

# ENGINEERSnews

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## LAYING FOUNDATIONS

New Bay Bridge project makes history employing 75 operators, using 14 tower cranes





## For The Good & Welfare

By John Bonilla, Business Manager

### Basic Crafts/ Heavy Highway Alliance: joining forces, building strength

Over the last several months, I have been organizing and attending meetings with leaders from the basic crafts with the intent to resolve longstanding jurisdictional issues. Local 3 has wanted this to happen for some time. In fact, it was a goal of former Business Manager Don Doser, and I am proud to say that we have carried out and achieved that goal.

After several meetings and countless occasions of not seeing eye to eye, the operators, laborers and carpenters did resolve jurisdictional issues and finally settled the longtime debate of craft jurisdiction. This is more than a big step for Local 3; it is more like a huge leap. It will allow our members an easier time on the job, protecting our work and preventing delays on the jobsite.

But more came from these meetings than this. After years of dispute among the basic crafts, we have finally decided to work together in the fight for working people — that's right; the operators, laborers and carpenters have joined forces in creating a coalition we call the Basic Crafts/ Heavy Highway Alliance. And we will use this coalition to build strength. This coalition takes jurisdiction out of the employers' hands and gives it back to the unions; no longer will the operators, laborers or carpenters be pitted against one another.

The nation is facing some tough times right now, as is organized labor. Times like these are a call to arms for all working people to stick together in the labor struggle and do everything possible to secure our future and prosperity. Finally we will be working together to stay afloat instead of pitting ourselves against one another.

This alliance will give us incredible power — namely on the political front, as we all know there is strength in numbers. The more people that join together in support of labor

and working family issues, the stronger we will be. We can combine forces in supporting candidates that support our issues, and we can lobby together for legislation.

Even more specifically, this new coalition will increase leverage in negotiations. We will have more purchasing power when dealing with providers and more control in dealing with issues like workers' comp, which could save our employers money and in turn put more money in our members' pockets.

Another major issue, which we have spotlighted in recent months, is the national health care crisis. All of the basic crafts are affected by this crisis. Our alliance will give us added power to get the best benefits for our members. Our collective strengths will be a mighty force, and we will put it to good use.

We could even use our coalition in organizing. The more contractors we sign, the more job opportunities we have for our members. If we approach our organizing campaigns as a team, we could be close to having all of Northern California organized in no time. Think big, brothers and sisters. It could happen.

The possibilities of what we can do with this new united front are endless.

But aside from all of these benefits, the most important result of the Basic Crafts/ Heavy Highway Alliance is the benefits it will bring to our membership. More negotiating power with our providers and for issues like health care and workers' comp could in the end put more money in our members' pockets, providing them a finer future.

My No. 1 priority as business manager is to serve the membership, and with Local 3 entering into the Basic Crafts/ Heavy Highway Alliance, it is our membership that will receive the most benefit. And this, brothers and sisters, is what it's all about.



Laying foundations ..... 11

### Contents

Bay Bridge	4
Credit Union	6
Fringe Benefits	7
Organizing	8
Inside Negotiations	8
Unit 12	9
OE CAT	9
Rancho Murieta	10
Bay Bridge: Laying foundations	11
Under the Dome	15
District Reports	16
Meetings and Announcements	18
Swap Shop	22
District Reports	23

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## In the News



### IUOE charts new local for OE3 District 15

On April 1, the District 15 jurisdiction of Local 3 covering Wyoming and South Dakota was officially transferred to Local 800, a new local union chartered by the International Union of Operating Engineers (IUOE). Local 800 is now solely responsible for the daily union operation and policies in the former District 15 jurisdiction of Local 3.

Local 3 is fully cooperating with IUOE General President Frank Hanley's directive to assist Local 800 and the membership during this transition. However, Local 3's official responsibility and authority ended March 31, 2004.

The International made the decision to transfer authority to a separate local union after considering the requests from a group of members in the area for their own local union.

Under the direction of Business Manager John Bonilla, Local 3 is working closely with International Agreements Administrator Chris Hanley as well as the new leadership of Local 800, International Supervisor Rick Pound and Asst. International Supervisor Scott Norris, to ensure a smooth transition for Local 3's former brothers and sisters. At the International's request, Bonilla has decided to allow the former Local 3 members who are now members of Local 800 to continue their participation in Local 3's Health and Welfare and Pension plan.

With heartfelt sincerity, Local 3 wishes its new sister local much success in its future endeavors. To Chris Hanley and the IUOE, thank you for your continued cooperation and for providing the quality representation our former members deserve.

If you have any questions regarding this matter, please contact the Local 800 office in Casper, Wyo., at (307) 265-1397.

## Talking Points

By Bob Miller, President



### What's on my plate?

I'm often asked, "What are the work responsibilities of Local 3's President?" I thought I would devote this month's column to answering that question.

As with the other officers, Business Manager John Bonilla has assigned me certain "Charge Officer" responsibilities. My responsibilities are divided into field and administrative functions. My field responsibilities are:

- Overseeing the operation of District 10, Rohnert Park; District 12, Utah; District 40, Eureka; and District 50, Fresno;
- Overseeing the Health Care Division, Organizing Department, Public Employee Division, Research Department and Unit 12; and
- Overseeing Utah's Joint Apprenticeship Program.

From the above, you can see that my responsibilities cover portions of three of our states: California, Utah and Hawaii. This means that I often have a busy travel schedule. It's not unusual for me to be away from home for a week or more. But, I must admit that despite the hassles that sometimes come with travel, I really enjoy meeting with members when I'm out in the districts.

My administrative responsibilities include:

- Ensuring the quarterly completion of Department of Labor "Hudson Reports;"
- Vehicle purchase, maintenance and repair; and
- Semi-Annual meeting planning and production.

Fortunately, my administrative responsibilities can usually be accomplished while I'm in the office. Sometimes it gives me a break from my travel schedule. However, on occasion I deal with administrative work while I'm on the road. I'm thankful that Local 3 has state-of-the art information technology, cell phones, e-mail and fax to help me face the challenge of managing the multiple demands of field and administrative work.

As you can see, I've got a lot on my plate. But the other Local 3 officers and Business Manager Bonilla are every bit as busy as I am. Fortunately, I've got a great staff working in the districts and departments. Day in and day out, they help me in providing the best possible service for you.

If you ever have questions or problems that fall under my areas of responsibility, give me a call at (916) 419-3260. Take the time to get out to a district meeting. You can also talk to me there. I'll be glad to answer your questions or get started on developing a solution to your problem. My No. 1 priority is making sure that every Local 3 member gets the best in service and representation.

# Industrial strength

*Timing, versatility, teamwork make batch plant operators solid performers*

Story and photos by Kelly Walker, managing editor

With 14 tower cranes and 75 operators working on the skyway portion of the bridge at its peak, the new Bay Bridge project is by all means monumental. But the project would not get anywhere if it weren't for the Operating Engineers working on the sidelines on a vital but often overlooked component of the bridge building process: the concrete batch plant.

Steadily employing about 10 Operating Engineers — all Local 3 members — the concrete batch plant is the only portion of the Bay Bridge jobsite within the new Bay Bridge project that requires only the work of operating engineers. Local 3 members are employed at the site as equipment operators, testers and inspectors, and barge and tugboat operators.

The batch plant, owned and operated by California Readymix, produces all of the concrete needed for the foundation and skyway. Concrete production is a very precise process, and different mixes are used for different portions of the bridge.

Batch Plant Foreman Harold Arnaudon, who has worked at the site since January 2003, said this is the toughest job he's worked on in his 31 years in the field. Arnaudon creates and monitors the mixes with an intricate computer system.

"I know what it was like doing everything by hand," he said. "Then I started working with computers and all the new, different modern technologies. I guess I could be considered a 'Jack of all trades, master of most.'"

Arnaudon has to be a master of his trade, as he must precisely prepare about 10 to 11 different mixes for each portion and section of the bridge. When Arnaudon receives an order from the main jobsite, he tells the computer what materials and chemicals and how much water to put into the mix, depending on the order and what portion it is for.

Each portion of the bridge requires a certain mix of concrete, varying in strength, weight and density. With a structure as significant as the Bay Bridge, it is important that each mix is made to be extremely strong. Millions of travelers will cross the bridge each year, and the new Bay Bridge should last well into the next century and be able to withstand any major seismic event.

"Most mixes are overdesigned strengthwise,"

Arnaudon said. "We need to be careful. Millions of people will be using this bridge."

The materials included in the mix are sand, rock or lightweight rock, water and chemicals. The sand, rock and the manmade lightweight rock are brought in by truck and are stored on the grounds of the batch plant. Using a loader, an operator puts the materials onto a conveyor belt, on which they are carried into the mixer and mixed with the water, ice and chemicals.

Once the mix is produced, Arnaudon is able to monitor the exact percentages of each component in the mix using computers. The ingredients are continuously monitored and often adjusted with changes in temperature and humidity.

The temperature of the concrete is critical. Once the mix is made, chemical reactions occur, producing heat. Arnaudon monitors these chemical reactions, as well as the temperature of the concrete. With the heat of the outside air, especially in the summer, the concrete can easily get too warm, quickening the curing process. To slow this process, ice is added to the mix — about 100 tons of ice is produced per day at the plant. Liquid nitrogen is also used, but ice is the less expensive,

preferred method. Arnaudon said he tries to keep the concrete chilled to about 7 degrees below the suggested temperature.

To ensure a quality mix, the concrete is tested by a Caltrans inspector. Barge Engineer and Captain James Lavell, a 23-year Local 3 member and second-generation operator, said this is an extremely important part of production.

"We try to deliver a quality product to [the inspectors]," Lavell said. "They make sure we're doing our job right. All it takes is one bad load for something to go wrong."

Although the Caltrans inspectors are the primary inspectors of the concrete, all 10 operators on the job, including Arnaudon and Lavell, are American Concrete Institute (ACI) certified. They are all responsible for ensuring quality.

"If you know how to test it, you know how to make sure the quality is there too," Lavell said. "One thing that is instilled in you on this job is 'don't compromise; make sure you deliver a quality product.'"

The operators have precisely an hour and a half to get the concrete to its final destination after it is mixed. Timing is key. If the mix is not delivered within that timeframe, it cannot be used. Unusable, contaminated and extra concrete is recycled.

