliver.

With springtime approaching, I know that everyone is focusing on returning to work. If you are interested in working as a "salt" when work begins to break, give the Organizing Department a call at (916) 927-0719. We've got numerous targets lined up, and we could use your help. Thank you again for your active support and participation in Local 3's organizing efforts.





OE CAT

By Cindy Tuttle, Political Director

Shaping up for November

Thanks to the efforts of our CAT activists, the March primary election was mostly harmless for Local 3. From a state perspective, the election did not significantly hurt us or help us. The real battles were at the local level with city council contests, board of supervisor seats and bond measures. Locally, we had some close calls, minor wins and losses, and big wins in several key races; there were no significant losses. Overall, we're in good shape for November.

With the state's redistricting, most Senate and Assembly districts are "safe" Democrat or Republican. In those safe Republican seats, Local 3 supported some moderate Republicans, knowing that was the safest bet in a contest where a Republican was sure to win. We would rather have a Republican who might give us 20 percent to 30 percent of the vote than a Republican who is extremely conservative and would give us nothing.

Interestingly, one of our safest Democratic regions proved to be a real hot spot with two close state Assembly races. Bay Area voters in Assembly District 20 gave Alberto Torrico, Local 3's endorsed candidate, a decidedly split win with 32 percent of the vote. He was trailed closely by Tom Pico, who captured 28 percent of the vote and Dennis Hayashi, who won 23 percent.

Bay Area Assembly District 21 was our closest contest and a near upset. Local 3's endorsed candidate Ira Ruskin defeated strong challenger John Carcione by fewer than 350 votes.

Also on the ballot in the Bay Area was Regional Measure 2 (RM2), which raises state-owned bridge tolls from \$2 to \$3; the \$1 increase will go toward public transit projects in the area. Thanks in part to our phone banking efforts, RM2 passed with almost 60 percent of the vote. It is projected to raise \$125 million a year and fund more than three dozen projects.

In the San Jose area, longtime Local 3 friend and transportation advocate Manny Diaz was ousted in a close race by Elaine Alquist in Senate District 13. Because we endorsed Diaz, we will have to mend fences with Alquist. We will offer her campaign support through November and have already begun educating her on moving a workers' agenda.

It was a Sacramento City Council sweep as Local 3 supported winning councilmembers Kevin McCarty for District 6, the southeast portion of the city, and incumbent Sandy Sheedy in District 2, which encompasses North Sacramento. We scored another big win at the local level in Solano County when John Andres, a Local 3 business representative in the Fairfield District, was elected to the Solano County Democratic Central Committee in District 4.

In the presidential Democratic contest, California followed the national trend in supporting front-runner John Kerry. The Massachusetts senator won with a convincing 64 percent of the vote, compared to John Edwards' 20 percent. With the additional primary victories in nine of the 10 Super Tuesday states, Kerry will almost certainly be the Democratic presidential nominee facing George Bush in the November general election.

Until then there will be a big push to keep the primary election momentum going. Local 3 will be working in cooperation with the AFL-CIO, the California Labor Federation, Building Trades and our union brothers and sisters in other trades to support John Kerry for president. To run a successful campaign, we will need help from every Local 3 member throughout the next eight months. It seems like a long time from now, but November will be here before we know it. I challenge you to step up to the plate before it's too late.



FRINGE BENEFITS

By Charlie Warren, Director

How to read your pension statement

For all pension plan participants: Your pension statement provides important retirement information. Here's a guide to reading your statement.

Item 1 shows the number of hours reported for you for the plan year indicated. Compare these hours with your records, as they are an important factor in determining your pension benefit.

Item 2 shows the credit earned during the plan year and the dollars added to your pension for the year.

Item 3 indicates your total future credits and the monthly benefit through the plan year and payable at full retirement age for a normal, regular or service pension.

Item 4 contains important messages regarding your pension benefits.

For help with your pension statement, please call the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.

PENSION TRUST FUND FOR OPERATING ENGINEERS 1640 South Loop Road Alameda, CA 94502 (510) 271-0222		UNION TRUSTEES												
John Engineer 223 Main Street Hometown, CA 99999		J. Bonilla, Chairman	F. Herrera	T. Robert Miller										
		D. Corson	P. Herschbach	W. Powers										
		C. Doser	H. Lewis	R. Wise										
SOCIAL SECURITY NO. 000-00-0000 BIRTHDATE 6-19-42		EMPLOYER TRUSTEES												
		K. Walters, Co-Chairman	R. Doud	J. Humber										
		C. Bauer	T. Holzman	R. Pombo										
		G. Crosthwaite	E. Hulbee	R. Verduyssen										
Statement of Hours Reported														
Employer	YR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
XYZ Construction	02	125	150	160	160	160	200	215	160	200	120	120	80	1850
1														
CREDITS AND BENEFITS														
FOR YEAR ENDING										ACCUMULATED				
2 1.0 FUTURE SERVICE CREDIT \$210.13 BENEFIT										3 32.50 FUTURE SERVICE CREDIT \$3,857.00 BENEFIT				
ALL PENSION CREDIT INCLUDING PAST SERVICE CREDIT WILL BE VERIFIED AT THE TIME OF RETIREMENT														
FOR YOUR INFORMATION														
YOU ARE VESTED 4														
PLEASE REFER TO THE BACK OF THIS STATEMENT FOR INFORMATION REGARDING TRUST RECORDS AND REQUIRED BENEFIT DISTRIBUTION DATES.														
ADVISE THE TRUST FUND OFFICE OF ANY DISCREPANCIES ON THE BACK OF THIS FORM														

Self-Care for Health Care Tip of the month

In enacting the Self-Care for Health Care program, which is detailed on pages 4 and 5 of this month's edition of *Engineers News*, the Local 3 officers have made a commitment to battling rising health care costs by practicing self-care, and they invite you to join them in this effort.

As part of the Self-Care for Health Care campaign, the Fringe Benefits page of the *Engineers News* will include a self-care tip each month to keep you educated about maintaining good health. The following is a tip regarding high blood pressure.

Diet can help prevent high blood pressure

Genetics, excess weight and physical inactivity all contribute to people's increased risk for high blood pressure, or

hypertension. Adding more fruits, vegetables and dairy foods to your eating plan may help reduce that risk.

The DASH diet, or Dietary Approaches to Stop Hypertension, has been shown to help reduce blood pressure in people with normal and elevated levels. The DASH diet is an eating plan that adds foods to your diet rather than taking them away. It is rich in low-fat dairy foods, fruits and vegetables – all of which are recipes for lowering high blood pressure.

Consider following the DASH diet whether or not you have high blood pressure. Consult your doctor or dietetics professional to help you fit DASH into your eating plan.

Produced by ADA's Public Relations Team



UNIT 12 STATE CRAFT AND MAINTENANCE

By Flo Davis, Unit 12 Director

The union membership advantage

Frequently, the question is posed, "What are the benefits of membership in Unit 12?"

As a member, you can propose changes you believe necessary to better your working conditions, wages, hours or other terms and conditions of your employment. You also can vote on agreements or contracts negotiated with the state; non-members cannot.

You have representation by full-time union business representatives and the power of the union to protect and defend you in any discipline, grievance, arbitration or other issues occurring in your workplace.

You have an automatic \$3,000 life insurance policy, plus an additional \$3,000 Accidental Death or Accident Insurance policy in the event of your death or serious accident; these are of no cost to you.

You have access to the Union Lawyer Referral Service. This entitles you to the use of our panel of private attorneys for a free half-hour consultation and minor letter writing, if necessary. If you proceed or need defense in a legal action, the attorneys charge a reduced hourly rate to represent you.

You can attend union meetings, vote on union officers, vote on how the union should be run, vote on what it should be trying to accomplish and on what it should not be doing; non-members cannot.

You qualify and are eligible for appointment as a steward (if you want to become actively engaged in Unit 12 activities), for appointment to the unit-wide negotiating team, departmental safety committees and for appointment to any and all joint management-labor committees formed or activated; non-members do not.

You are eligible to participate, by payroll deduction, in union-sponsored group insurance programs (such as life, long-term disability, homeowner, automobile, cancer, catastrophic, mortgage, etc.); non-members are not.

You have access to the IUOE Credit Union, Visa cards, auto, boat, recreational vehicle, motor home, trailer, mobile home loans, home and personal loans, all at union interest rates; non-members do not.

You have access to discount tickets to major vacation and recreation parks (such as Disneyland, Water World, Knotts Berry Farm, Winchester Mystery House and others).

You will receive the newspaper, the *Engineers News*, with the latest updates on court cases, unfair labor practices, legislative bills being introduced that could adversely affect you, bills that are introduced to benefit you and the "news" of the unit; non-members will not.



TECH NEWS

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

The complexities of concrete

Because so many factors interact to affect the ultimate quality of concrete, it has earned a reputation as one of the most variable construction materials. Quality assurance during concrete production and placement should be employed to reduce the number of variables so the desired concrete quality and performance can be achieved. Quality assurance services can be divided into two easily recognized categories or activities:

1) The performance of standard tests to obtain data demonstrating that the delivered concrete was produced to the quality specified. These tests may include measurements of the mix temperature, slump, air content and unit weight.

2) Observation of the construction practices during placement. Additional quality assurance services during jobsite construction may include observation of construction practices during finishing and curing. Essential services may also include observation of the concrete batching at a central plant.

These quality assurance objectives can best be achieved by qualified special inspectors who diligently exercise judgment in following the duties listed below while under the direct supervision of the materials engineering laboratory.

Observation duties of qualified special inspectors

A. Documents

1. Review the approved plans and specifications.
2. Verify that the class of concrete ordered is being delivered and conforms with specifications, drawings and/or code requirements.

B. Observation procedure

1. Check forms for cleanliness and proper treatment before placement.
2. Visually estimate the slump of each batch delivered and perform slump tests regularly.

3. Determine concrete temperature, number of mixing revolutions and/or length of time since batching.
4. Observe placement procedures for evidence of segregation, possible cold joints, displacement of reinforcing or forms and proper support of embedded items, anchor bolts, etc.
5. Inspect for proper compaction and consolidation.

C. Sampling and testing duties

1. Sample and test fresh concrete for the following (or as stipulated by plans and specifications):
 - a) Slump
 - b) Entrained air
 - c) Temperature
 - d) Wet unit weight when required
2. Sample concrete and prepare test cylinders in accordance with ASTM C31.
3. Field sampling and testing of concrete should be performed by a qualified technician, certified as an ACI - Grade 1 Concrete Field Testing Technician.

D. Reports

1. Submit written progress reports describing the tests and observations made and showing the actions taken to correct non-conforming work. Itemize any changes authorized by the architect or engineer. Report all uncorrected deviations from plans or specifications.

Note: Unless otherwise contracted for, concrete observation may not include verification or reinforcing, embedded items, form dimensions and alignment, finishing or curing procedure.



Techs in the field

Chairman Joel McCarthy, Party Chief James Hochgraef and Apprentice Debby Hannas work on a survey crew for Mark Thomas Company in Soledad, Calif.



Above: Four-year member Mario Giovannetti helps 4-year-old daughter Aria and 5-year-old Emilee Davenport exit from the operator's seat of a dozer. At left: Terri Rodriguez assists Viola Simmons, wife of 55-year member Jack Simmons, who is testing her antioxidant levels with the BioPhotonic scanner.



Building on strong foundations

Bonilla emphasizes union history, training, organizing, politics and member involvement

Story by Heidi Mills

Photos by Heidi Mills, Kelly Walker and Dominique Beilke

An impressive display of high-tech heavy equipment greeted more than 2,000 Local 3 members and their families for the union's first Semi-Annual meeting of 2004 on March 14 at the Solano County Fairgrounds in Vallejo, Calif. A few steps away, inside Exposition Hall, technological advances of a different sort awaited the membership. Though the Health Care Division's health fair appeared much like previous Semi-Annual health fairs, there were innovative new medical devices present: the BioPhotonic scanner and the carotid artery ultrasound. These devices, both on the cutting edge of non-invasive medical technology, were available for use at no cost to the membership and their families.

Pharmanex' BioPhotonic scanner provides immediate evidence of antioxidant activity in the body with the painless touch of a laser. The artery ultrasound, a leading tool in stroke prevention, measures the amount of plaque buildup in the carotid arteries — it was sponsored by RxAmerica. With help from trained medical technicians, members spent the morning checking out these and other health screenings. They also spent time chatting with old friends and speaking with Local 3 staff and affiliates about current benefits, resources and union activities.

Around noon, most members chose their seats for the meeting and ate their brown-bag lunches under a colorful array of banners that hung from the ceiling; others took their lunches outside. The meeting began promptly at 1 p.m. when Local 3 President Bob Miller asked the audience to stand for the presentation of the colors.

Standing, the crowd watched in silence as Local 3 members from the San Francisco Deputy Sheriffs' Department, Sgt. Stephen Tilton and Deps. Michael Svhalin and Ken Devin, walked the American and state flags to the stage. Miller then led the audience in reciting the Pledge of Allegiance, which was followed by a heartfelt rendition of the National Anthem by Local 3 member Dwayne Wright. Members remained standing as the president officially called the meeting to order.

After initiating a round of applause for the color guard and Wright, Miller welcomed all Local 3 members, districts, departments and divisions to the union's first Semi-Annual meeting of 2004.

The first order of business was the examination of dues cards by Local 3 Conductor Fred Herschbach and the officer roll call by Rec. Corres. Secretary Rob Wise. Miller continued the meeting with the reading of the amount of per capita tax paid by Local 3 to the International Union of Operating Engineers for the months of July 2003

through December 2003. Treasurer Russ Burns read the Semi-Annual report of Certified Public Accountants, and the motion to accept the CPA report was moved, second and carried.

The union's business reports were followed by the reading of the minutes from the previous Semi-Annual meeting held Sept. 14, 2003. Rec. Corres. Secretary Rob Wise gave the report, and with no additions or deletions, the minutes were filed as read. Wise proceeded with the general report of the Executive Board, covering topics of interest discussed at the union's Executive Board meetings from July 1, 2003 through Dec. 31, 2003. With no unfinished business or new business, Business Manager John Bonilla announced the event's honored guest speakers: Dale Marr, Tom Stapleton and Don Doser.

"We have the three business managers of the past 30 years here together today," he said. "They are a major part of the leadership of Local 3, and I believe this part of our history needs to be talked about today."

Bonilla then asked the audience to welcome honored guest and Local 3 business manager from 1973-1982, Dale Marr.



Business Manager John Bonilla introduces former Business Manager Dale Marr.

A salvaged non-union job

After a warm round of applause, Marr greeted the members, the current and past officers, Local 3 staff and the Marr family members in the audience. He proceeded with a story depicting his administration's role in turning the biggest non-union job let in America into a union job. Taking the audience back several years to Atlanta, Ga., Marr explained the job for the city's rapid transit system was bid and won for \$8 billion-plus by non-union contractors based in California and Hawaii.

When Local 3 got word there was not one union member on the job, Marr said he took matters into his own hands, and backed by the union's attorneys, scheduled a meeting with representatives from the non-union companies.

Marr said that at the meeting, he gave the employers his word that if the job was not put on a project labor agreement, he was going to shut down every job in Local 3's jurisdiction. Frantic at the possibility of a walkout, the employers believed him, and at their next meeting, Marr said the employer's attorneys complied with his request to arrange a project agreement.



After registering, a member drops his ticket into the raffle bin.

continued on page 10



President Bob Miller shares a laugh with a member.



After his speech, Business Manager Emeritus and International Vice President Don Doser exchanges a handshake with Business Manager John Bonilla.



Future operator Michael Arellano receives his first dozer lesson from his father, Michael.



Forty-eight-year member Tom Flanagan. Marie, wait for the meeting to begin.



Vice President Frank Herrera talks with 40-year member Russell Bierzina and friend.



Rec. Corres. Secretary Rob Wise listens to a member after the meeting.



Financial Secretary Harold K. Lewis welcomes former Business Manager Tom Stapleton to the stage.



Treasurer Russ Burns stops to talk to member Bruce Lockwood as he explores Expo Hall.

continued from page 9

"It was the biggest job that was ever salvaged from the non-union element," Marr said proudly. "They [employers] made a lot of money, our people made a lot of money and I went home happy that my word was good."

The audience responded to Marr's closing remarks with loud applause as Bonilla thanked the former business manager for his insightful words. Bonilla then introduced the next speaker, Tom Stapleton.

Politics of the past, present and future

After thanking the audience for its enthusiastic support, Stapleton began his speech by pointing to the similarities he said he's noticed between his administration, which served from 1982-1996, and the current Local 3 administration.

"John's got a great bunch of officers, and when I took over, I had a great bunch of officers," Stapleton said. "That's what it takes; it takes a team. Our whole thing was based on being the best, and we're still the best!"

Turning his attention to national politics, Stapleton shared his thoughts about the Bush Administration's negative impact on the economy.

"He [Bush] doesn't see anything the matter with being in debt trillions of dollars," Stapleton said. "I don't know how long the members and the people of this country can afford people like that. I read the other day there are 100,000 more millionaires in this country because of his tax breaks. None of them came out of the rank and file. None of them are middle class."

As for the thousands of new manufacturing jobs Bush claims he's created, Stapleton said the president is falsifying the record. The former business manager said those "manufacturing" jobs are not good, high-paying jobs, but rather low-wage fast food jobs. The deterioration of our national economy affects us all, he said, our kids' futures included.

"I tell you what happened to me the other day ... we got a check, it was a refund check for the car license fee, and the same day I read in the paper how many schools have dropped their programs for sports," he said. "This is criminal, I said to my wife. This check should go to schools or someplace!"

As the crowd roared in approval, the former business manager apologized to the crowd for preaching, then transitioned to his final remarks on the hot-button topic of prescription drugs. He said the drug companies are making a killing because our leaders in Washington don't have the courage to stand up to them, and we're paying for it.

"We've got to get people in there [Washington] who have enough guts to fight for us!" he exclaimed. With a final word of thanks, Stapleton reached for his hat and waved goodbye to the cheering crowd.

Tradition of service continues

Thanking Stapleton for his speech, Bonilla approached the podium to introduce his longtime friend and the event's final guest speaker, Business Manager Emeritus and International Vice President Don Doser.

Said Bonilla, "He's a member's president and business manager; he's our International vice president still; he's in a transition period with me; he'll be here through July - I want to welcome my good friend, your good friend, Don Doser."

The former business manager received a standing ovation from the crowd.

When the audience settled in their seats, Doser said he was proud to have the opportunity to discuss the strides the union had made in organizing, training and politics during his tenure as business manager, from 1996 through 2003.

First, he focused on organizing and said Local 3's \$2-million commitment to organizing achieved 800 new members a year.

"Bonilla and these officers are going to keep that momentum going," Doser said.

Next, he encouraged journey-level operators to stay active, explaining that a better-trained membership would have more power and the ability to negotiate better contracts for the membership to remain politically active, because of the nation's president.

"Bush is trying to eliminate the 40-hour workweek with no overtime. Can you believe that?" Doser asked.

He warned that if the 80-hour week without overtime law, it would eventually filter down to the union's contract. Former President Reagan knocked out the eight-hour day.

"We must change congress and get rid of Bush," Doser said. "Fortunately, we have enough people back in Washington. But Davis Bacon means nothing in some states, they don't have prevailing wages there."

He said wages are always lower in right-to-work states. "We don't have prevailing wages or decent training programs. Operators are paid \$8 an hour."

Citing a study conducted with the federal government, Tom Stapleton, Doser said California can build highway with its labor costs than the \$8-per-hour states clear across the country.

"That's because of you guys and the skills of operating a local union," he said, triggering a loud response from the crowd.

The former business manager warned that the future of the union will depend on how things unfold in the legislature, particularly with Arnold Schwarzenegger and the highway bill recently passed by the Senate. He closed with words of thanks for Tom Stapleton and the current officers for their continued commitment to the union.

"I believe John Bonilla is going to make a great business manager," Doser said. "He's got a great team of officers, and I hope to be behind them."

His speech ended as it began - with a standing ovation.

State of the union

All eyes focused on President Bob Miller as he settled in to introduce the next speaker.

"I am proud to introduce the first business manager to the apprenticeship program," the president said. "Please join me in welcoming the seventh business manager in the history of Local 3, our own John Bonilla."

The crowd erupted in applause. After it quieted, Bonilla addressed the union by thanking Dale Marr, Tom Stapleton and Don Doser for their speeches and for their work in building a strong union. Bonilla stressed the importance of looking back on the past to better formulate the union's future.

"I'm going to talk today about our future, but first I want to understand that it's an honor and a privilege to serve as business manager, and I thank you very much for that," he said.

Bonilla reported that although construction hours are down, he is preparing for lean times ahead. In preparation for the future, Bonilla said the union has been working in cooperation to organize a meeting with Gov. Schwarzenegger. He acknowledged that the union will need help from the membership to achieve its political goals.



and his wife,



Business Manager John Bonilla thanks former Business Manager Dale Marr for his insightful speech.



Joey Acevedo and Joint Apprenticeship Committee Instructor Denis Monzon adjust a GPS sensor.



President Bob Miller, Rec. Corres. Secretary Rob Wise and Financial Secretary Harold K. Lewis join the lucky raffle winners for a picture.

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"We can say all the bad things we want about Gray Davis, but when Gray Davis was there, he didn't suspend Proposition 42, he borrowed money from it, with the right to pay it back later. Arnold Schwarzenegger has suspended Prop. 42, and as you well know, once you suspend something, it's pretty tough to get it back."

In addition to Prop. 42, he said Local 3 is fighting to restore the almost 150 labor commission appointments Schwarzenegger is working to eliminate.

"I never have watched a terminator movie, but I believe in my heart that Arnold Schwarzenegger, our governor, is trying to terminate Local 3," Bonilla declared. "Are we going to stand by and let that happen?"

The crowd answered with a thunderous, "NO!"

Bush on the attack

Turning from Schwarzenegger to George Bush, the business manager discussed the issues facing the union at the national level. He said the president has been attacking Davis Bacon, daily overtime, project labor agreements and in the last three years, under his guidance, 2.6 million Americans have lost their jobs.

"His record in February was 21,000 jobs - that's pathetic; that is absolutely pathetic," Bonilla insisted.

We have an opportunity in November to turn things around and "get someone in Washington who cares about something besides ... outsourcing jobs." And, he added, "There shouldn't be another citizen in the United States of America that loses his job to outsourcing besides George Bush!"

The audience cheered in agreement.

Health and welfare

Continuing his discussion of the president, Bonilla said the Bush Administration is allowing the nation's medical inflation rate to spiral out of control to 17 percent, compared to a negative 1 percent when Clinton held office.

Though Bush is doing nothing, Bonilla said, the basic craft alliance - the carpenters, laborers and operating engineers - is working hard to offset high health costs by crafting better deals with its actuaries. In addition, he said Local 3 is auditing ATPA, the organization that administers the health and welfare fund, as well as the union's actuaries, to make sure they are doing what's best for the membership. He then assured the membership that Local 3 will make only safe investments.

"You look all over the country, and people have lost their pensions," Bonilla said. "We're nowhere near that. We have a good pension fund that's strong. We need to get this stock market turned around so we can get the actives and retirees more increases."

After a hearty round of applause, the business manager explained that the union would not be swayed by promises of better drugs, better deals with actuaries and better investments until whoever is making those promises puts their name on the line.