From the batch plant, the concrete is loaded via conveyor belt onto a concrete barge. This begins a very unique part of the job, as concrete is typically delivered to a jobsite by truck, not barge.

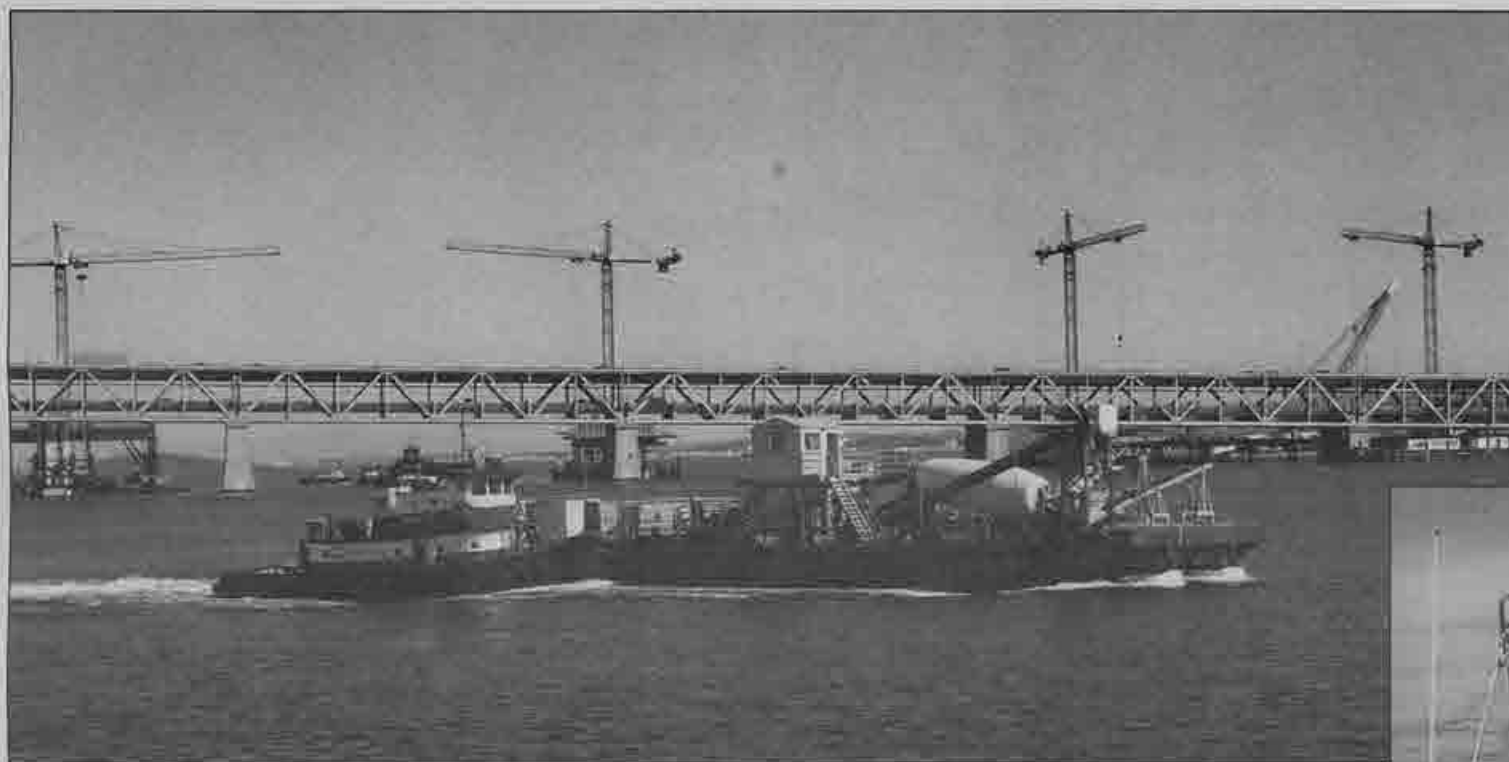


The concrete batch plant is positioned next to the San Francisco Bay so that concrete barges can load up the newly mixed concrete and take it to the bridge jobsite. A conveyor loads the concrete from the batch plant into the mixer on the barge.



Business Rep. Bob Marr watches as Batch Plant Foreman Harold Arnaudon prepares another mix of concrete. Arnaudon uses computers to produce and monitor the concrete.





A tugboat pushes concrete barge "Micki" across the bay. The concrete barge is equipped with a conveyor belt, two concrete mixers that can hold 20 cubic yards of concrete each, and liquid nitrogen.

The concrete batch plant operates three concrete barges named after the wives of three executives — Kathy, Margo and Micki. Each barge is equipped with a conveyor belt, two concrete mixers and liquid nitrogen. Each mixer can hold up to 20 cubic yards of concrete — more than twice the capacity of a concrete mixing truck, which can hold about 9 cubic yards. The 40 cubic yards carried by the barge can weigh as much as 500 tons.

Once it leaves the dock, the barge is pushed by a tugboat, and when it reaches its destination, an assist boat keeps it in position as it unloads the concrete into the remixer at the bridge jobsite. When the barge is lined up and ready to unload, the barge operator activates one of the two mixers, which will then churn concrete out onto a 50-foot conveyor belt that carries the mix to a hopper, which vibrates, shaking the load into the remixer.

Weather and water conditions can complicate this process. If the waves are too steep, it can be difficult to keep the conveyor lined up with the hopper. After the remixer, the concrete is pumped into the section of the bridge it was created for. After being poured, the concrete must set for a week to ensure it is completely cured. The right timing is essential in delivery and pouring. Once a layer of concrete has been poured, the next layer must be poured before the first layer has set, so that the two layers will adhere.

Communication is another crucial component to getting the concrete from the barge to the remixer, as well as on every aspect of the job, Lavell said. Because of the noise at the jobsite, he, as a barge operator, often uses hand signals when communicating with other operators like the tug operator and the pump operator. For example, the operator monitoring the hopper signals to him to unload the first mixer. Lavell does so, and the operator signals back to him whether to speed up or slow down the conveyor. He also signals when he's ready for the load from the second mixer.

Communication between operators and inspectors is vital to the project's success, but as Lavell pointed out, all of the trades involved in the project must be in constant communication to get the job done right.

"A lot of the job is watching out for each other; no craft seems to think they're better than the others," Lavell said.

Lavell added that all of the workers try to watch out for each other and help each other out. On his watch, he has had a worker from another trade come on board his barge to sweep the deck.

"You can't be afraid to wear more than one hat out here," he said. "You can't be afraid to pick up a shovel or a broom either; that's a big part of the job."

Working together — often six days a week for about 70 to 80 hours a week — with numerous safety concerns such as high winds, waves, the threat of being knocked into the water or things flying overhead, members of the new Bay Bridge crew must watch out for one another.

"It's kind of like a race car — it's not just the driver that makes a win, it's a team effort," Lavell said.

The assist boat operator smiles for the camera while his boat holds the concrete barge in position at the unloading destination.



Barge Engineer and Captain James Lavell, a 23-year Local 3 member, monitors the concrete as it is carried up the 50-foot conveyor belt and into the hopper, which then shakes it into the remixer.



Barge Engineer and Captain James Lavell stops for a picture with Business Rep. Bob Marr in the control room of the concrete barge.



## CREDIT UNION

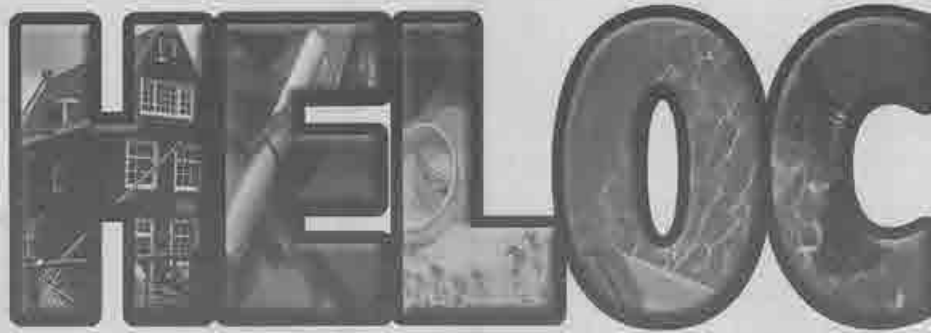
By Rob Wise, Credit Union Financial Officer  
& Local 3 Recording - Corresponding Secretary

# OEFCU offers members something better

You've heard them all, "Home of the truly free checking," "The power of yes," "Invest in you" and "Higher standards." Just because these slogans come from "big banks" doesn't mean you are getting better service. Did you know that your credit union, Operating Engineers Federal Credit Union (OEFCU), is the largest union credit union in the nation? Your credit union believes in the power of "yes," helping members invest in themselves and achieving higher standards. OEFCU is committed to serving Local 3 members and has a slogan, too: "Support Union. Buy Union. Bank Union." This truly stands for what we do. Unlike a community credit union or a big bank that will accept virtually anyone as a member, OEFCU is loyal to union members and their families.

If you read this article monthly, you may notice that I always refer to OEFCU as "your credit union," and it is. We take banking from your (the member's) perspective and create no-hassle products and services.

You've been to banks where you stand in long lines – all the while being overloaded with messages. At OEFCU, members get something better. That's because from the very beginning, your credit union was geared toward helping members and now is a full-service organization. Members go to OEFCU because



they are treated like family, enjoy hassle-free checking and savings and receive great rates on loan products. One of the best products on the market today is OEFCU's Home Equity Line of Credit. What will you do with your Home Equity Line of Credit?

The month of May brings on spring fever, and that means summer is just

around the corner. For some, it's the perfect time to add a pool to the yard, remodel the kitchen or add a deck. For others, it's time to find money for upcoming college expenses, braces, a wedding or even paying off credit card bills. Do you ever wonder where people get the money to do these things? One popular option is taking out a line of credit from the equity in your house (Home Equity Line of Credit, or HELOC). With home prices still increasing, this could mean you may have more equity in your home than you realize.

It's easy to take out a Home Equity Line of Credit. There are no long forms or seemingly unending escrow periods. In fact, OEFCU makes it easy by paying up to \$500 of any third party closing costs. There are no points, origination fees or annual fees. Members may pay more than the low monthly minimum payment without pre-payment penalties. Funds for a HELOC may be drawn up to 10 years. Don't forget to see your tax advisor, because there are potential tax advantages of a HELOC loan.