"Before we make any changes, we're going to make sure it's right, and the investments are safe and that there are guarantees" he said. "You'll never have to worry about this bunch up here doing something wrong."

Bonilla told the membership they can help the union fight the health crisis by switching from brand-name prescription drugs to generic, using PPOs and voting for pro-worker candidates. He also encouraged them to attend their upcoming district meetings and retiree meetings for an informative power point presentation on Health and Welfare.

Not all doom and gloom

Long-term planning was the next issue covered by the business manager. He highlighted some of the changes that he and the officers recently implemented, including the difficult decision to downsize staff and withhold raises from all Local 3 employees.

"We've always been able to get a raise over the past five years because the economy was good," he said. "In January, the staff did not get a raise. When construction guys get a raise in July, that's what the staff of Local 3 will get. If you take a hit to health and welfare, we take a hit to health and welfare."

Although times are tough, Bonilla acknowledged the outlook is not all doom and gloom.

"We've done some good things in the last three to four months carrying on what Don started with the basic craft alliance," he said. "I'm pleased today to say the carpenters, laborers and operating engineers are finally hooked at the hip. We're moving forward to organize together, to lobby together, to get better health and welfare rates together and pull together on the jobsite."

He predicted private work would continue as long as interest rates hold steady. In the valley, he said, Teichert has \$300 million in projects left over from last year and DeSilva Gates, which recently purchased a fleet of scrapers, has moved into the Sacramento Valley.

He also shared good news from the Public Employee Division, which recently signed County Employees' Management Association to full membership, a move that added \$10,000 to the union's monthly revenue.

Together, we will prevail

In closing, Bonilla reiterated the importance of member involvement and declared the union's greatest danger is members who stand on the sidelines.

"Our greatest asset is our membership; we've got to be involved," he said. "This is your union; it doesn't belong to me or anybody up here or anybody in the past - it's all of our union, and we've got to work together to make sure it's right and stays right."

To end his speech, Bonilla said the union will remain committed to organizing, politics and training and keep service to the members its first priority. He thanked his staff for the outstanding job they did in planning the Semi-Annual and added that he was proud to be leading such an experienced group of officers.

"It was a team of officers in the past that kept this union strong," Bonilla said. "They had to put their fight aside and work as a team for the membership. I can promise you, we're going to do the same thing here without a doubt. Even though times are tough ahead, we have opportunities. It's up to us to seize the opportunities. I'm up to the task, and I know I can count on you. Together, we will prevail, and I thank you very much for coming today."

Local 3 would like to thank the following dealers and vendors that contributed to the equipment display at the March 14 Semi-Annual meeting.

Nortrax Equipment Company, John Deere Equipment Dealer • Peterson Tractor Company, Caterpillar Dealer • Shanahan Equipment Company, Komatsu Dealer • Kalmar AC, Komatsu Lift Trucks • Bigge Crane & Rigging • Bragg Crane & Rigging • Sheedy Crane • Golden Gate Crane • Tri-Valley Crane Service • Commercial Power Sweep • Syar Industries



INSIDE NEGOTIATIONS

By Frank Herrera, Vice President

Message sent, loud and clear

After going 20 weeks with no paychecks, UFCW members in Southern California celebrated a long-awaited conclusion Feb. 26 when they voted with an 86 percent majority to ratify an agreement affecting 70,000 grocery workers at nearly 900 stores.

By staying united, and with the support of millions of people and numerous organizations across the country, including Local 3, these workers made a powerful statement.

Presidential candidate Sen. John Kerry, who also joined the picket lines, said of the workers, "I honor these hard-working men and women for taking a stand on behalf of workers everywhere in the fight for national health care reform ... No worker should ever have to stand on a picket line

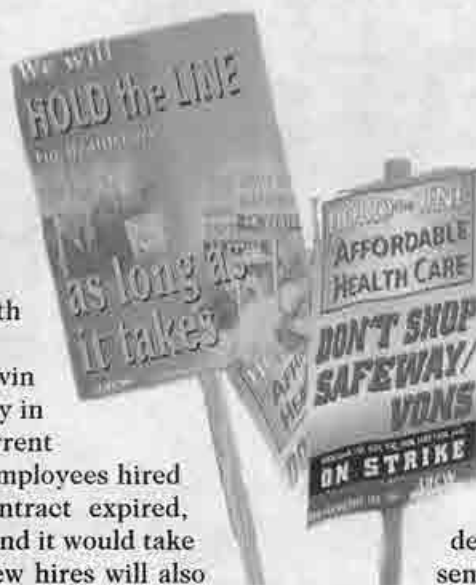
in order to provide quality health care for their family."

Although the agreement is a win for many, it has its flaws — mainly in separating new workers from current workers. Under the agreement, employees hired after Oct. 5, when the old contract expired, would receive a lower wage rate and it would take them longer to receive raises. New hires will also have a separate, "basic" health plan. Current employees will not have to pay weekly premiums in the first two years of the contract, but could end up having to pay \$5 a week for individual coverage or up to \$15 a week for family coverage in the third year. Under the previous contract, workers

paid no monthly premiums for health benefits and a \$10 co-pay for doctor's visits and prescriptions.

The agreement is not what the workers had hoped for, but the strong will and determination of these workers sends a message loud and clear to our nation's employers: Workers will not stand for sub-par health care benefits.

I commend the UFCW workers for their perseverance and strength. They endured a long, tough road, and if they need our support in the future, we will be proud to stand beside them.



RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operators

By Curtis Brooks, Director

Women in the trade

It's not very often the Rancho Murieta Training Center has the opportunity to feature women in apprenticeship. It's not because there aren't any. In fact, women make up more than 10 percent of the total number of active apprentices. While that's not a staggering figure, it does mean the door is wide open for recruitment.

Recently, one of our apprentices, Lori Bracco, was uniquely honored by the California Office of Education's Office of Workforce Development for her achievements in what is considered a "non-traditional" career for women. Dr. Mary Lou Naylor, a consultant for the Office of Workforce Development, presented Bracco with the national Breaking Tradition Student Achievement Award from the Career Technical Education Equity Council (CTEEC) Feb. 24. Bracco earned this distinction because she is an exceptionally hard-working individual who cares about herself, her union and her employer.

Bracco, now a journey-level operator, entered the Operating Engineers JAC Apprenticeship Program June 21, 1999. Her first dispatch was to Teichert Construction in August 1999. She was employed by four other employers throughout her apprenticeship: Nordic Construction, Kiewit Pacific Construction, Goodfellow Brothers and C.C. Meyers. Her personal and professional attributes made her a hands-down choice to be featured in the Operating Engineers apprenticeship recruitment video.

Bracco has been a Community Action Team (CAT) captain and an active participant in the CAT program. She is an upbeat person who can make anyone smile. It didn't matter what the job was or how hard the challenge, she went above and beyond the call of duty. Her attitude and desire to succeed is overwhelming. She is a role model for women in the trades and defines what it takes



From left: Senior Apprenticeship Coordinator Tammy Castillo and Journey-level Operator Lori Bracco.

to be an Operating Engineer. We are all proud of her and glad to have her on our team.

Bracco expressed thanks and appreciation to her guardian angel, Mary Lou Naylor, for believing in her; the Operating Engineers for giving her the opportunity; and Bud Schyder, her foreman at Kiewit Pacific, for recognizing her abilities and having the patience to train her. She also thanked Kiewit Pacific for employing her and making her a part of its family, as well as family and friends who encouraged and stood by her.

Another woman in the trade I want to recognize is Tammy Castillo, former apprentice, now senior apprenticeship coordinator. Her hard work, diligence and willingness to go the extra mile have proven essential to the success of the apprenticeship program. Her foresight

contributed to JAC staff receiving service award recognition at the 2004 Winter Training session.

Congratulations Lori and Tammy for being an inspiration to your fellow Operating Engineers.

APPRENTICESHIP GRADUATES

Anatoli Gayduchik	Heavy Duty Repairer	Sacramento	March 1
David Moon	Construction Equipment Operator	Fresno	March 1
Rodolfo Valle	Construction Equipment Operator	Oakland	Feb. 25
Keith Hochstrat	Heavy Duty Repairer	Sacramento	Feb. 9
Noe Flores	Construction Equipment Operator	Oakland	Feb. 3

FROM REDDING

Market share increases with addition of new signatories

District 70 welcomes American Concrete Placement and EcoSweep to the Operating Engineers Local 3 family of signatory contractors. The signing of these contractors gives us market share in two areas where we had no local signatories. Again, welcome Jeff and Nicole Elder of American Concrete Placement and David and Noelle Shaw of EcoSweep.

On the work side, a few jobs are bidding in the area. Steelhead Construction picked up two bridges in Trinity County, and Shasta Constructors picked up a bridge in Colusa. Ron Hale Construction has an emergency slide job at Conant Road in addition to the Lake Boulevard bike path. JF Shea was awarded the North Market Street job.

Some contractors are working despite the rain. Shasta Constructors is busy on the I-5/Riverside Bridge, Meyers Earthwork works in Grenada and Shasta County Fairgrounds, as weather permits, and Dalecon put some members back to work at the Redding Sports Park.

District Rep. Jim Horan and the Redding District staff thank all Community Action Team members for the hard work they put into phone banking and precinct walking. If we are going to change the political makeup locally and statewide, it is through the hard work and dedication of our members.

As we go back to work, please be safe and have a good year.

FROM UTAH

Construction pace quickens, but overall hours down

Construction in Utah is picking up the pace now that the winter months are tapering down. Even as we battle some light snowfall and rain, Ames Construction is working around the clock to move 2.3 million yards of dirt in Grantsville, Utah. With four dozers, eight scrapers, two blades, a compactor, a loader and more equipment being moved onsite, operators have moved about 16,500 yards per shift. With skilled Operating Engineers at the controls, we have no doubt Ames will stay on schedule. W.W. Clyde is back at Rosecrest in Herriman, Utah, and at the point of the mountain.

Granite Construction anticipates employing several additional operators on the 7800 South Project, with a mid-March start date. Wheeler Machinery and H & E Equipment are showing a strong first quarter by recalling laid-off members, and they look forward to a productive year.

Though things look better than they have in the past few years, hours are down. We in Utah know there needs to be a major change in the political base. Please be involved in all upcoming elections to make sure those who run this country realize we need a strong labor force.



Kraemer proudly displays an OE3 banner at its downtown project.

FROM EUREKA

Tasty crab and live music make for good time at annual feed

More than 350 people attended the Eureka Crab Feed at the Eureka Elks Club Saturday, Feb. 14. Bob Martinez, president of the Eureka Police Officers' Association, performed with his band, Mr. Squid. A good time was had by all. Raffle prizes included wines provided by the Rohnert Park District and a Local 3 buckle

donated by the Reno District, along with numerous other prizes. Retiree Bob Danner took the first-place prize, a 24-inch television. Everyone noted the crab was especially good this year. If you have never attended one of these feeds, you should put it on your calendar for next year.

Please remember, the time capsule from the

old 2806 Broadway site will be opened at the next retiree meeting in Eureka, which is April 20 at 2 p.m. at the Red Lion. Business Manager John Bonilla, Fringe Benefits Director Charlie Warren and the Retiree Association invite active and retired members to attend the opening. Let's see what was happening 50 years ago.



Retiree Denny Reynolds finishes his meal with his daughter-in-law, Tina, and great-grandson, Alexander.



Eureka E-Board member Mike Johnson and his wife, Mary Jane, enjoy the feast.



District Rep. Brian Bishop enjoys a laugh with Assemblywoman Patty Berg and Arcata City Councilwoman Connie Stewart.

FROM SACRAMENTO

Projects wait for rain clouds to break

The rains have slowed work, but on the other hand, Caltrans members are busy removing snow. There are about 400 Caltrans workers on the hill working hard to keep roads open.

Dirt work around Yolo County and Sacramento is in typical winter form, very slow. The work picture looks good in the Sacramento area. Private work is still going strong.

Granite started work on the Jefferson Street project. It has MCM driving sheets. Bickford Ranch, off of Sierra College and Hwy. 193, should be up and going in early spring, if the proper permits are granted. Teichert, Kiewit, Ford and DeSilva Gates are busy in Lincoln Crossing and Del Web.

The ready mix this year is stronger than ever.

Teichert, Central Concrete and RMC look forward to a great year. Work around Hwy. 50 is pretty slow, but there is some work. Rados continues to plug away on Sunrise and Folsom Boulevard. Kiewit, Herzog, Viking Construction and Azteca push through the rains as well.

The Rancho Seco power plant has about 25 operators working with FruCon. They are well on their way with the gas-powered plant.

Teichert is hit and miss with the rains, though it is rocking a few jobs when the weather permits. Teichert's Perkins plant and the Granite plant are busy crushing rock. Both companies expect a good year.



Members get instructions before the Feb. 21 precinct walk for Sandy Sheedy.

All rock, sand and gravel plants are working. Most are working only eight hours on one shift, building stockpiles and catching up on repairs. When the weather breaks, they will be back to two shifts.

Balfour Beatty is still working on the water treatment plant by Sac State. It is slow right now with only two operators, but the company should add more operators as the project moves forward. Balfour Beatty finished the water intake job near Old Sacramento. You can now see the finished project; it's right on the bike path along the river.

It should be another good year around Sacramento when the weather breaks.

We thank the volunteers who helped with the politics this election season. It has been wonderful working with you. Have a safe work season.

*In memory***Dennis "Tiny" Freeman**

It is with great fondness that Local 3 will remember friend Dennis "Tiny Kingpin" Freeman, who passed away in Sacramento, Calif., Feb. 20, 2004. Freeman's career in Local 3 began when he joined the apprenticeship program in 1971. By 1976 he was a journey-level equipment operator, and he continued working for the union for 32 years operating loaders, scrapers, compactors and any other piece of equipment the job required. Freeman served on the local's Grievance Committee and Political Action Committee for several years.

Freeman was a 1967 graduate of Washington High School in West Sacramento, Calif. In addition to his love for heavy equipment, he had many other interests, including music, sports, airplanes, ships and trains, and he had a passion for collecting old watches.

Dennis Freeman will always be remembered by his union brothers and sisters as a spirited, fun-loving and caring man who took great pride in his work.

Services for Dennis Freeman were held in West Sacramento, Calif., March 6. Donations can be made in his honor to the American Heart Association.

FROM HAWAII

Kiewit to start improvements on island crossroad

Local 3 contractor Kiewit Pacific is poised to start the first phase of improvements for Saddle Road on the island of Hawaii. The federal government built an access road to the Pohakuloa Army Base on the Big Island of Hawaii in 1942. Known now as Saddle Road, it belongs to the state and is an important cross-island link between east and west Hawaii. It is the shortest route between the east and west and is widely used by island residents and sightseers despite its condition. The poor pavement and inadequate shoulders encourage motorists to drive in the center of the road. This narrow, winding, barely two-lane road has steep grades, inadequate drainage and a high accident rate.

This project is worth about \$11 million and is phase one of three or four phases. Of the \$700 million the Army will spend on expansion projects in the state of Hawaii, Saddle Road improvements will use about \$60 million to improve traffic conditions and separate military and civilian traffic on this project.

Poor pavement conditions and inadequate shoulders on Saddle Road contribute to high accident rates and heavy traffic.



Above: The Saddle Road pre-job conference. From left: JAC Rep. Gordon Guererro, ARP Rep. Ernie Reese, Stabilization Fund Rep. Allan Parker, Business Rep. Bruce Brumaghim, District Rep. William K. Mahoe, Laborers Oliver Kupau and Cleighton Saguibo, Kiewit Area Manager Jamie Wisenbaker and Project Manager Josh Domme.

Members complete 40-hour Hazmat class in Kona

From left: Donovan Pavao, Bruce Beaudet (in Level C ensemble), Steven Grace, Lot Grace, Aaron Uemura (in Level B ensemble), Michael Akau, Taylor Kapuniai (in Level A ensemble), Thomas Soares and Big Island Business Rep. Bruce Brumaghim.



Matthew Weller and Barry Smith review their team's problem in front of the class.



On four consecutive weekends, 42 members in Kona, Hawaii, completed a 40-hour Hazmat class.

HONORARY MEMBERS

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

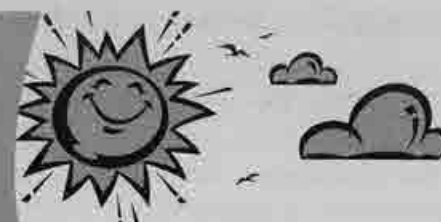
Russell Brooke	1364972
Ronald Chamberlain	1154326
William L. Fenex Sr.	0851233
Dale Gueths	1021215
Joe Martinez	1363233
Louie A. Rossi	1203474
Hank Sahr	1364707
Tommy Sevidge	1087727
Taylor Thorpe	1133450
Richard Wilkes	1277934

Health Care Presentation

For valuable information regarding the national health care crisis and how it affects us all, be sure to attend your district and Retiree Association meetings now through the month of May.

Scholarship opportunity

If you are interested in applying for a scholarship awarded by the California Labor Federation/ AFL-CIO, please see the Federation web site, www.calaborfed.org, for more information.



Retiree Picnic

Don't forget to mark your calendars for the upcoming Retiree Picnic to be held at the Rancho Murieta Training Center Saturday, June 5.

Come up Friday afternoon and stay until noon Sunday if you wish. There is plenty of parking for your self-contained motor homes and trailers. Once again, Local 3 will pick up the tab for this event. Unless it's necessary for you to be driven, please bring only one other person to this event. We'll see you there.

Leave a legacy, provide a future

Have you ever thought you would like to be remembered or that you would like to leave something behind; something that would impact lives?

If these thoughts have ever crossed your mind, here is something you may want to consider: You have the opportunity to make a solid impact on a student's future. It's simple. Any organization, member or signatory employer interested in helping a Local 3 member's child attend college by making a donation to Local 3's scholarship fund can opt to have that donation earmarked for a scholarship awarded in their name. You can choose to establish a one-time scholarship or one that is awarded every year; it's all up to you. You can put your name on a Local 3 scholarship for a donation of \$500, \$4,500 or \$6,500.

Local 3 is proud to introduce the Thomas Morton Foundation as the first organization to make this commitment. The Morton Foundation donated \$25,000, which will be awarded over a five-year period for \$5,000 a year. In December 2003, the Thomas Morton Foundation became the first founding member of the Emeritus Circle, a partnership of organizations interested in supporting the union's scholarship foundation.

After nearly 40 years of awarding scholarships to college-bound dependents of Local 3 members, this is just one development in the union's quest to expand its ever-growing scholarship program.

As the demand for meaningful scholarships has exceeded means, Local 3 has developed even more fund-raising opportunities. In 2003, members had the opportunity to take a cruise to Alaska; \$50 was automatically donated to the scholarship fund for each person who booked the cruise with Local 3. Members will again have this opportunity by joining Local 3 on a cruise to Mexico in January 2005.

Since 1996, a primary source for funding scholarships and growing the scholarship program has been the T.J. Stapleton Invitational Golf Tournament. The 2003 tournament, held Oct. 6 at the Chardonnay Golf Club in Napa, Calif., raised about \$43,000.

Local 3 members have become increasingly involved in growing the scholarship program. Members have played an important role in

supporting the scholarship by sending donations directly to the fund and participating in events that raise money for the fund like the Stapleton golf tournament. Members also have the option of honoring Local 3 by leaving scholarship contributions in their will or living trust. The following is an example of how one can remember Local 3 in his or her will.

I, _____, give, devise and bequeath to the Operating Engineers Local Union No. 3 Scholarship Foundation (Tax I.D. No. 94-3365632) the sum of (\$) _____ dollars.

If your organization would like to join the Thomas Morton Foundation as a founding member of the Emeritus Circle, if you would like to donate to the scholarship fund, or if you have questions regarding the fund, please contact the fund administrator, Rec. Corres. Secretary Rob Wise, at (510) 748-7400.



☐ **Yes!**

I would like to support the 2004 Operating Engineers Local 3 Scholarship Fund.
Enclosed is my contribution in the amount of:

☐ \$20 ☐ \$50 ☐ \$100 ☐ Other \$ _____

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Clip out & mail to: Robert L. Wise

Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Rd., Alameda, CA 94502

Retiree Association Meetings

The officers of Operating Engineers Local 3 look forward to joining you and your spouse at the Retiree Association meetings. Please see the schedule below, and plan on attending your next meeting.

AUBURN

Thursday, April 1 10 a.m.
Auburn Recreation Center - Lakeside
3770 Richardson Drive
Auburn, CA

SACRAMENTO

Thursday, April 1 2 p.m.
ILWU Local 17 Hall
600 4th St.
West Sacramento, CA

OAKLAND**

Wednesday, April 7 10 a.m.
Oakland Zoo - Snow Building
9777 Golf Links Road
Oakland, CA

FAIRFIELD

Thursday, April 8 2 p.m.
Operating Engineers Building
2540 North Watney Way
Fairfield, CA

CONCORD**

Tuesday, April 13 10 a.m.
Concord Centre
5298 Clayton Road
Concord, CA

MODESTO

Thursday, April 15 10 a.m.
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON

Thursday, April 15 2 p.m.
Italian Athletic Club
3514 Cherryland Drive
Stockton, CA

EUREKA

Tuesday, April 20 2 p.m.
Red Lion Hotel
1929 4th St.
Eureka, CA

REDDING (meeting & potluck)

Wednesday, April 21 1:30 p.m.
Frontier Senior Center
2081 Frontier Trail
Anderson, CA

YUBA CITY

Thursday, April 22 2 p.m.
Sutter-Yuba Board of Realtors Building
1558 Starr Drive
Yuba City, CA

FRESNO

Thursday, May 6 2 p.m.
Cedar Lanes
3131 N. Cedar
Fresno, CA

RENO

Thursday, May 6 2 p.m.
Operating Engineers Building
1290 Corporate Blvd.
Reno, NV

SAN FRANCISCO - SAN MATEO

Thursday, May 13 10 a.m.
Machinists Hall
1511 Rollins Road
Burlingame, CA

NOVATO

Thursday, May 13 2 p.m.
Inn Marin
250 Entrada Drive
Novato, CA

**Location or date change

Departed Members

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

Arakaki, Ken Auburn, CA 01-24-04
Babcock, Earnest .. Austin, TX 01-01-04
Bean, Carl Lake Isabella, CA ... 01-24-04
Burrows, David Galt, CA 12-31-03
Calder, Richard West Jordan, UT ... 01-09-04
Canevari, Donald ... Santa Rosa, CA ... 02-13-04
Carter, Clyde Fremont, CA 02-02-04
Chung, Charles Kaneohe, HI 01-23-04
Cox, Oris Fresno, CA 01-27-04
Eikenberry, Merle ... Fresno, CA 01-31-04
Fujii, Dick Stockton, CA 12-11-03
Gaspar, George Captain Cook, HI ... 01-22-04
Hilton, Fred Casper, WY 12-25-03
House, Deeana San Andreas, CA ... 10-10-03
Ivie, Rodger Myton, UT 01-16-04
Muir, James Elsinore, UT 02-03-04
Nichols, Weldon Porterville, CA 02-11-04
Vestal, James Turner, OR 02-01-04
Voigt, Duane Santa Clara, CA ... 01-17-04
Whitlock, Bobby San Jose, CA 02-08-04
Witt, T Santa Cruz, CA 02-08-04