## Deduct your union dues automatically

Does the due date for paying your union dues sneak up on you? Why not have them automatically deducted quarterly or annually from your credit union savings account or checking account? This free service is an added benefit of your credit union membership. Paying your dues no longer requires you to write a check, then stuff, stamp and mail the envelope.

It's easy to sign up for auto-dues payment. For your added convenience, an auto-dues payment authorization form is printed at right. Simply complete and mail the form to:

OEFCU  
P.O. Box 2082  
Dublin, CA 94568

You may also drop off the completed form at any OEFCU branch. Make sure the signed auto-dues form arrives at the credit union 10 days before your next scheduled dues payment date. If you have any questions about this program, please call (800) 877-4444 or (925) 829-4400.

If you are not a member of the credit union and would like to take advantage of paying your dues automatically every quarter or every year, consider becoming a member. Call us today and start enjoying the many benefits of your credit union membership.

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☐ Check here if you are authorizing an initiation or reinstatement fee.

Pay My Dues (select one): ☐ Quarterly ☐ Annually ☐ CANCEL My Auto Dues

I authorize the Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU) to deduct from my savings account and pay to my Union my union dues or my initiation or reinstatement fee in the manner I have selected above. Deduct these amounts at the rate certified by the Local Union at the time such deduction is processed to effect my MEMBERSHIP in good standing.

The automatic payment of dues will continue until I cease to be a MEMBER in good standing of my Union due to suspension, withdrawal, etc., or until I cancel this authorization. I understand that such cancellation on my part must be in writing and be received by OEFCU no less than ten (10) days before payment is scheduled. I acknowledge that the origination of Automated Clearing House (ACH) transactions to my account must comply with the provisions of U.S. law.

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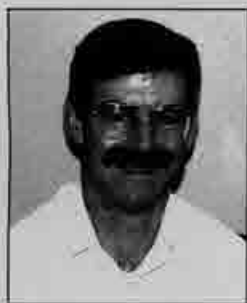
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## FRINGE BENEFITS

By Charlie Warren, Director

### CorSolutions

If you suffer from coronary artery disease, diabetes, congestive heart failure or chronic obstructive pulmonary disease and are covered by the California Health & Welfare Comprehensive or Pensioned Health & Welfare plans, you may be eligible to receive help managing these conditions from the new pilot program offered by CorSolutions. The confidential phone-based program was recently added to provide members and eligible dependents access to registered nurses who can answer health-related questions 24 hours a day, seven days a week. Enrollment in the program is

voluntary and is offered at no cost to the members. If you received a letter about CorSolutions and would like more information, contact the Fringe Benefits Service Center at (800) 532-2105.

The following health tip is provided by CorSolutions.



#### Healthy Weight Management

Being overweight puts you at greater risk for developing many diseases, including heart disease, stroke, diabetes and cancer. So how much total body fat do you have and how great is your risk of health problems? To help you evaluate your situation and assess the risks, one reliable measure is the Body Mass Index (BMI).

BMI is a measure based on height and weight that applies to adult men and women. To calculate your BMI, multiply your weight in pounds by 704.5. Then divide by your height in inches, squared.

$$\text{BMI} = \frac{\text{Weight in Pounds} \times 704.5}{(\text{Height in Inches})^2}$$

For example, here's how to calculate BMI for a person who weighs 166 pounds and is 5 feet 11 inches tall (71 inches):

$$\text{Step 1: } 166 \times 704.5 = 116,947$$

$$\text{Step 2: Height (71 inches)} \\ \text{Squared} = 5,041$$

Step 3: Divide 116,947 by 5,041

Result: BMI = 23.19

Then, see where your BMI fits into the picture.

Below 18.5 = Underweight

18.5 to 24.9 = Normal weight

25.0 to 29.9 = Overweight

30 + = Obese

The BMI is a rough calculation and has limitations. For example, a body builder with a large muscle mass and a low percentage of body fat might have the same BMI as a person who has more body fat because BMI is calculated using weight and height only. And BMI alone can't diagnose problems or predict the future. However, it can be an important part of your personal health profile. Talk to your doctor about your BMI, your risk factors and what steps you should take to manage your weight.

### Self-Care for Health Care

#### Tip of the month

In enacting the Self-Care for Health Care program, which was detailed in the March 2004 edition of *Engineers News*, the Local 3 officers committed 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* offers a self-care tip to keep you educated about maintaining good health. The following is a tip regarding nutrient intake.

#### As we age, we change

As we age, our tastes change, our energy needs change and our desire to eat may also change. Sometimes this makes it hard for older adults to consume all the nutrients their bodies need.

When the desire to eat diminishes, changing what and when you eat can actually make obtaining adequate nutrition easier. Start with smaller, more frequent meals. Plan for easier, low-preparation meals like tuna salad and sliced tomatoes, a baked potato topped with cottage cheese or sliced turkey on whole-wheat bread.

Most importantly, consume the nutrients your body needs and experiment with changes to improve your eating habits as you age.

Produced by ADA's Public Relations Team

### 2004 RETIREE ASSOCIATION PICNIC

#### Retiree Picnic

Mark your calendars for the upcoming Retiree Picnic to be held Saturday, June 5 at Rancho Murieta.

Make it a relaxing weekend and come up early on Friday, June 4 at noon, and if you wish, stay until noon on Sunday, June 6. There will be plenty of parking for self-contained campers, motor homes and trailers. Local 3 is honored to host this special annual event. Join us for a great time.



## INSIDE NEGOTIATIONS

By Frank Herrera, Vice President

# Workers' comp: play it safe, avoid injury

For nearly 95 years, employers and workers have been fortunate to have a workers' compensation system in California, which was one of the first states to adopt such a system.

But now, the system lies in jeopardy. Under California Labor Code 3700, employers are required to provide workers' comp coverage to their employees, but with increasing insurance premiums partly due to an increasing number of claims and a sharp rise in medical costs, employers are having a hard time keeping up and employees are suffering the effects.

Insurance premiums for employers in California have doubled since 2000, making them the highest in the United States. To make up for the increased costs, many employers have had to pack their bags, taking their businesses to other states. Some have even had to limit pay raises, medical and other benefits for their employees so they can afford to keep them. And even worse, some have had to lay off employees, thus worsening the already poor economic climate.

The employers' struggle to keep up with the rising cost of workers' comp has had a negative impact on employer-union negotiations, with workers' comp costs often competing with our wages and benefits. The 30 percent companies have to pay for workers' comp insurance premiums takes away from other benefits we are negotiating for.

Our state government is attempting to deal with the workers' comp issue by reforming the system. In fact, Gov. Schwarzenegger signed workers' comp reform bill SB 899 April 19. This bill, effective immediately, was created to save the state \$4 billion to \$6 billion and to give relief to employers. It requires employers and insurance companies

to develop a physician network to treat injured workers. However, some workers can designate their own doctor if their employers offer health insurance.

The bill sets up an independent medical review program to resolve disputes and allow workers to switch physicians. Uniform medical guidelines will be used to determine medical benefits, and employers will be required to approve treatment right away for injuries. The bill also lowers penalties for late payments to injured workers and offers incentives to employees who have been injured and return to work.

It is apparent that this bill, which could ease the state's budget deficit problems, is beneficial for employers and insurance providers, but it is not yet clear how it will affect working people.

In the meantime, there are ways we can help lower workers' comp costs, which helps me in negotiating new contracts. The main thing we need to do is practice safety on the jobsite. OSHA safety standards were put in place for our benefit, and if we follow these standards on our jobs every day, we can avoid workplace accidents and injuries. The less on-the-job injuries, the less workers' comp claims are filed, the more money we save our state and in turn, our pocketbooks.

Another way to avoid accidents is to be skilled in our jobs. The Rancho Murieta Training Center teaches Operating Engineers how to safely operate equipment on the job. The more skilled we are in our work, the less likely we are to be involved in workplace accidents.

If you see someone acting in an unsafe manner on or around the jobsite, or if you see that your work environment is unsafe, report it to your supervisor immediately. It is not worth the risk to let it go.



## ORGANIZING

By Ras Stark, Organizing Director

# Busy beginning for 2004

It used to be that winter was a slow time for organizing, but that's no longer the case. The Organizing Department has been busy in 2004, and spring has just begun. The following is a brief status report on some of our year-to-date activity.

District 10, Rohnert Park – Negotiations are 75 percent complete on a first contract for workers at Empire Waste Management. We've had two work stoppages to support our bargaining demands. Although the employer continues to commit unfair labor practices, I think we have finally turned a corner.

District 4, Fairfield – Negotiations are going slow on a first contract for workers at Kinder Morgan. We've had one work stoppage and hope the employer gets focused on negotiating a fair agreement.

District 20, Oakland – We've finally wrapped up negotiations on a first contract for workers at Western Power and Equipment. It was overwhelmingly ratified in late February.

District 11, Nevada – Negotiations are still underway for a first contract with Gulf Transportation. Workers are standing strong despite numerous employer unfair labor practices. Our two-year struggle for a first contract at Martin Marietta Materials continues. Workers remain united despite the employer's unfair labor practices.

District 50, Fresno – Tidwell Excavating signed Local 3's master construction agreement and private utility agreement. Harris Mechanical and Plumbing signed our master construction agreement.

District 70, Redding – Frontier Rock, Sand and Gravel signed Local 3's crushing agreement and construction master agreement. Cobalt Crushing also signed the agreements.

District 90, San Jose – In early January, Bothman Construction signed Local 3's master construction agreement.

District 12, Utah – D.C. Transportation to Excavating signed a rock, sand and gravel agreement in late February.

As you can see, the Organizing Department is very busy. We also have started a number of new campaigns. As the year goes on, I'll keep you informed of our progress.

Don't forget, if work is slow in your district, check with your dispatcher to see if there are any opportunities to work as a salt. It's a way to help us organize and for you to make a few bucks. Thanks for your continuing support of our organizing program. Working together, we can make a difference.





## UNIT 12 STATE CRAFT AND MAINTENANCE

By Flo Davis, Unit 12 Director

### When to use your right to representation

When does a rank-and-file state employee have the right to representation?