Deceased Dependents

Gonzales, Dennis, Son of	Mateo, Ruby, Wife of
Alvares, Javier 01-03-04	Mateo, William (Dec) 12-02-03
Nygaard, Aram, Wife of	Meherg, Inetha, Wife of
Nygaard, Hans 12-05-03	Meherg, William 01-10-04
Prasad, Jeusilaya, Wife of	Mourer, Nettie Pearl, Wife of
Prasad, Suresh 01-18-04	Mourer, Vernon 12-17-03
Woolsey, Matthew Cole, Son of	Oshaughnessy, Betty Joyce, Wife of
Woolsey, Robert 12-26-03	Oshaughnessy, Thomas 01-08-04
Hilbert, Ernestine, Wife of	Sawtelle, Phyliss, Wife of
Hilbert, Roy 02-11-04	Sawtelle, Guy 01-29-04
Inea, Emma, Wife of	Wells, Norma Ruth, Wife of
Inea, Edward 12-30-03	Wells Sr., Lonnie (Dec) 01-02-04

MOURN
for the Dead
FIGHT
for the Living

Workers Memorial Day • April 28

HONREMOS
a los Muertos
LUCHEMOS
por los Vivos

El Día en Memoria de los Trabajadores Caídos • 28 de abril

DISTRICT MEETINGS

APRIL 2004

- 1st** District 80: W. Sacramento, CA
ILWU Hall
600 4th St.
- 8th** District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
- 15th** District 30: Stockton, CA
Italian Athletic Club
3514 Cherryland Drive
- 20th** District 40: Eureka, CA
Red Lion Inn
1929 4th St.
- 21st** District 70: Redding, CA
Engineers Building
20308 Engineers Lane
- 22nd** District 60: Yuba City, CA
Sutter-Yuba Board of Realtors
1558 Starr Drive

MAY 2004

- 6th** District 11: Reno, NV
Engineers Building
1290 Corporate Blvd.
- 6th** District 50: Fresno, CA
Cedar Lanes
3131 N. Cedar
- 13th** District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road
- 19th** District 15: Casper, WY
Engineers Building
4925 Wardwell Industrial Drive
- 20th** District 12: Orem, UT*
Hampton Inn
851 West 1250 South

JUNE 2004

- 3rd** District 10: Ukiah, CA
Holiday Inn Express
1720 N. State St.
- 7th** District 17: Kauai, HI
Kauai High School Cafeteria
Lihui
- 8th** District 17: Honolulu, HI
Washington Intermediate
School Cafeteria
1633 S. King St.
- 9th** District 17: Hilo, HI
Hilo ILWU Hall
100 West Lanikaula St.
- 10th** District 17: Kona, HI
King Kamehameha
Kona Beach Hotel
75-5660 Palani Road
- 10th** District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
- 11th** District 17: Maui, HI
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului, HI
- 17th** District 20: Martinez, CA
Plumbers 159
1304 Roman Way

* Location change

2004 picnic schedule



Fresno, CA	Sunday, May 16
Salt Lake City, UT	Saturday, May 22
Yuba City, CA	Saturday, May 22
Honolulu, HI	Saturday, June 12
Sacramento, CA	Sunday, June 13
Reno, NV	Saturday, June 19
Rohnert Park, CA	Sunday, June 27
Redding, CA	Saturday, July 10
Oakland, CA	Sunday, July 18
Burlingame, CA	Sunday, July 25
Stockton, CA	Sunday, Aug. 1
San Jose, CA	Sunday, Aug. 15
Casper, WY	Saturday, Sept. 4
Fairfield, CA	Monday, Sept. 6

May Picnic Information

District 50 - Fresno, CA

Date: Sunday, May 16
Time: Noon to Dusk
Location: Kearney Park (Garfield area)
 Fresno, CA
Cost: Adults - \$10; Retirees - \$10;
 No charge for children 10 years
 and under.
Menu: Rib-eye steak, chili beans, salad,
 rolls and free drinks.
Featuring: Raffle prizes, horseshoes, kids'
 games and a giant slide.

District 12 - Salt Lake City, UT

Date: Saturday, May 22
Time: 10 a.m.
Location: Draper City Park
 12450 S. 1300 E., Draper, UT
Cost: Retirees - free; Family - \$10;
 Single - \$5.
Menu: Eggs, bacon, ham, hash browns,
 pancakes, rolls and donuts, fruit
 trays, juice and coffee.
 Cost includes raffle tickets (6-single, 12-family)
 for door prizes. Additional raffle tickets are
 available.

District 60 - Yuba City, CA

Date: Saturday, May 22
Time: 12 p.m. to 4 p.m.
Location: Yuba-Sutter Fairgrounds, 442
 Franklin Avenue, Yuba City, CA
Cost: Adults - \$10; Retirees - \$8; No
 charge for children 12 years and
 younger.
Menu: Tri-tip, hot dogs, chili, salad, rolls,
 ice cream, soda and beer.

CRUISE THE MEXICAN RIVIERA WITH OE3

And support the Operating Engineers Scholarship Foundation

Join our group on an eight-day Mexican Riviera cruise onboard
 Norwegian Cruise Lines' Norwegian Star
 Jan. 24, 2005

Roundtrip from Los Angeles, Calif. with a unique itinerary that includes an
 overnight in Acapulco and full days in Ixtapa, Puerto Vallarta and Cabo San Lucas.
 Enjoy "Freestyle Cruising" (choose what you want to do, where you want to dine
 and what you want to wear) and a beautiful ship that offers everything from 10
 restaurants, pools and jacuzzis, full fitness center and spa to Las Vegas-style shows
 and a fabulous casino - our own private parties - and much more!

Cruise-only rates from \$549 per person, double occupancy inside cabin;
 rates for outside cabins from \$689 per person, double occupancy; balcony
 cabins from \$869 per person, double occupancy.*

**To make a reservation or for more information,
 call toll free at (888) 713-0441**

*Rates include a \$50 contribution to the Scholarship Fund and port charges. U.S.
 government taxes are \$60 per person extra. Roundtrip air not included.



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

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

**Operating Engineers
Local Union #3
3920 Lennane Dr.,
Sacramento, CA 95834
ATTN: SwapShop***

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

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

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

FOR SALE/TRADE: 1985 Suncrest Class C 26ft motorhome. 48,500 orig. miles. Very clean, stored under cover, fiberglass body - F350 Ford 460 cu. in. new trans, tires, brakes and upholstery. Kohler gen. dash & roof a/c, fully equip. Full bath, sleep 7. Tow pkg. \$6,500 firm or trade for 8-12ft Lance FS cab-over. Located in Placerville, CA. 530-626-1633 after 5:00 p.m. Reg. #1975514.

FOR SALE: 9184 Honda, 500 Shadow - great. Families 1st bike to train on before you buy that Harley, very clean, new seat, tires, windshield and accessories. \$1,200/obo. Blue books at \$1,350. Honda CR125 Elsenor, Bicentennial edition trick set up for vintage racing, completely restored. Hi performance, Reed Barrel. Must see to appreciate. \$1,200. 530-626-1633. Reg. #1975514.

FOR SALE: Two burial lots, vaults and markers in Memorial Estates in Salt Lake City, UT. Please call 435-674-1002 or 435-668-6808. Reg. #0925065.

WANTED: Letourneau D4 Airborne Scrappers for restoration. 925-672-4141 or e-mail to AirbornePull@aol.com. Reg. #1175074.

FOR SALE: '62 International Scout runs good, power steering, power brakes \$2,000. Will

trade for small ski loader. 831-624-5238. Reg. #2512468.

FOR SALE: 1997 FL 60 Freightliner 3126 Catpillar, 6 speed Allison, Air Ride, 150 gal. fuel tanks, exhaust break, many extras, 51k miles. All custom to tow large 5th wheel. 707-446-7975. Reg. #0661383.

FOR SALE: 1983 28' Fireball 5th wheel trailer. Kept garaged. Non-smoking, no pets. Corner stove, A/C, refrigerator, XL, tv, generator. \$4,500. Includes 5th wheel hitch. 916-334-2572. Reg. #581570.

FOR SALE/TRADE: 12 acres of land out of Klamath Falls, Oregon. Just off the Sprague River. Take Hwy 140 west it is about 40 miles from Klamath Falls. The property is in Beaty, Oregon. There are 5 parcels of property, each parcel is 2.3 acres. Will trade property for a '83 and up modular home or 2-3 bedrooms. You deliver. Ask for Frank Chilcott. 530-873-1139 or 530-674-2864. Reg. #0826798.

FOR SALE: 3 large lots in Klamath County, Oregon. 1 mile to downtown Klamath Falls. Good view of Klamath Basin. Golfing store, bus line, water, elect., phone, gas from the street. Gentle sloping. Residential modular, double wides, houses or storage. Very good investment. \$14,000/obo. 541-798-1073. Reg. #0728471.

FOR SALE: 2001 Artic Fox cab-over camper. 17ft, 6in., 8ft bed with tie downs. Electric jacks and metal stairs. Slide-out, 6 cu. ft. refrigerator, built-in generator, a/c, queen bed, 46 gallon fresh water, wet bath, micro, awning, t.v., and phone hook ups. Totally winterized package. Like new. Paid \$23,000, sell for \$16,000. 209-786-1925. Reg. #0754301.

FOR SALE: 2000 5th wheel 2000 29' Artic Fox (Nash) double slide. Like new, clean, a/c will deliver. \$20,000/obo. 916-723-1064. Reg. #2137644.

FOR SALE: 1973 Chevrolet Camaro, Type LT. 454 big block, TH400, Currie 9" rearend, mini-tubbed, new tires, rims and paint. 3" exhaust with flowmaster mufflers. Split-bumper and rear spoiler. Clean and very fast. \$9,500/obo. 707-539-5335. Reg. #2420647.

FOR SALE: 1984 Chevy Blazer. 454, TH400 NP205, corporate

14 bolt rear, Dana 44 front, 4.56 gears, 10" skyjacker lift, 40" swamper on 14" welds, flowmaster exhaust, CD player with keyless entry and alarm. \$6,500/obo. 707-539-5335. Reg. #2420647.

FOR SALE: Pontiac '77 Firebird, original owner. V6 red/red. \$1,000/obo. 530-222-3923 after 4:00 p.m. Reg. #0865537.

FOR SALE: RV fresh water tank. 40 gallon. Measures 41"x23"x10" deep. \$50. 916-689-7788. Reg. #377109.

FOR SALE: 1978 Chevy Silverado 4x4 truck 350cu. in. flowmaster 12.33" lot of chrome, new Kumho tires, chrome rims, lift kit, new created engine, great running truck. Body also in great condition. \$2,000 firm. 775-971-3570 after 5:00 p.m. Reg. #2009073.

FOR SALE: Proto wrench set, eight wrenches like new. Sizes from 1 5/8 to 2. \$500. 435-864-3493. Reg. #1359602.

FOR SALE: Coffee table, end table, love seat and couch. Bikes, baby items, toddler bed, two box springs, mattress. Fisher wood stove, exercise equipment (everything). 209-245-3532. Reg. #172640.

FOR SALE: Park like atmosphere. 3bd/3ba approximately 6 acres. Excellent location. Central heat and a/c. Wood stove, pool, spa, gazebo, orchard, garden, barn, garage, work shop, 2bd/1ba apartment above garage. Fenced and cross fenced. Play area for children, tree house, sand box, trampoline. Much more. \$600,500. 209-245-3532. Reg. #172640.

FOR SALE: In Country Roads RV Village, in Yuma, AZ, a 12'x35' park model, with 10'x20' Arizona room and storage shed on corner lot, completely furnished. \$50,000. 209-838-1334. Reg. #982900.

FOR SALE: #1 D4J 8596 top seat rebuilt motor running gear in good shape, narrow gauge, painted cat yellow seat tank very good. Electric start. \$4,500. D47U 2475 electric start tank seat. New sprockets and rails, good running, gear, newly painted and decals. Very good. \$5,000. 10' ring roller very good shape. \$1,000. 10' roller flat. Very good shape. \$500. 10' K dic very good shape. \$1,000. 10' pull scraper very good shape. \$1,000. 707-422-4146 or 707-326-1544. Reg. #711800.