In private industry, under the National Labor Relations Board, the right to representation is called the "Weingarten Rights." In California, state employees are covered under the "Robinson Rights." Robinson vs. State Personnel Board (1971) is the court case that established these rights.

The Third District Court of Appeals held that, "a state employee has a right to union representation at a meeting with his (her) superiors held with a significant purpose to investigate facts to support disciplinary action and may not be dismissed for attempted exercise of the right."

Whether or not a meeting is held with a significant purpose to investigate facts to support adverse action is an objective inquiry, based upon a reasonable evaluation of all the circumstances — not upon the subjective reaction of the employee or the subjective opinion of the interviewer.

However, employees are not entitled to have a representative present during routine business communications, which occur between a supervisor and employee, such as performance evaluations, training, job audits, counseling sessions and work-related instructions. This is so even though an informal letter of instruction may routinely warn that adverse action may be justified if the employee's performance does not improve.

In Robinson, a counseling session was found to give rise to the right of representation because the facts showed:

Adverse action was in the minds of the supervisors, and a significant purpose of the meeting was to elicit a response from the employee upon which adverse action, in part, might be based.

If the meeting is disciplinary in nature but explanatory in the sense that the employee is only told what the employer intends to do, and the employee is not required to respond, there is no right to representation.

Should a routine counseling session transform into an "investigatory" interview, the employee should be so informed; if representation then is requested, the meeting should be terminated and rescheduled to allow for representation.

The right to representation arises only when the employee requests representation. As a matter of policy, management should inform the employee of the right to representation when the matter to be discussed may support adverse action that is probable or seriously considered.



## OE CAT

By Cindy Tuttle, Political Director

### Politics, anyone?

This month's Under the Dome column on page 15 discusses several pieces of national legislation important to Local 3 members, their families and working families across the nation. In the coming months, Under the Dome will feature updates on the status of these bills and others as they are debated in the halls of Congress. To supplement this discussion, the CAT column will address how these bills are expected to impact Local 3 and what members can do to get involved in the political process.

Many of us feel detached from modern-day politics. We aren't 110 percent interested, we are concerned with other things or we just don't have the time. It's true, most of us could argue that we have better things to do. But here's the thing: Voicing ourselves with indifference isn't the answer to overcoming the challenges we face today as working people and union members.

Business Manager John Bonilla made this very point in his state of the union address at the March 14 Semi-Annual meeting. Bonilla said he believed the greatest danger to Local 3 is not those who stand against us, but those members who stand on the sidelines and do nothing.

With an involved membership, we can fight those who stand against us, like President Bush and the anti-union electeds in Congress. Without an involved membership, we are defenseless against their attack. And, as most of you know, we are under constant attack.

Since President Bush took office, he and his Republican supporters have carried out a calculated effort to dismantle workers' rights. They have voted against employees on safety, wages, health care, retirement and job security and stonewalled worker-friendly Democratic initiatives. Have a look below.

#### House Republicans

Opposing fair wages for hard-working Americans

Failing to help millions of out-of-work families

Undermining health and retirement security

Repealing worker safety protections and overtime pay

Welcoming the outsourcing of U.S. jobs to cheap overseas labor markets

Tax policies that lavish billions on the wealthy at the expense of working families

Right now, our most pressing national issues are TEA-21, an act that would provide federal money for highway, bridge and transit construction projects; the Apprenticeship Enhancement Act, which would create dangerous loopholes in the certification process for apprenticeship programs; and several federal construction bills that are awaiting approval of full Davis-Bacon prevailing wage protections.

These bills have the potential to:

- Create thousands of new jobs for Operating Engineers;
- Maintain the current level of skill standards for apprenticeship and training; and
- Protect workers' wage standards, pensions and family medical coverage on all federal and federally assisted construction projects.

Clearly, the decisions made in Washington in the coming months will have a real impact on our lives. That is why we cannot afford to stand on the sidelines and do nothing. You know that you can count on Local 3 — we are doing everything in our power to make sure the best possible legislative solution is reached. But can you count on yourself? Our CAT is strong, but it could be stronger. With more activists on hand, ready to fight the good fight, the better chance we have in making sure things go our way. I urge you to call your district office and get involved today.

#### House Democrats

Restoring the right of employees to join and participate in labor unions

Getting Americans back to work

Ensuring fair wages

Strengthening pension security

Fighting to save overtime pay

Supporting fair trade policies



Information courtesy of the House Committee on Education and the Workforce.



## RANCHO MURIETA TRAINING CENTER

### for Apprentice to Journey-level Operators

By Curtis Brooks, Director

# Securing the future for Operating Engineers

Every year at this time, we look forward to the new apprentices, the new lifeblood of the union, coming into the Apprenticeship Program.

Some will come with no experience, some will be second or third generation Operating Engineers, but for us to ensure that all leave with a proper understanding of unionism, the history of Operating Engineers and what makes us so strong, they must all, regardless of their background, be subjected to the same training.

Make no mistake about it; the staff here at the University of Operating Engineers (RMTC) takes the responsibility of training and instructing very seriously. For nowhere is it felt as strongly, the need for higher quality, leading-edge technology, updated equipment and learning aids, as it is here at the training center. Recent technology enhancements include adding directional drill classes with a simulator and the actual equipment for hands-on training. We are rapidly approaching the ability to have modular course study live and on-line.

But the training goes deeper than that. It goes to the source — to the raw product, which is our apprenticeship population. We recently

invested in a nationally recognized software evaluation system, which will be used for gathering data in an effort to monitor the progress of apprentice ability. By using the system to evaluate skill levels and rate of progress, we will be better able to diagnose an individual's — C-List Operators, and upgrading journey-level operators and instructors alike — understanding of the craft.

We can no longer afford to displace any member who does not possess the abilities to work at the level to which he or she is designated (i.e. journey-level operator or apprentice). While this system is designed to aid us in understanding where an individual's skills lie, it is not a tool for displacement. It will merely be used as an additional resource in helping our instructors locate the areas in which trainees need further development. Like any business, our product is the lifeblood of our existence. Therefore, we must ensure that the quality of our product measures up to our highest standards. To quote our Business Manager, John Bonilla, "We have always been the leader in the industry, and we will always be the leader in the industry."

## APPRENTICESHIP GRADUATES

Danny Potts	Heavy Duty Repairer	Rohnert Park	April 5
Scott Sollid	Construction Equipment Operator	San Jose	April 5
Aaron Holcomb	Construction Equipment Operator	Sacramento	March 8
Chris D'Angelo	Construction Equipment Operator	San Jose	April 5
Michael Marquez	Construction Equipment Operator	San Jose	March 29
Basilio Buenrostro	Construction Equipment Operator	Oakland	March 24
Dave Botelho	Heavy Duty Repairer	Oakland	March 17
Darren Reynolds	Construction Equipment Operator	San Jose	March 8
Terry Johnson	Construction Equipment Operator	Yuba City	March 8
Noe Flores	Construction Equipment Operator	Oakland	Feb. 3

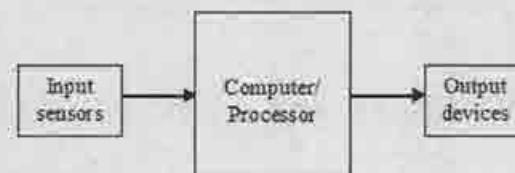


## Computers and processors: back to basics

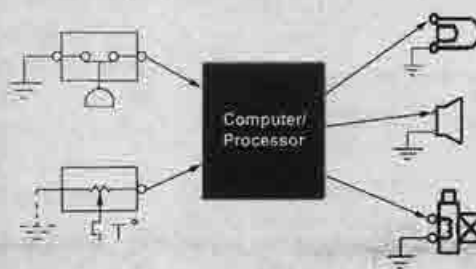
Computers. Processors. Like them or not, they are here to stay. In today's environment they are becoming a part of everyday life — at least for most of us. There are some holdouts that really want nothing to do with them, but if you're in the mechanical field, they're becoming a part of the job.

The equipment is filled with sensors, switches, relays and, yes, computers — small ones that have a dedicated job, like monitoring and controlling the transmission, engine or hydraulic systems. There might even be multiple computers on one machine.

These computers monitor specific sensors and, according to their programming, activate specific output devices. Remember the three parts to an electronic system.



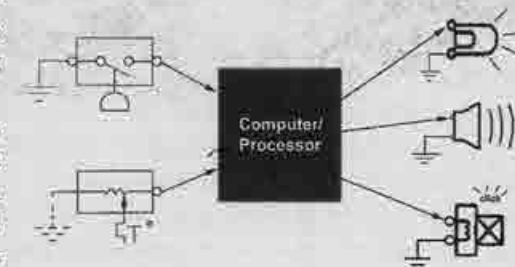
The sensor could be as simple as a switch that either makes or breaks ground (common) or makes or breaks a connection to power (less common). For example, this could be an oil pressure warning circuit switch. The pressure would hold the switch closed, but if the oil pressure drops off, the switch will open and the signal wire going to the input of the processor will lose a connection to ground. It could also be a temperature sender that changes its resistance value with an increase in temperature.



When the computer/processor sees there is no ground on that input or that the resistance is not within the predetermined range, it reacts. In its circuitry is information to tell it what to do. It could turn on a light bulb, sound a horn or activate a solenoid. It does this by sending power to that component. If that component is grounded, it will turn on. This is called its program. A programmer installed that information at an earlier date. The computer or processor can only do what it was programmed to do. It doesn't make abstract decisions, although it may appear that way at times.

The computer/processor is complex. Even small processors have a lot to them, but we can work with them if we understand what they're supposed to do. Like anything else, they break, and that's when they must be replaced. Make sure your inputs and outputs are functioning correctly before you replace the computer/processor, because they are usually expensive and quite durable.

There are endless applications and variations of these circuits. The sky is the limit. Almost anything can be monitored or controlled by electronics. There are many more sensors and output devices out there, but this is a good start and the basics for most, and I've found that going back to basics works well in troubleshooting.



## CCO Tests for new candidates

### 2004 Written Exam

Exam date	Application deadline
June 27	May 7
Aug. 29	July 2
Oct. 24	Sept. 3
Dec. 19	Oct. 29

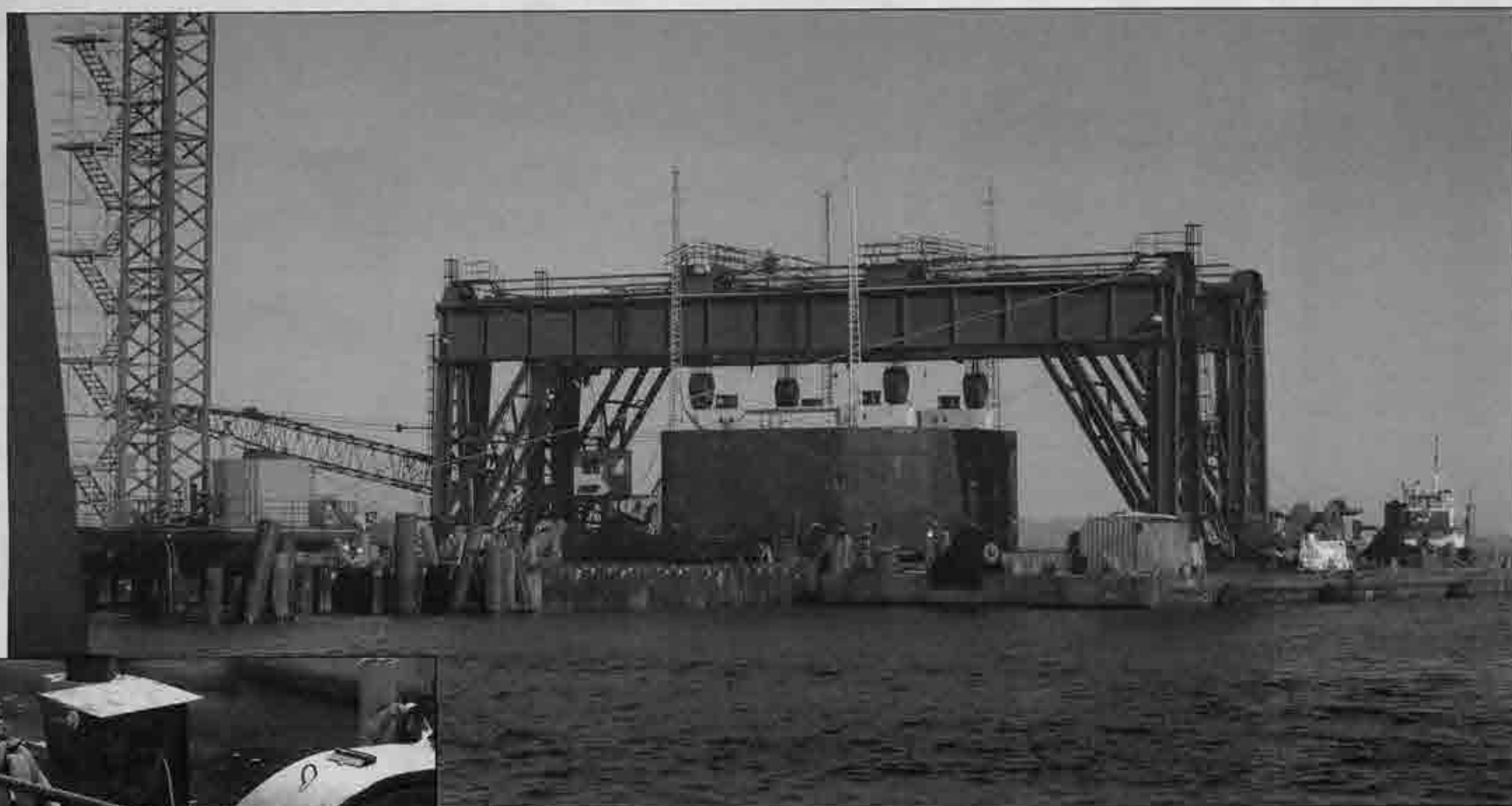
### CCO Practical Test

New CCO candidates and candidates who have passed the written portion of the CCO exams should contact Theresa Brooks at (916) 354-2029, extension 232, to schedule an appointment or obtain CCO information on the Practical Test dates.



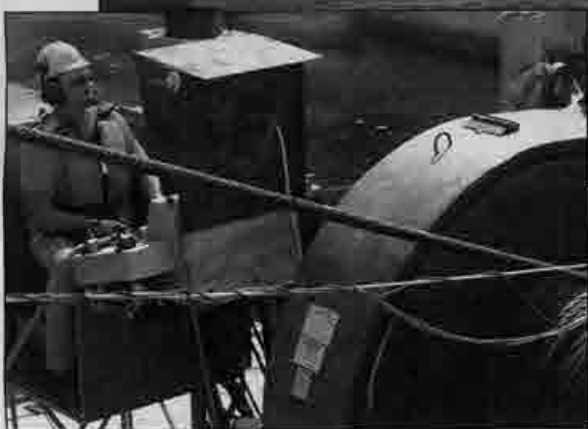
# LAYING FOUNDATIONS

New Bay Bridge project makes history employing 75 operators, using 14 tower cranes



An 1,860-ton steel footing box is suspended from the hoisting hooks of a catamaran barge. Once it is placed 60 feet beneath the bay, the box will hold into place 300-foot long pilings that will eventually support the skyway.

Lead operator Lee Heidrick controls the hoisting hooks on the starboard side of the catamaran barge.



Story and photos by Heidi Mills, associate editor

Construction of the new eastern span of the San Francisco-Oakland Bay Bridge is well underway and on schedule for completion in 2006. As expected, the five-year, billion-dollar project is keeping many Local 3 members very busy. Currently, there are 75 Operating Engineers employed by the joint-venture construction team of Kiewit, FCI and Manson, known as KFM, the contractors responsible for the skyway portion of the bridge. Fifteen members work at KFM's precast yard in Stockton, and 60 members are working on the bay. On a sunny, clear day near the end of March, *Engineers News* caught up with Local 3 crews on piers seven, nine and 13 and learned of their involvement in laying the foundation for this historic new landmark for the Bay Area.

## Laying the foundation

The foundation of the skyway portion of the new east span rests far beneath the layers of mud and silt on the bottom of the San Francisco Bay. Unlike the existing east span, which rests in sediment, the new skyway is anchored to rock, and it is designed to withstand a major earthquake.

There are three major components of the foundation: footing boxes, piles and piers. The footing boxes are garage-sized steel cases that hold into place 300-foot long steel tubes, called piles or pilings. Piles are driven deep into rockbed, reinforced with steel and filled with concrete to form the pillars (or piers) that will support the skyway.

Local 3 operators, surveyors and deck engineers began placing footing boxes on the eastbound lanes of the bridge in January 2003, and started work on the westbound footings in January 2004. To date, 17 out of 28 total footing boxes have been placed, including all 14 of the eastbound footings and three westbound footings.

The fourth footing box in the westbound lane on Pier 13 was placed March 31 by KFM Box Superintendent Mike Rubke and his crew. That morning, the 1,860-ton steel box was suspended from the hoisting hooks of a catamaran barge and destined for rockbed 60 feet beneath the bay.

Lead operator Lee Heidrick, who helped assemble the catamaran barge in June 2001, controlled hoisting hooks on the starboard side as Operator Ed Coombs steadied hooks on the portside. Each of the cat barge's four hoisting hooks, clearly labeled A, B, C and D, holds an eight-part cable line.

Coombs explained that because the box is so heavy, his and Heidrick's every movement is dictated by Rubke and Superintendent Red Shubert via radio headsets.

"You don't do anything until the controller tells you," Coombs said. "We go on the count of three, so it comes up [into the air] evenly and goes down [into the water] evenly."

Once the box is nearly submerged, the survey crew can begin setting plumb lines across the top of the box. Survey Foreman Chad Hensley said

*continued on page 12*

# LAYING FOUNDATIONS

New Bay B



A 160-foot rebar cage is set into driven pile on Pier 7.



Twenty-eight year Local 3 member Tim Lassiter operates the DB General, a massive Clyde 52 crane capable of lifting 565 tons.



With a 360-foot boom equipment on the Bay

continued from page 11

the brightly-colored lines give them a visual orientation of the box once it is under water. In addition to the plumb lines, Hensley said survey equipment is also used to position the box. Survey party chiefs Joe Porra and Jason Philo and instrument persons Julie Hilton and Mike Bonicci – each positioned with his or her transit on the deck surrounding the box – shoot to 360-degree prisms attached to towers, which are welded to the four corners of the box. The surveyors can shoot and take readings while the box is being lowered through the water and when it reaches its final destination on the bay floor.

Using these two methods to position the box Hensley said they can achieve a tolerance of two inches to four inches. That great feat – placing a 2,000-ton structure within two to four inches of a specific position 60 feet under water – requires extensive prep work.

Before they can begin shooting, the survey crew sets control points – longitude, latitude and height – to find the exact position of each survey tower and pre-

*"It's a privilege building history. The greatest thing about this thing is my grandfather build that bridge [Bay Bridge] and he was on this one."*



# ridge project makes history employing 75 operators, using 14 tower cranes



Business Manager John Bonilla tries out the operator's seat of the General.



Business Manager John Bonilla and Local 3 staff visit with members working on the General.

capable of lifting 565 tons, the Derrick Barge General is the heaviest lifter and tallest piece of Bridge jobsite.

cisely the point from which they're shooting. This is a time-consuming process, Hensley explained, but one that has become more efficient with each box installation. He said their prep time is down from two days on the first box to four hours today. The entire process of lifting and placing a box into position takes anywhere from five hours to as long as three days, depending on soil conditions.

For the March 31 box installation, it was necessary to build a rock bed on the floor of the bay for the box to rest. Rubke said 3,000 tons of inch-and-a-half rock was hauled in from Dutra's quarry in San Rafael to

complete the job. Rock will also be placed around the box to secure it into place.

For every box installation, other preparations are necessary. For example, Cal-OHSA requires a complete written inspection of all equipment before it's used.

"Before we do a pick, we do a total inspection of the cat," Coombs said. "It takes us six hours. We check the motors, right down to the air fittings because we can't afford for something to go wrong once it's up [in the air]."

At almost 2,000 tons, Coombs said the load is so heavy it's "the largest most any operator does in a lifetime."

But, he said, that is only part of the reason he feels it is a privilege to work on the bridge.