FOR SALE: 2001 Winnabago Class A 29ft motorhome. It has only 2,434 5/10 miles on it. One owner and it is in very good condition. Need someone to take payments over. Health failing and eye sight is getting bad. 707-425-3117. Reg. #1391964.

FOR SALE: '01 Dodge Ext-Cab 4x4, A.T. pickup, 55k miles, all highway miles, long bed, \$23,000. Delta, Utah. 435-864-3493. Reg. #1359602.

FOR SALE: APAC Boring tool (H2O hot tap) Like new \$500. Thielan-Thompson freestanding stove w/ water heater \$2,000 new, asking \$1,000. 12' alum. Boat w/2, 6hp Evinrude motors \$500. Tie-down chains binders. 530-613-0863. Reg. #2067088.

FOR SALE: 4 tires like new P225/60 R16 \$30 each. 408-266-1058. Reg. #835689.

FOR SALE: 1970 Ford Torino, 4 door, low miles, excellent condition. 775-753-3720. Reg. #1191086.

WANTED: Air cool pony motor for water truck. Must be in good condition. 408-629-4142. Reg. #1386886.

WANTED: '56 Ford Victoria 2 door hard top. Must be in good original condition. No rust. 408-629-4142. Reg. #1386886.

FOR SALE: Dodge 318 cubic inch engine motorhome with very low mileage. Good tires with 3 gas tanks. Doesn't need to be smogged each year and is a good dependable unit. Sacrifice \$1,995. Located in Redding, CA. 530-243-4302 after 6:00 p.m. Reg. #0865537.

FOR SALE: 2000 Honda XR70R, 3 speed, low hours, has some scratches. Great kids 1st bike. Asking \$900. New they sell for \$1,499. Call Andy at 707-746-1623 evenings. Reg. #2226614.

FOR SALE: 1995 17' fisher boat with 90hp Merc with 9.9 hp Merc kicker. 45lb 12-24 volt trolling motor. X70 and X25 low range fish finder, new boat cover, Bimini top, two live wells, always garaged, excellent condition, AM-FM radio, 3 batteries. Asking \$10,000. 831-637-2464. Reg. #1586184.

FOR SALE: Family farm w/ 2 houses (1 rented), 27 mi. NW of Eugene, Oregon. 44+ acres, yr-

round creek, pasture hills, 20yr old trees, barn, shop, bunkhouse, & walnut grove. \$349,500. 541-925-4137. Reg. #1494208.

FOR SALE: Early model Lincoln SA-200 gasoline engine driven welder. 50 ft. leads. New 12 volt alternator, battery, volt meter, tires, and trailer lights. Runs & welds great. Located near Reno, NV. mtnpilotdiver@msn.com for photos 775-722-6678. Reg. #2275493.

FOR SALE: 1969 Short Box F100 Ford p/u. New 390 motor w/ RV cam, Edlebrook series parts including manifold, carb, heads, C/6 auto transmission w/ shift kit, 9" front tires & 11" back w/ chrome babymoon wheels, brakes & bearings. Flowmaster exhaust w/ 2 & 1" pipe. Linex bed & engine compartment. Needs paint & interior. Runs Great! \$4,000 obo. Also, selling a trampoline w/ enclosures. Less than 1 yr. old, paid \$450 asking only \$200 obo. After 5pm 530-743-6389. Reg# 2423136.

FOR SALE: 1995 22' Hilo Classic Trailer. Sleeps 4, rof air, forced air furnace, full shower/bath, stove top range & micro. 12 volt gas/electric fridge. Couch folds to a queen bed, awning, new batteries & tires. Electric front jack. \$9,000. 925-634-5588 or 925-858-0405. Reg# 1315719.

FOR SALE: Kabota tractor, M8030 front loader, 3 point hitch lots of gears. \$27,500. 4 horse stock trailer \$3,250. Draft, 2 horse, trailer \$2,500. Home, 1.3 acres 5bdr. Living 7 family room, ext. large stall garage. 5 mi. N of Rigby, Id aprox. 12 mi. from BYU Id. College. Room for horses, etc. \$195,000. 208-745-7636. Reg# 336937.

FOR SALE: 1968 International Scout 800 & (2) 1962 International Scout pick-ups, all 3 complete. Ready to restore. \$3,000 for all 3. 916-922-4180. Reg# 371414.

FOR SALE: Campground Membership. Southern CA, AZ, & Mexico. Quit Camping \$400. 530-662-7516. Reg# 1196347.

FOR SALE: 88 Chevy Blazer K-5, straight blue body, rebuilt fuel injection heads, auto overdrive, new tires, rims, etc. \$4,000. 4 good year 6.70 X15 4ply tires w/ wide whites & 4 chrome rims \$800. 415-586-2207 or 415-269-8743. Reg # 1852493.

FROM STOCKTON

Using primary election to prepare for November

As the dust settles following the primary election, we are beginning to see the candidate who will represent the working men and women of the United States in the November general election. We have heard Business Manager **John Bonilla** advise us to vote as if our wallets are at stake. Please heed that message.

In our local elections, we won some and lost some. The losses always overshadow the victories. We should use the sting of defeat to inspire us to identify what went wrong and make the necessary corrections to secure a victory in November. Our Grievance Committee and Political Action Committee will continue to interview and monitor the candidates as we approach the runoff elections and will keep members informed of their positions on our core issues.

The prospect for work in the Stockton District continues to show promise. The KFM Bay Bridge preparation yard continues its work

through the winter with 20 Operating Engineers enjoying a steady paycheck. **Ranger Pipelines** and **Mountain Cascade's** water line work keeps 10 to 15 members busy. Work on the Hetch Hetchy water system will continue as various phases are put to bid. Work at the rock plants is normal for this time of year with a good season expected. The majority of jobs for our employers are in the private sector. This trend will continue until we can get the governor to return the money to transportation projects that was stolen in his feeble attempt to balance the budget. One major concern: If interest rates go up on construction loans, work may come to an abrupt halt. A word to the wise: Save your money.

In closing, Stockton District staff thanks the Community Action Team captains and volunteers for phone banking and precinct walking during the primary election. We would not have enjoyed as many successes without your help.

FROM ROHNERT PARK

Member involvement can reverse anti-worker trend

District 10 extends a warm welcome to two recently organized construction companies, **Pagni Construction** in Windsor and **LT & Son's Directional Boring** from Paso Robles. Both companies hired good hands from the hall.

Speaking of organizing, we have begun negotiations with **Willits Solid Waste**, and we are hammering out an agreement with **Waste Management Inc. (WMI)**. By the time you read this, we should have ratified a first contract with **Nice Mutual Water** in Lake County.

District 10 staff thanks all Community Action Team (CAT) volunteers for their help during the primary election. These people gave their time to educate and get out the vote on issues that affect us all.

The decisions made in the political arena are cutting more and more into our pocketbooks and adversely affecting our lifestyles. We, the working people of America, are being abused by the very people who swore to serve and protect us — our wrongly elected officeholders and policymakers. It is imperative that we all work to promote the union agenda and send a clear message that we will not allow America to slip into a totalitarian wasteland run by corporations, special interests and the wealthy.

At a recent political event, a speaker said, "The greatest threat to losing what we've gained is not those that stand against us, but it is those who apathetically stand on the sidelines." How true that is.

Our greatest power is our numbers and our actions. Please be accountable and be counted as one of the active members or family members who take a stand. Call the hall, get involved with the CAT and find out what you can do to help turn around the anti-worker agendas in Washington and California.

It doesn't look good on the work front. The state doesn't have any money for work. **Schwarzenegger** suspended Prop. 42, so that money is gone. The **Tiger Salamander** issue has stalled, delayed and canceled projects in Sonoma, Lake and Mendocino counties.

If interest rates go up, the private market will react adversely. On a brighter note, **North Bay Construction** has a lion's share of work. North Bay will be looking for surface and underground forepersons in the near future. If you have strong experience in these areas and you aren't working, give them a call.

Argonaut Constructors picked up a smattering of work. Argonaut was the low bidder on the Hwy. 20 job in Lake County. **Ghilotti Construction** was the low bidder on the \$1 million-plus underground job on Ridgeway Avenue in Santa Rosa.

Please remember to be safe.

Best wishes for a safe, happy and healthy Easter holiday season. If you have questions or need assistance, please give the district office a call. The stupidest question is the one not asked. We cannot address

your concerns or issues if you do not relay them to us.

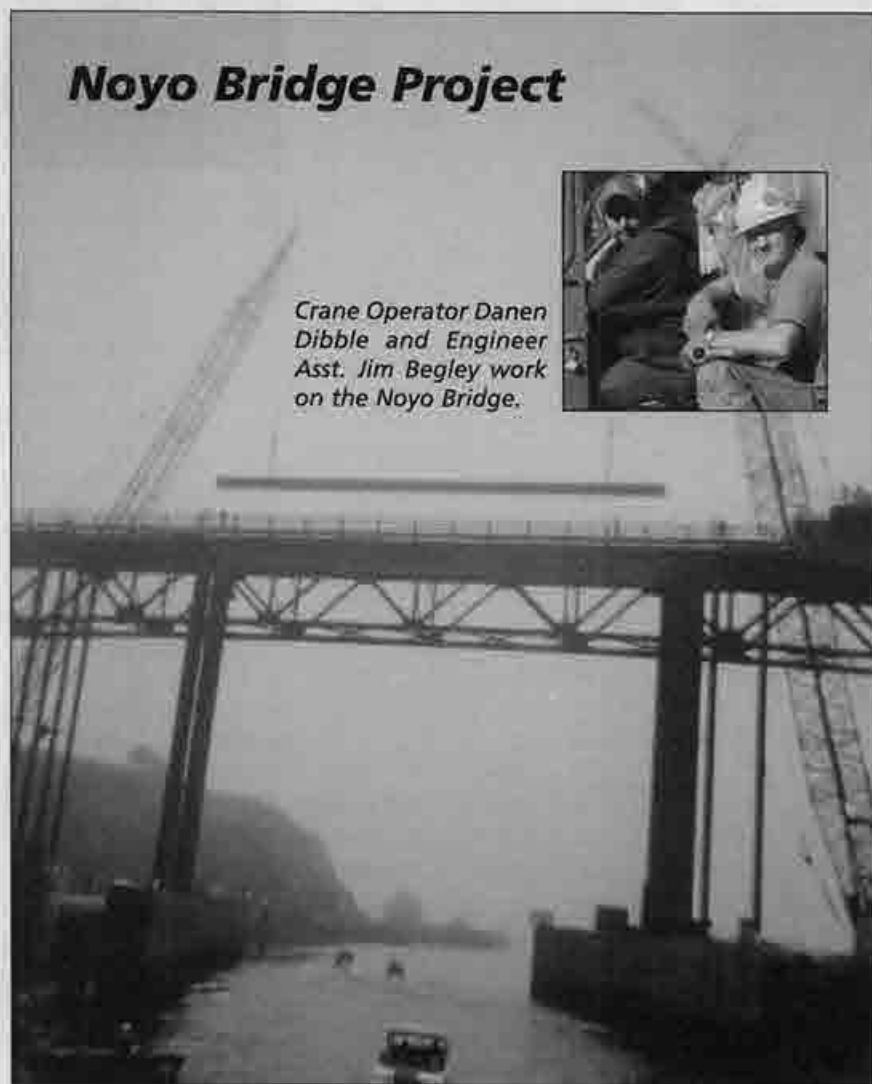
District 10 office staff expresses its congratulations and best wishes to Apprentice and Volunteer of the Year **Joel Duckworth** on his recent wedding. Joel and Virginia were married on Valentine's Day and reside in Petaluma, Calif. We wish them

the very best and hope and pray they will build and share many loving memories together today, tomorrow and in the future.