"It's a privilege because you're building history," he said. "But really, the greatest thing about this whole thing is my grandfather helped build that bridge, [the original Bay Bridge] and here I am working on this one. He was my mother's father, his name was Steve Luck, and he was an Operating Engineer, a concrete foreman."

## The General

The heaviest lifter working on the skyway is also the tallest piece of equipment on the jobsite. It is the General, the largest derrick barge currently in operation on the West Coast. A massive Clyde 52 crane, General Construction's derrick barge, also called the Derrick Barge General, or DB General, can lift as much as 565 tons and hovers about 150 feet above the tower cranes. It sits on a barge the size of an NFL football field, which is held into place by temporary casings, called spuds.

Chief Deck Engineer Tom Butcher said the General came to the Bay Bridge directly from the Benicia Bridge and was put to work once 60 feet of boom was added. It now has a 360-foot boom, which is operated by a 3408 Caterpillar. Onboard are two other CAT engines, both 3412 CATs, which supply the main power.

The General's two main cable drums each hold more than a mile of line.

On March 31, Butcher and his crew, Crane Operator Tim Lassiter and Deck Engineer Gary Nelson, were setting a 160-foot rebar cage into driven pile on Pier 7. It was the first of three cages scheduled to be set that day.

Butcher said it was an easier day compared to those of the previous week when they were trying to get as much work done as possible before the General was sent to dry dock to refuel. The General was essentially working double-time that week, hoisting eight-foot diameter piles and the hefty pieces of equipment used to drive them into the bay.

As explained by Butcher, driving pile is like using a hammer and a nail. There is also a guide that's used to help drive the nail, or pile, into a specific area, called a piledriving template. Once a pile is lifted, it is lowered through the piledriving template, which guides the pile down at a calculated angle for greater stability. A massive tube-like structure, the hammer, is then placed on top of the end of the pile and using hydraulic power, it slams the pile into the bay. The larger of the two Menck series hammers can deliver up to 1.2 million foot-pounds of force onto the pile.

continued on page 14



Thirty-year Local 3 member Warren Thomas operates the tower crane on Pier 9.



Local 3 members and staff on the General's catwalk are Oakland District Rep. Walt Powers, Chief Deck Engineer Tom Butcher, San Francisco District Rep. Ken Oku, Director of Contracts Carl Goff, Crane Operator Tim Lassiter, Business Manager John Bonilla, Operator Ryan Oku, Operator Robert Mortensen and Operator Charlie Miller.

continued from page 13

After a pile is driven, the piledriving template is removed and repositioned for another drive. In all, the skyway's foundation will require 9.5 miles of steel for the driving of 160 piles.

The General will again start driving pile once it is loaded with 55,000 gallons of fuel and receives the all-clear to leave dry dock.

### A bird's-eye-view

At 220 feet high and 160 feet across, the enormous red tower cranes are perhaps the most noticeable pieces of equipment on the bay. Right now, 10 tower cranes are lined up and at work on the skyway's foundation. As work continues, one tower crane will be standing on each of the 14 pier sets. There are two other docked tower cranes being used to unload equipment and other parts being shipped to the city from shipyards across the country.

Warren Thomas, a 30-year Local 3 member, operates the tower crane on Pier 9. He was washing the windows of his glass-enclosed cab on March 31, preparing for a spotless view of his next pick laying on the platform 190 feet below. Weather conditions were nearly perfect – the air was clear, and wind speed was 10 to 12 miles per hour.

Wind speed is closely monitored throughout the day, Thomas explained, because high winds are potentially hazardous for tower cranes. When wind exceeds 30 miles per hour, tower crane operators are issued a warning and told to be cautious. The cranes must be shut down when winds reach 45 miles per hour.

When asked to describe a typical day, Thomas said it begins "with a climb." On most days, he said he scales the 150 rungs of the vertical ladder only once, sometimes twice. Every day, as required by state law, Thomas conducts a thorough Cal-OSHA inspection of the crane before he can pick a load. He checks every



An aerial view of the Bay Bridge jobsite.

Courtesy of Caltrans

switch, system and cable – from the radio inside the cab to the 50,000-pound concrete counterweight in the rear.

After the inspection, the lifting and toiling begins. Thomas said he placed three rebar cages the day before, and on March 31, he was scheduled to place one. In addition to rebar cages, tower cranes on the jobsite are also hoisting structural steel, wood for forms and heavy equipment.

The crane's hoisting capacity depends on the location of the load in relation to the tower. For example, the closer the load hangs to the tower, the greater the crane's hoisting capacity. Conversely, when the load is furthest from the tower, at the tip of the crane, it can lift up to 25,000 pounds. Its maximum capacity is 88,000 pounds.

Thomas said he changes the position of a load with the trolley using his left-hand lever, which also controls the crane's swing. The right-hand lever controls the crane's hook. There are four gear ranges on the crane, and each gear range has six speeds.

"It's difficult until you learn how to do it," Thomas said about controlling the crane's levers and gears.

He said he has been operating cranes since 1972 and described it as a job that he doesn't think of as work. On a clear day, he said his bird's-eye-view of the city and surrounding bay is spectacular.

"This is my 'penthouse in the sky' office," Thomas said.

### Beyond the foundation

Once the skyway's foundation is complete, tower cranes will begin placing precast concrete segments on top of the foundation piers to form the roadway. Work will then commence on the next phase, the suspension portion of the bridge.

Chief Deck Engineer Tom Butcher and Business Rep. Pete Figueiredo stand inside the largest hydraulic hammer used to drive pile on the bay.







# Brushing up on the Issues

As we swing into election season, it is important for all of us to be informed of important legislation that can affect us as a union and as working people. Read over the legislative issues below, encourage your representatives to vote on your, your fellow union members and your family's behalf, and be sure to vote for candidates who support working family issues — your livelihood depends on it!

## TEA 21

The Transportation Equity Act for the 21st Century (TEA-21) is an extremely important measure for the building trades — it is the largest public works bill to date. It significantly increases highway transit funds, as well as federal support for our nation's highways and transit systems. It guarantees minimum funding levels for transportation programs, and it assures that each state receives a minimum return on the amount of gas taxes it contributes to the Federal Highway Trust Fund.

TEA-21 was up for reauthorization in the fall of 2003, but instead was granted a five-month extension. This bought advocates extra time to lobby on behalf of the legislation. Finally, on Feb. 12, 2004, the Senate approved the bill for six years at \$318 billion, and on April 2, the House approved the bill for six years at a lesser \$275 billion. Once the bill is reconciled by both chambers through negotiations, it will be sent to the president.

A \$275 billion to \$318 billion measure passed for transportation sounds like a lot, and it is, but it is not enough to address the nation's ailing transportation system's needs. The House Transportation and Infrastructure Committee recently reported that a needs-based investment level of \$375 billion is necessary just to begin addressing the nation's infrastructure and surface transportation needs. However, the White House and Republican House Leadership opposition to a gas tax increase make that investment level unattainable. In fact, President Bush would like to cap the bill at a mere \$256 billion, and Bush has threatened to veto TEA-21 if it goes over this amount — his first veto as president.

The Operating Engineers and other labor groups were in support of nothing less than the \$318 billion passed by the Senate. So, anything less would be somewhat of a disappointment, but it would definitely be better than nothing — 47,500 construction and related jobs are created per each \$1 billion invested.

TEA-21 will likely become a hot issue during the 2004 presidential campaigns. Listen and watch for news related to this measure, and urge your representatives to support this job-creating bill. The more money invested in infrastructure, the more security we have for our workforce.

## Davis-Bacon

Prevailing wage protections under the Davis-Bacon Act ensure a fair wage for millions of workers by requiring contractors to pay prevailing community wage rates and benefits on public works projects totaling more than \$1,000.

Although Davis-Bacon is a serious benefit for millions of working Americans, providing stability, security and a decent standard of living, some see it as a threat. It has even been said to violate "core capitalist values of free competition and market labor."

The idea of prevailing wage as a threat is evident in many newly introduced bills, such as the Water Infrastructure bill (S 170 in the Senate, HR 1560 in the House), the Rail Infrastructure bill (HR 2571) and America's Better Classroom Act of 2003.

These bills and other construction and infrastructure legislation must include Davis-Bacon protections, and we must send a message to Congress. Some important messages to relay: Davis-Bacon is not a partisan issue and should not be used to delay important legislation; Davis-Bacon does not drive up construction costs as is often claimed; Davis-Bacon guarantees that federal construction activity is not used to undercut community wage standards, workers' pensions and family medical coverage, and Davis-Bacon sets standards for contractors and helps ensure safe, quality construction.

Davis-Bacon will also be a key issue in the upcoming presidential election. Be sure to support the candidate that supports prevailing wage. Pay attention to infrastructure bills that come about. Make sure to do your part to support the inclusion of Davis-Bacon protections.

## Apprenticeship Enhancement Act of 2003

With the word "enhancement" in its title, this act sounds like a winner. But the name hides the truth — the Apprenticeship Enhancement Act of 2003 (HR1660) is undoubtedly a loser for the building trades.

This bill makes an effort to "streamline" the Department of Labor's apprenticeship and training certification process. HR 1660 would undermine the standards of the DOL's Office of Apprenticeship Training, Employer and Labor Services and the State Apprenticeship Councils. Under this plan, a contractor wishing to receive approval for a training program that may not meet the standards established for that particular industry or trade can file continual appeals to receive an apprenticeship training program certification from the Secretary of Labor's office without being held to federal or state standards.

We cannot let this bill go to pass. As members of Operating Engineers Local 3, the union with one of the top apprenticeship programs in the nation, we know the importance of top-notch training. A good apprenticeship program ensures our union's stability as we turn out the highest quality of operators. The better trained we are, the more skills we have, the more valuable we become. We cannot let apprenticeship standards be compromised.

Let's send a message to Congress that the working people of America oppose any measure that lowers skill standards and allows some apprenticeship programs to get certified without meeting federal or state standards. This type of legislation will only aid the creation of substandard training programs.

## Energy Policy Act

The Energy Policy Act of 2003 (HR 6) is comprehensive energy legislation that will create building trades jobs by investing in domestic energy production and transmission.

Comprehensive energy legislation like the Energy Act of 2003 would create hundreds of thousands of good paying construction jobs, boost the economy and strengthen our national security.

The building trades want Congress to pass a comprehensive energy package that includes provisions for the construction of an Alaskan natural gas pipeline and incentives that encourage the construction of new nuclear plants, pipelines and transmission lines. However, the trades do not want Congress to include objectionable electricity provisions that put jobs at risk by recklessly deregulating the electricity market.

Help create jobs for your fellow building trades workers. Let Congress know your position on this matter, and only vote for those who support working family issues and for legislation that benefits working people.

## Asbestos Compensation

The Senate Judiciary Committee approved the Fairness in Asbestos Injury Resolution Act of 2003 (S 1125) in July 2003, but its fate is not clear as Congress adjourned for the year without considering the bill.

Discussions are underway among lawmakers and the building trades to produce a bill that provides fair compensation to asbestos victims. But there still is no consensus on some major issues, including levels of compensation for victims and the size of the compensation fund.

The Building & Construction Trades Department of the AFL-CIO believes that S 1125 represents an improvement in some respects, but is an unacceptable resolution to asbestos exposure and illness. The trades believe "it is a regressive measure that relieves manufacturers, employers and insurers of liability and fails to provide fair compensation to victims of asbestos exposure."

It's vital for workers in the building and construction trades to be protected and for their jobs to be safe. However, accidents happen, harmful exposures occur, and workers must be fairly compensated.

As this issue is debated, we need to make sure that Congress remembers that the federal government should accept its share of responsibility for the harm caused by the use of asbestos in the workplace; and any reform initiative should reduce the costs, delay and uncertainty involved in getting compensation to victims. Let's protect working people!

## Remember

As Americans, we have the privilege of voicing our concerns, making our needs heard, and most importantly, of voting for what we believe is right. As working people and union members, it is critical that we exercise this privilege, ensuring that our needs are met and our families and fellow workers are taken care of.



## FROM YUBA CITY

**Contractors report backlog of work for 2004**

The shops and quarries in District 60 were busy throughout the winter. **Holt Brothers** reported working overtime all winter. This has been one of the company's best years, and its customers have a good backlog of work on the books. **Peterson Tractor** of Chico reports repair work in the shop is good, and its customers have a good backlog to start the season. **Baldwin** shops are busy repairing equipment and training personnel. **Teichert's** new Marysville plant is up and running after a little battle with bugs, which is normal for a new plant. The company will do some stripping the second or third week of April. Weather permitting, this work will take six to eight weeks to complete. **Teichert** has a good stockpile and forecasts a busy season. **Teichert**

**Hallwood** had a great season last year and is forecasting the same for 2004. The plant will start its night shift the first week of April, which will employ up to five members. **Kino Aggregate**, a new company that signed an agreement last year, looks forward to a productive 2004. **Kino** will supply aggregate for the Hwy. 70 project. **Silica Resources**, a producer of specialty sands, is also optimistic about 2004.

On the construction side, **Baldwin Contracting** has a good backlog. It expects to start gearing up the second week of April and will be in full swing May 1. **Teichert's** Woodland branch began its Arboga area project in mid-April. The company posted one of the best years for the branch in 2003, but expects the 2004 season to

be average. **DeSilva Gates** is waiting for the ground to dry for its Hwy. 70 project, which is scheduled for completion December 2004. **DeSilva Gates** also has subdivision work in **Olivehurst** that employed some operators when the weather cooperated. Work there is expected to really get going in mid-April or early May.

Please come to our District 60 picnic Saturday, May 22 at the Yuba-Sutter Fairgrounds in Yuba City. There'll be a delicious tri-tip barbeque at noon, hotdogs, a jump house for the kids, a raffle with lots of great prizes at 2 p.m., and all the beer and soda you can drink. Tickets may be purchased in the Yuba City District office or from your business representative in the field.

## FROM FRESNO

**Member involvement contributes to union's continued success**

The Fresno area weather has become construction weather, making work look brighter for our members.

We want to thank our members for participating in our Operating Engineers Community Action Team (OE CAT). Their hard work was acknowledged at the CAT thank you dinner March 4, with about 50 brothers and sisters and family attending. Member involvement is what makes our district great.

We would like to see members at the Fresno District picnic Sunday, May 16 at Kearney Park. This year's menu includes rib-eye steaks and entertainment for kids and adults. The great Fresno weather should make this an enjoyable day for everyone. We look forward to seeing you there.

The weather is making our Wednesday night barbecues at the Fresno District office a continued success. Our cooks have come a long way and are mastering the grill. Even if you do not want to eat, seeing the cooks in action is worth the trip.

I want to thank the members who made the trip to the Semi-Annual meeting in Vallejo. About 40 members took advantage of the chartered bus provided by Operating Engineers. With high gas prices and traffic, riding the bus made for a more relaxing trip.

Again, thank you for your continued support. We are looking forward to a great and safe year.

— **Ras Stark**, district representative

As the public work projects in the south valley slow down, we are focusing on organizing more non-union contractors. District Rep. **Ras Stark** and I have met with a couple of non-union contractors on several occasions to discuss the benefits of becoming a signatory contractor with Operating Engineers Local 3. Meetings will be scheduled with two additional non-union contractors soon. This should be one of our best years for organizing.

— **Bob Merriott**, business representative

The work in Yosemite should start between mid-May and the first part of June 2004. CDM is completing the treatment project in Merced, and we are still awaiting project schedules from Merced County officials.

**American Paving** is working in the city of Chowchilla with Foreman **Pat Beckwith**. The company reports a busy season with work throughout the district.

**W.M. Lyles** is currently working on an ethanol facility for Pacific Ethanol. General Manager **Scott England** reports that he is glad to have

the highly skilled help of union contractors like **W. M. Lyles**. **Haydon Construction** is another highly skilled contractor completing its project in Los Banos.

— **Sam Uhler**, business representative

A special thank you to the apprentices who attended the Semi-Annual meeting in Vallejo. Keep in mind that I have an open door policy, so do not hesitate to contact me with any questions or concerns.

— **Larry Braden**, apprenticeship coordinator

**Notes from the district:**

Congratulations to **Norman and Elizabeth Montgomery** on the March 15 birth of their son, **Johnathon Christian Montgomery**. He was 9 pounds, 7 ounces.

Fresno District picnic tickets are now on sale. Visit or contact the district office at (559) 229-4083 for more details.

Our sympathies to **Russ Chism** and family for their loss and to the family of **Bobby Blaylock** for their loss.

Our prayers and best wishes to **James Kirk** and family on his road to recovery.



Clockwise, from top left: **Mike Shelly** is one of many Local 3 members in District 50 who has taken advantage of semi-weekly gradesetting classes offered in Fresno. Members from a gradesetting class held in February listen to Instructor **Mark Fagundes**. **Randy DeSantiago** operates a scraper on a jobsite in Fresno.



## FROM STOCKTON

## Teichert dispatches on the rise in District 30

The potential work season for the Stockton District is considerably better than we anticipated. At the end of March, we had processed 35 more dispatches than we had at this time last year. The major difference between this year and last is the volume of work Teichert Construction is scheduled to perform. As in previous years, the employers continue to have about 90 percent of their work in privately funded projects. Throughout the district, D.S.S. Construction has a significant amount of private development work, both in the commercial and housing sectors. D.S.S. members continue to have work in the Spanos business park at Eight Mile Road and I-5. Adjacent to the business park is a large housing development. D.S.S. also has work in Manteca, Ripon and Tracy, all

private work jobs. Work on its project on Arch Road and Hwy. 99 is progressing slowly with Viking Construction building the overpass.

Teichert Construction is working on another phase of Mountain House, and in the process, a significant number of our members are working some overtime. Throughout the district, the Stockton and Turlock divisions of Teichert are becoming increasingly busy with another good year on the horizon. Granite Construction also has a better than average season projected for this year, and its rock plant in Tracy is prepared to meet the demands of its construction projects as well as those of other construction companies.

We are finally receiving state funding for a few construction projects. One is a \$6.5 million

job on I-5 and Eight Mile Road, which was awarded to RGW Construction. Another is a \$29 million road improvement project on Hwy. 49 in Sutter Creek where Stimpel-Wiebelhaus was awarded the job. We scheduled pre-job conferences for both of these jobs to ensure our members' work is protected.

Our business representatives completed the pre-negotiation meetings for our Unit 12 members, and we are compiling suggestions that will be forwarded to our lead negotiators to prepare for the contract negotiation meetings. We will keep all informed of their progress.

In closing, the Stockton District staff hopes everyone has a safe and successful work season, and we look forward to visiting with you on the job.

## FROM SACRAMENTO

## District 80 work picture in full swing

Work is breaking out great this year, with a few big public work projects starting and some continuing from last year.

The Consumnes Power Plant project is going well with 32 operators.

Frucon worked all winter - mostly on cranes with underground work still going strong.

There is a 26-mile pipeline project that Rock Ford will start in mid-April; it is projected to last 90 days. The 26-mile, 24-inch pipe will supply the Consumnes Power Plant.

The Douglas Interchange project started in mid-March with site clearing and de-watering. This is a \$23 million tunnel project that is estimated to peak at 10 to 15 operators. The estimated completion date of the project is April 2005.

Bigge Power Constructors picked up the decommissioning of the old Consumnes Power Plant, which is a \$12 million project that will keep four to five operators busy until spring 2007.

Kiewit has a couple of good jobs coming up in the Lincoln area this year.

The Big Foord Ranch project should be kicking off shortly. It is awaiting the permits to get started.

FCI is making headway on the Gap 65 project with Anderson Drilling as a subcontractor drilling holes for the new overpass.

Granite started working on West Jefferson Street.

MCM is doing the first phase along the bridge for Granite. It's a \$20 million project that should keep several operators busy this year.

Teichert's work is getting into full swing. It's working off West Jefferson Street on a subdivision

toward the river. Teichert has the first phase of homes going and started another 500 house pads in the subdivision.

Syblon Reid has been working off Devon Road most of the winter. It worked almost straight through the year. Most of the work was in the streets, so the rain didn't slow them down. It's been a good job for all operators.

We want to welcome two new business representatives to Sacramento, Tim Neep and Kris Morgan. They are great assets to the district. We would also like to thank the volunteers who helped during the political season and welcome any new members who want to help with the upcoming political season. If you are interested, please call the district office at (916) 565-6170.