We also express best wishes to Local 3 member **Manny Peysson** and his new bride. They were married Dec. 28 and reside in Petaluma. We wish both couples many years of happiness.

Noyo Bridge Project

Crane Operator **Danen Dibble** and Engineer Asst. **Jim Begley** work on the Noyo Bridge.



FROM YUBA CITY

Operators run near-new crane in gold country

Gold Country Casino, a seven-story hotel and casino, is under construction in Oroville. Peninsula Crane and Rigging operates a crane at the site and will be there for about six more months. Frank Chavez Jr. and Gary Fincher are the crane operators. The crane is a newer Manitowoc 999 with very few hours on it. It has a 180-foot main boom and a 140-foot luffer boom.

We thank our Operating Engineers Community Action Team volunteers for phone banking and precinct walking for the primary election. There will be many more opportunities to phone and walk this important election year, and we are counting on your continued support.

District 60's annual picnic is Saturday, May 22 at the Yuba-Sutter Fairgrounds. A delicious tri-tip barbecue will be served from noon to 2 p.m., and the raffle will begin at 2 p.m. Picnic tickets are available in the Yuba City hall and from your business representative in the field. Mark your calendar and round up your family for a festive afternoon of good food and fun.

Member Vic Bourbon takes in the view on the seventh floor of the casino.



Frank Chavez Jr. and Gary Fincher operate the Manitowoc 999 crane at the Gold Country Casino in Oroville.

FROM FRESNO

Wet weather puts several projects on hold

I want to take this opportunity to thank all the brothers and sisters for attending the Feb. 19 district meeting. The meeting room was filled to capacity. It is a good feeling to know you are involved in your union.

Congratulations to Bob Wilson, Ronald "Gus" McClain and Mark Fagundes on their newly elected term as Grievance Committee members. These brothers volunteer every Wednesday evening to meet and discuss issues concerning your district. I also want to congratulate Danny Henry, Chuck Kolbert and Dean Carlton on their newly elected term on the Area Geographical Committee.

In speaking with local contractors, the work picture looks good in the private market. Therefore, in addition to servicing the membership, organizing is becoming a top priority. Thank you for your continued support in keeping Local 3 strong in the Fresno District.

— Ras Stark, district representative

Because of continuing rains in the Central Valley, the Hwy. 180 project being constructed by E.L. Yeager Construction has slowed to a crawl. There is still a great deal of dirt to move and work needed on surface streets. Weather permitting, about 25 to 30 operators will return to the Hwy. 180 project. It is scheduled for completion in a year.

Ford Construction is contributing to a brighter work picture for the Fresno District. Its bid of \$8.6 million was the lowest on the next phase of the Fresno Yosemite International Airport.

While public work projects have dwindled, the private work sector looks strong with eight to 10 contractors bidding on projects to keep many members working this spring and summer.

— Ray Ronell, assistant district representative



The E.L. Yeager crew and Dispatcher Denise Alejo pose for a picture on the Hwy. 180 East project.

The work situation in the southern part of District 50 consists partly of Granite Construction's overlay projects in the Huron area and on Hwy. 63 in Visalia. W. Jaxon Baker has a section of Hwy. 63 between Visalia and Tulare, but cool temperatures are preventing these projects from shifting into high gear until well into spring.

As the Army Corps of Engineers proceeds with raising the spillways on the dams at Lake Kaweah and Lake Success, Hwy. 198 had to be raised in three sections around Lake Kaweah, along with a new bridge at the Horse Creek overcrossing. Steve Manning Construction of Redding completed that project shortly after the first of the year.

— Bob Merriott, business representative

The work in Yosemite is waiting for the weather to stabilize and the creeks to lower. Mitchell Engineering has a bridge removal project for about \$3.1 million and should start in mid-June.

In the Valley, there are some private work projects in Madera with Kelly Broyles Construction, Teichert Construction in

Chowchilla and Wagner in Atwater. The plants are back up to production and hoping the interest rates remain low to keep the private market going strong. Merced County's local politicians are trying to devise a plan to keep public works projects on schedule. These projects include the Los Banos Bypass, which is currently in the environmental study stage, the widening of Hwy. 59 and a bridge replacement project. Let's hope their plan works, for this would greatly improve the work prospects in the northern counties of District 50.

— Sam Uhler, business representative

Congratulations to Newman Police Officers' Association President Johnny Lemus on his recent promotion to sergeant with the Newman Police Department.

Best wishes to Chuck Jones, who recently left Newman Police Department and went to the Modesto Police Department. Chuck was a long-time member of Operating Engineers Local 3 and will be missed. Good luck! We are proud to announce some recent additions to the OE3 family: the Fresno Mosquito District employees and the officers and supervisors of the Fresno Airport Public Safety Division.

— Doug Gorman, Public Employee business representative

Final thoughts:

- A special thank you to all who have participated in the OE CAT program.
- Thank you for taking the time to vote March 2.
- The Fresno District Spring Golf Tournament is Sunday, April 18. Contact the district office for an entry form.
- The District 50 picnic is Sunday, May 16. Don't forget to mark your calendars. More information will follow as the date nears.

Public Employee News

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Union settles contract in Cupertino

By Bob Highbaugh, business representative

After almost 12 months of negotiations, Operating Engineers Local 3 and the city of Cupertino have settled their contract dispute.

Negotiations began in earnest in February 2003 for a contract that was due to expire June 30, 2003. Negotiations continued past the expiration of the contract with no hope of settling the dispute. The main issue was the city's insistence to remove a prevailing wage statute that had been in the contract for years. We were willing to reconfigure the statute, but the city opposed all attempts and demanded removal of this section of the contract.

The union declared impasse in October 2003 after very contentious negotiations. An unfair labor charge was filed with the Public Employment Relations Board alleging the city engaged in

regressive bargaining and bargaining in bad faith.

The union obtained strike sanctions from the local labor councils. A strike vote passed unanimously at a general membership meeting, and strike signs were printed and delivered to the San Jose Public Employee office.

A state mediator was called in to bridge the gap between the two parties and avert a strike. The union again tried to reach a compromise, but the city remained insistent that the prevailing wage statute had to be removed.

The city sent a letter notifying the union of the city's intention to have the city council unilaterally impose the city's last, best and final offer on the bargaining unit. The resolution authorizing the imposition of the contract was put on the city council's agenda for its regularly scheduled meeting Feb. 2. We were

aware we did not have any friends on the city council, so we prepared mentally and physically for a strike.

Both parties agreed to one last meeting on Jan. 28. At that meeting, the city, faced with a looming strike and an unfair labor practice charge, agreed to the union's compromise and an accord was reached. The prevailing wage statute was retained. The pro-

posal was presented to the membership and it was ratified almost unanimously.

The city council ratified the contract at its Feb. 17 meeting. Although we settled the contract and averted a strike, stay tuned. This was just a one-year contract that expires in June. We start negotiations for the new contract next month. Now, where were those strike signs stored?



Public Employees get out the vote

City of San Jose OE CAT members phone bank for "Get out the Vote" March 1.

CEMA officers elected

The results of the 2004 County Employees Management Association Executive Board election have been finalized. The new president will be Edna Esguerra, and the county members at large will be Barbara Lang, Greg Monteverde and Barbara Whittingham. All other Executive Board members ran unopposed. The new CEMA Executive Board for 2004 is as follows:

President	Edna Esguerra
First vice president	Richard Hobbs
Second vice president	Richard Rapacchietta
Secretary	Delia Ho
Treasurer	Peter Pham
County member at large	Barbara Lang
County member at large	Greg Monteverde
County member at large	Barbara Whittingham

Superior court member at large
VTA member at large
Immediate past president

Steve Baron
Joe Pfeiffer
Sheila Stevens

There were 387 votes cast. Thanks go out to all candidates who took an interest in serving on the CEMA Executive Board. Thank you also to the outgoing board members for their dedicated service to CEMA.



Santa Clara County Supervisor Liz Kniss (center) meets with the new CEMA Executive Board.

NEWS FROM THE public employees



by

KURT BENFIELD

**Director of public
employee division**

Medical catastrophe, Part II

How can we help?

Last month I spoke of the ever-growing concern over the skyrocketing medical care costs and that there seems to be no end in sight. I suggested that many of you can help by using GENERIC prescription drugs instead of brand name when available. Prescription drugs comprise a minimum of 20 percent of the overall monthly Health and Welfare plan costs. For retirees, 50 percent of the Health and Welfare costs go toward prescription drugs.

The potential cost savings by using generics can be in the millions when you are dealing with thousands of members. Brand-name drugs cost on average, approximately four times more than their generic counterparts. It has been found that about 70 percent of our own plan participants use brand-name drugs instead of the less expensive and just as effective generic counterpart. Here are some examples:

Acid Reflux

Brand Name: Zantac	\$196.99
Generic: Ranitidine	\$11.90

Cholesterol

Brand Name: Mevacor	\$184.66
Generic: Lovastatin	\$109.60

Diabetes

Brand Name: Glucophage	\$76.72
Generic: Metformin	\$35.55

Arthritis

Brand Name: Naprosyn	\$146.66
Generic: Naproxen	\$15.20

Pain

Brand Name: Vicodin	\$76.31
Generic: Hydrocodone	\$11.50

Antidepressant

Brand Name: Prozac	\$294.89
Generic: Fluoxetine	\$17.80

Benefits to you

As you can see, the difference is significant. For every 1 percent increase in the use of generic drugs by you, the participant, there is a corresponding 1 percent decrease in the health plan's prescription plan costs. That equates to savings to the plan and a corresponding decreased raise in rising costs of the medical plan in which you are participating.

Ask your doctor to prescribe a generic brand. If the doctor prescribes a brand-name drug, ask the pharmacy to give you a generic if there is one. Most

pharmacies nowadays will offer a generic when they accept the prescription. If the doctor is going to call it in to the pharmacy, then specifically request the generic if it's available.

As always, Business Manager John Bonilla and his team of officers are always looking for ways to continue to maintain a "Cadillac" plan and look for ways to reduce costs by constantly reviewing the plan and its providers, audits and critical involvement with the members.

Hence, the reason for this article and many like it throughout the local. This issue is one in which you the members can be heavily involved and make a significant difference for your Health and Welfare plan. The best part is that it requires very little effort. Make it a practice to request generics and you could potentially save yourself hundreds of dollars in medical costs.

Together we can lower the 70 percent number of plan participants receiving brand-name drugs and save everyone money.

Next month I will have more information about the questions everyone is asking regarding the importation of cheaper drugs from other countries.

Thanks and stay well.

Porterville saga continues

By Doug Gorman, business representative

OE3 had been working for our members in the Porterville Police Department for more than a year when members of the Porterville City Employees' Association approached us, asking for representation.

We began representing our new members in April 2003. When I went to the corporate yard to meet their supervisors, the water-sewer supervisor asked me to leave the property even though I was there during the members' lunch period. I complied with the request.

Since that time, the city has not bargained in good faith with our members. Most of this began when the city manager forced our members to work on the private property of a well-known property investor in Porterville.

Our members, knowing this was wrong, contacted their supervisors, who agreed with the employees. When the property owner complained to the city manager, our members were forced to complete the work, even though it had nothing to do with city property.

When we complained to the city manager, one employee was immediately terminated. Two more members were later terminated — their jobs went to a private contractor. This was done without meeting and conferring with the union, and a complaint was filed with the Public Employment Relations Board.

The harassment of our members continued, and the union continued to fight the city. During this process, the city violated the due process of one of the terminated employees when it refused to provide documentation justifying the adverse action against the employee.

When it came to the Skelly hearings for our members, they were forced to appeal their terminations to the same people that were terminating them. Not an impartial hearing officer, which the Skelly decision calls for.

During meet and confer, the city had passed a budget before making its first offer to its bar-

gaining units, a thing we call "take it or leave it." Once again, the city took the stance that it was not going to work with its employees, and forced both bargaining units to mediation.

During this process, our members in the police department detective division were told that if they continued to pursue their position in a bargaining issue, the city would take their take-home cars away, as well as take some other benefits. This is an unfair labor practice, but the association chose not to pursue the issue in an attempt to get along with management.

After mediation was completed and both bargaining units ratified a contract, the city attempted to change the pay schedules, and we immediately stopped it.

You would think that after a sustained complaint had been filed against the city, it would change its ways, but in Porterville, this isn't so. I was called to meet an employee at city hall who had just been

terminated. I also was there to investigate a pending grievance. While talking to the employee in question in the employee break room, our meeting was interrupted by the deputy city manager, who told me I could not meet with our member on city property and that I had to leave.

This amazed me as the room is for the employees and this employee was not working at the time. The room is also open to other vendors, but apparently not to union business representatives.

Once again, a complaint was filed with the PERB regarding the refusal to allow access to our members.

The saga continues here in Porterville. If you are ever down here, stop and say hi to the city workers and police officers; they truly work for a difficult employer, and they could sure use some encouragement from their union brothers and sisters.



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ACMEA members to receive raises

By Alan Elnick, business representative

Despite much concern, the Alameda County Board of Supervisors approved the raises negotiated by the Alameda County Management Employees' Association (ACMEA) affiliated with Operating Engineers Local 3, at its Feb. 9 meeting. The 4 percent raises were part of a four-year deal agreed to in 2002.

Though the raises were due for implementation Dec. 22, 2003, the county pended its issuance because of the substantial looming deficits resulting from the state's shortfall and Gov. Schwarzenegger's repeal of the vehicle license fees. In negotiations with SEIU Local 616, the SEIU members agreed to a one-year extension of their agreement without any increase for the current fiscal year. Additionally, unrepresented managers were advised that they similarly would receive no increase for the 2003-2004 fiscal year. The ACMEA agreement was in midterm, unlike any of the other represented and unrepresented employees. The Board of Supervisors was asking ACMEA members to forgo their negotiated raises in the hope of stemming further layoffs. Already 100 employees were laid off from the department of social services, and other departments were preparing their layoff lists.

Listening to the supervisors' concerns, the ACMEA negotiating committee — Business Rep. Alan Elnick, Vice President Betty Fong, Vice President Leslie Simmons, Treasurer Don Cote, and Executive Board members Joe Thomas, Ron Koch, Erica Shore and Maurice Walker — sent an offer to the county's representatives that would nearly fully mitigate the effects of the raise on the county's cash flow.

After canceling several scheduled meetings, county representatives finally showed up to meet after the county missed the first

deadline for the raise implementation. County representatives informed the ACMEA committee that though the ACMEA proposal was interesting, they would like to offer something else that would suit their interests. After some discussion, an agreement was reached on terms that the county's representative had proposed. ACMEA began to schedule information meetings and send information notices to ACMEA members when county representatives called to say they could not complete the deal. The Board of Supervisors was left with no option but to implement the raise.

For a number of years, ACMEA representatives had been pursuing the county to improve the retirement benefits in anticipation of harder times to come. ACMEA members tend to be mature members of the workforce and likely to pursue early retirement options if they make sense. The county's hesitancy to venture in this direction may now pose a problem as the mounting deficits resulting from the state's shortfall and its pillaging of local governments leaves an older workforce that cannot afford to retire early. Unfortunately, younger employees will face the layoff knife as the state's fiscal situation deteriorates. ACMEA was left with only one way to improve the retirement package — to hold onto the raise.

Given the enormity of the looming deficits, it is unlikely that had ACMEA simply forgone its negotiated increase, any significant number of jobs could have been saved. ACMEA has told the county's representatives that we will continue to work with them to seek solutions to the ongoing budget crisis. ACMEA members should begin receiving their raises on the March 26, 2004 paycheck, and retroactive monies due should be paid by late April.

When to contact your business representative

By Dave Helm, business representative

When do you need to contact your business representative? The answer could be rather lengthy, the explanation complex, and after discussing it at length, there would be no definitive answer, because every situation is different. Let me give the short answer; you can and should call us anytime you think you need to.

You have a right to representation before any questioning that could lead to discipline. Unlike the famous Miranda decision, employers are generally not required to inform you that you have a right to representation. Employees have to assert their right and request representation.

When the boss calls you in and starts asking questions, you should ask the all-important question: Could this lead to discipline? If the answer is no, note the date and time, witnesses present and the answer. If the answer is yes, you need a representative.

Some employers will give evasive answers like, "Well, I'm not looking to discipline you, I just want to know what happened." If you get that answer or anything similar,

tell the boss you want a representative. Your boss is fishing, and trust me, you don't want to be the catch of the day.

Another thing, don't take the boss' word regarding your rights. If you don't know your rights, call us, we'll let you know. Don't let your boss, no matter how well intentioned, cause you to waive any of your rights.

Labor law is complex; it changes all of the time, and there are volumes of text to include: contracts, work rules, civil service rules, policies and procedures, various laws, case laws and past practices.

Most managers receive no training about labor law or just about anything else dealing with discipline, and they rarely avail themselves to resources like human resource personnel. They just do it and try to get someone to fix it later. While the mess they made is sorted out, the employee usually suffers the consequences.

I recently attended a Skelly hearing for a member facing a suspension after receiving reprimand. While preparing for the Skelly, I pulled out the memorandum of understanding and the work rules. There it was in

black and white; there was no basis for the reprimand issued four months earlier, and certainly no basis for suspension. As I reviewed the file, I noted a letter by the employee protesting the reprimand and requesting an appeal. All of it was news to me; the employee never informed me of the reprimand.

I learned the employee had been told he had to have the union file a grievance on his behalf to appeal the reprimand. WRONG! When I asked him if he thought he had done something that warranted a reprimand, he told me he assumed he had because his boss wrote him up. He said he thought he deserved a counseling letter, not a reprimand. When I asked why he never informed me of the reprimand, he said he did not want to bother me with something so small, and he thought the employer sent me copies of everything for every employee. A lot of folks think that, but it simply isn't the case.

So in we walk for the Skelly hearing. We go through the usual formalities and the next thing I know, despite my repeated counsel to let me do the talking, the guy starts spilling his

guts and apologizing. After he had his say, the Skelly officer was happy to hear that he took responsibility for his failings.

About that point the Skelly officer asked if there was anything else — finally, my turn to talk. Out came the policy and the MOU, and it was my turn to ask questions of the supervisor. Twenty minutes later it was evident that the only person who had violated any policy was the supervisor when she wrote the employee up in the first place.

We now await the Skelly officer's decision. There is no way that employee will receive discipline. If the Skelly officer decides otherwise, we're going to arbitration, and there, we will win. Of course, if it leads to that, I'll be filing an unfair labor practice to accompany the appeal.

Business Manager John Bonilla and the Local 3 officers say it best when they say, "Service to the membership; that's why we are here." We work for you. Our motto: "24-7-365."

Help us help you. Call us. You may have to leave a message, but we will get back to you as soon as possible to provide the best representation possible.

NEWS FROM THE
public
employees

NEWS FROM THE public employees

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Take action: enact rumor control

By Don Dietrich, business representative

It always amazes me. An allegation of misconduct surfaces within a public agency and the media seems to know all of the details before the investigation is complete. It has been said that the only way to keep a secret is to tell no one, but it's hard to seek advice from your peers without telling them what is going on. The cat gets out of the bag and suddenly everyone knows your business.

How details are reported to the media is not hard to figure out. Someone in the know tells all for any number of personal reasons. I don't understand why anyone would leak information.

Think about it. When the media reports misconduct, especially misconduct by public safety officers, it sullies the name of every member of that organization, including the member who leaked

the information. When the story hits the press, it profoundly affects morale. People rush to judge. Snide comments are made inside and outside the workplace and everyone is impacted. What personal gain is worth this?

What if the accused is a union brother or sister? Would you rat out your family to the media? Your peers have a right to due process. Many times what is initially reported is not the truth and the damage is done — a person's reputation is tarnished and a public agency's reputation is sullied.

Do the right thing

If you have information about misconduct, based on the information, you may have an obligation to notify your employer. You certainly have an obligation to dis-

close the information when questioned by your employer. You have a legal obligation to disclose the information when compelled to by court or other legal order. Beyond that, you have no business disclosing the information to anyone.

If a peer approaches you in confidence, honor his or her right to keep the information confidential. Even if your peer does not ask you to keep the information confidential, err on the side of caution. If you hear it is personal in nature, don't continue the cycle by telling others. Better yet, tell those spreading the rumor to stop. You never know who the media leak is. The quicker the rumor is stopped, the less negative impact to you, your co-workers and your employer. Remember, whatever is portrayed in the media directly affects your personal image.

Buy union. Be union.

By Dean Cofer, business representative

"Look for the union label" is a familiar jingle on the radio and television around the holiday season, but what does it really mean? The "union label" on products, or the "union shop card" displayed by businesses ensure that you are buying quality products and services produced, made or provided by union labor.

The "union label" and the "union shop card" show that management and labor have signed a binding contract guaranteeing that products and service will be the best possible, and workers' wages and benefits will be protected. It's a winning proposition for workers and employers.

In addition, buying American and union ensures that your hard-earned dollars are going into the pockets of fellow union members and union employers.

Many union members and their families may understandably be tempted to buy from giant retailers like Wal-Mart, but in doing so you are supporting an employer with a continuing record of failing to pay a living wage or decent benefits to its employees. In fact, in recent months, Wal-Mart has been cited for hiring undocumented alien workers. Are you aware that Wal-Mart's employee health care plan requires employees to pay nearly half of the company's costs, which means that fewer than two out of five employees participate in Wal-Mart's health care plan? Interestingly, recent news reports on national television alleged that Wal-Mart even teaches its employees how to get state-funded health care (meaning that taxpayers pay for their medical care). For every two jobs created by Wal-Mart, a community loses three.

Shown below is just a small sampling of union-made products and union shops that you can spend YOUR UNION DOLLARS on when making future purchases.



Firearms: Colt handguns and rifles, Remington Arms firearms, and Winchester rifles and shotguns.

Hams: Farmland (canned), Daiseyfield, Corn King, Wilson, Hillshire Farms, Kahn's, Sara Lee, Hormel's Black Label and Oscar Mayer.

Coffee/Tea: Mellitta, Maxwell House, Peerless, Superior coffees and Tetley Tea.

Baked Goods: Oreo, Chips Ahoy, Newtons, Ritz, Premium, Wheat Thins,

Snack Wells, Oroweat, Keebler, Town House, Wheatables, Dolly Madison and Hostess.

Candy: Hershey's, Necco, Nestle, Herman Goelitz and See's Famous Old Time Candies.

Union-made work clothes and uniforms

Public Safety & Corrections: Caps and hats from Accent Advance, Athletic Cap, DeMoulin Brothers, Fecheimer/Flying Cross, High Command, Keystone/Grossman, Leader Mfg., Paramount and Sentry Uniform Cap.

Shirts, Pants & Coats: Accent, Alperin, Elbeco, Fecheimer/Flying Cross, Martins Uniforms/Superior Uniform Group, Rubin Brothers, Romart and Sherpard/Justin.

Rainwear/Footwear: Loveline/Samson, Rainfair/Lacrosse (Only U.S.-made LaCrosse shoes are union).

Emblems/Badges: Lion Brothers (Not Lion Apparel), St. Louis Embroidery.

Well, you get the idea. It's really simple, actually, and boils down to just four words: Buy Union. Be Union. Union-made products carrying the union label, along with union shops, are not hard to find if you take the time to look before you buy.