## Retiree looks fondly on union career



Retiree and 47-year member Dan Carpenter with his wife of 54 years, Jeanne.

District 80 proudly recognizes 47-year Local 3 member, Retiree Dan Carpenter, for his years of service to the union and his continued service to working people.

Carpenter joined Local 3 in 1957 and now celebrates what

would be his 48th working season. During his career, he operated numerous pieces of equipment, including dozers, scrapers, blades and cranes.

Some of the major projects Carpenter worked on include the California Aqueduct, for which he was an operator in 1965 for Western Contracting. He takes credit for digging about 65 miles of the project.

In 1967, Carpenter was appointed business representative, and represented workers on the Oroville Dam, the largest earth-filled dam, from 1967 to 1968. He served as a business representative for six years, and also worked on such projects as the Bullards Bar Dam, which he remembers fondly.

"I made the most smoke on this one," Carpenter said.

It was on this project that Carpenter was proud to operate a 108-foot tandem scraper, which used about 100 gallons of diesel fuel per hour. He operated this monster for about 18 to 19 months. An enlarged picture of the special-made crane hangs prominently in his home.

Carpenter, who retired from the trade in 1989, said the union "made his life," and that getting into the union was a great feat. He said he has long enjoyed the good wages, good benefits and a pension that is "out of this world."

Experiencing the ups and downs of life, Carpenter said it was his family who got him through it all. Recently diagnosed with cancer, Carpenter credits his family for pulling him through. He and his wife, Jeanne, have been married for



Retiree Dan Carpenter, who is more than six-feet tall, displays the enormity of the equipment he operated in the 1960s.

54 years and raised four children together. Their respect for one another has never been stronger.

"As we've gotten older and more mellow, the more we have come to appreciate one another," Carpenter said. "There were tough times, but the responsible person will see it through to the end."

Carpenter, who serves on the Board of Directors for the Yuba City Water Agency and keeps active his ties with Local 3, now enjoys his retirement in his home in the country, which he bought in 1984. The home is surrounded by open land, and a lake lies just yards from the Carpenters' ample, welcoming front porch.

"It's like being in heaven," he said.

## FROM EUREKA

**Thanks to CAT, utility tax measure passes by large margin**

Work is slow in District 40, although **Wahlund Construction** managed to pick up three pipe jobs in the area. ACC/West Coast continues its work on the Samoa Bridge project.

Some funds have been delegated for Hwy. 299's Buckhorn grade project, Hwy. 199's safety improvements and Hwy. 101's Confusion Hill. Stay tuned on those projects.

Unit 12 negotiations are scheduled to begin on a new contract, and all pre-negotiation meetings have concluded. Thank you for your input. Many Unit 12 members in District 40 were active in the pre-negotiation process. We will keep you involved and informed along the way. If you are a Unit 12 member, please be sure your address is correct with Local 3 so you receive a ballot.

Thanks to the Operating Engineers Community Action Team (OE CAT) in Arcata for a great job precinct walking and phone banking and for the success in passing Measure G.



Members from the city of Arcata and new District Rep. Steve Harris work the phones during the recent Measure G utility tax vote. The measure won by a large margin.

Speaking of the CAT, we have formed journey-level operator teams and retiree teams and are ready to take on the November elections. The CATs also are considering some community service projects. Anyone interested in becoming a CAT activist or captain, please contact the hall.

Looking forward to a new season. Be safe.

**Update for the RNs at Sutter Coast Hospital**

Monthly meetings are the fourth Thursday of each month at the Comfort Inn in Crescent City at 8 a.m. and 8 p.m. A representative will be available at the hospital cafeteria between meetings. You will be notified of other times that representatives will be available. Thank you to all who came by April 9.



The Operating Engineers Local 3 Safety Department recently hosted a 40-hour Hazmat class at the Labor Temple on E Street in Eureka. From left: Class participants Robert Gallagher, Richard Haugen, Victor Knight, Mike Conway, Brian Hubner (laborer), Ronald Hollifield (laborer), Troy Poff and Instructor Marshall Massie.

**2004 GRIEVANCE COMMITTEE MEMBERS**

01 - SAN FRANCISCO  
Jeffrey Scott  
Michael Smookler  
Joe Wendt

04 - FAIRFIELD  
Enrique Aguilar  
Tim Lassiter  
William Pursel

10 - ROHNERT PARK  
Alec Giddings  
Darcy Harlan  
James Spain

20 - OAKLAND  
Roy Petrini  
Robert Rodriguez  
Beth Youhn

30 - STOCKTON  
Bradley Brixey  
Michael Halloran  
Roy Luallin

40 - EUREKA  
Micheal Conway  
Larry Hoerner  
Hugh Shannon

50 - FRESNO  
Mark W. Fagundes  
Ronald McClain  
Robert A. Wilson

60 - YUBA CITY  
Steve Miller  
Fredric Preston  
Wade Shelton

70 - REDDING  
James Matson  
Daniel Rhoades  
James P. Wolff

80 - SACRAMENTO  
David Dokes  
Delphis Surette  
James Wood

90 - SAN JOSE  
John Bruckner  
Albert Tamez  
Frank Vargas

11 - RENO  
Scott Fullerton  
Dylan Gallagher  
Ken Gordo

12 - SALT LAKE CITY  
Steve Kalipetsis  
Lawrence Milliora  
Craig Wyllie

17 - HONOLULU  
Michael Brandt III  
Kevin Costa  
Lewis Ferreira

17 - HILO  
M.K. Akau Jr.  
Michael Akau  
Russell Tam

17 - MAUI  
Dennis R. Akana Sr.  
Colette Coelho  
Darrel Waikiki

**2004 MARKET & GEOGRAPHICAL AREA ADDENDUM COMMITTEE MEMBERS**

01 - SAN FRANCISCO  
Charles Lavery  
Harry Pali Jr.  
Gene Pratt

04 - FAIRFIELD  
John Cullinan  
Michael Lebenbaum  
Demar Smith

10 - ROHNERT PARK  
Michael Donaghy  
John Osterloh  
John Tavasci

20 - OAKLAND  
Kenneth Burns  
Eric Dummer  
Jerry Hunt

30 - STOCKTON  
David Clark  
Lonnie Otey  
Bart Marquez

40 - EUREKA  
Brian Arrington  
Michael Conway  
Hugh Shannon

50 - FRESNO  
Dean Carlton  
Danny E. Henry  
Charles G. Kolbert

60 - YUBA CITY  
Alex Bryce Sr.  
Jack Cowen  
Duane Damico

70 - REDDING  
Kenneth Gill  
Leon Johnson  
Wade Spalti

80 - SACRAMENTO  
Albert Perez  
Felicia V. Ramos  
Jesus Vasquez

90 - SAN JOSE  
Joseph C. Bollom  
Larry Watson  
Douglas Zachary

11 - RENO  
Cliff Birdsall  
Robert McHaney  
Brian Prather

12 - SALT LAKE CITY  
Richard D. Charles  
Gordon Purcell  
Merrill Wilson



## DISTRICT MEETINGS

## 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
- 20th District 12: Orem, UT\*  
Hampton Inn  
851 West 1250 South

## JUNE 2004

- 3rd District 10: Ukiah, CA \*  
Hampton Inn  
1160 Airport Park Blvd.
- 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

## JULY 2004

- 1st District 30: Stockton, CA  
Italian Athletic Club  
3514 Cherryland Drive
- 8th District 80: Sacramento, CA  
ILWU Hall  
600 4th St.  
West Sacramento
- 22nd District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way
- 27th District 40: Eureka, CA  
Red Lion Inn  
1929 4th St.
- 28th District 70: Redding, CA  
Engineers Building  
20308 Engineers Lane
- 29th District 60: Oroville, CA\*  
Oroville City Council Chambers  
1735 Montgomery St.

\* Location change

## Pre-retirement Meeting

## Elko

Tuesday, May 11 6 p.m.

Operating Engineers Building

1094 Lamoille Hwy.

Elko, NV



## 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.

## FRESNO

Thursday, May 6 2 p.m.

Cedar Lanes

3131 N. Cedar

Fresno, CA

## SAN FRANCISCO - SAN MATEO

Thursday, May 13 10 a.m.

Machinists Hall

1511 Rollins Road

Burlingame, CA

## RENO

Thursday, May 6 2 p.m.

Operating Engineers Building

1290 Corporate Blvd.

Reno, NV

## NOVATO

Thursday, May 13 2 p.m.

Inn Marin

250 Entrada Drive

Novato, CA

## Around town

Business Manager John Bonilla and San Jose E-board member Mike Sierra join San Francisco Mayor Gavin Newsom (center) at a recent fund-raising event for the Willie L. Brown Jr. Center for Politics and Public Service.



Business Manager John Bonilla congratulates new members at the March 4 district meeting in Rohnert Park.



Fresno District staff, CAT activists and family members recently responded to a very worthy call to action after learning one of their own, Local 3 member James Kirk, was seriously injured in a car accident. The call came from Dispatcher Denise Alejo, who organized a blood drive at the district office April 2, and was answered by 33 blood donors, 26 of whom were first-time donors.

## 2004 PICNIC SCHEDULE

## 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
Fairfield, CA	Monday, Sept. 6

## June Picnic Information

## District 17 - Honolulu

**Date:** Saturday, June 12  
**Time:** 10 a.m. to 3 p.m.  
**Location:** Campbell Estate Picnic Grounds, Lanikuhonua in the Koolina Resort area  
**Cost:** Free  
**Menu:** Huli Huli chicken, corn on the cob, potato salad, rice, watermelon and ice cream.  
 Beach area for swimming, games, drawings and entertainment.

## District 80 - Sacramento

**Date:** Sunday, June 13  
**Time:** 11 a.m.  
**Location:** Elk Grove Rotary Park  
**Cost:** Retirees - \$4; Adults - \$8;  
 No charge for children younger than 12 years.  
**Menu:** Tri-tip, chicken, hot dogs, salad, beans, ice cream and beverages.

Join us for great raffle prizes, face painting, games and more!

## District 11 - Reno

**Date:** Saturday, June 19  
**Time:** 11:30 a.m. - Retiree Association Meeting; 1 p.m. - picnic  
**Location:** Deer Park in Sparks, NV (Rock Boulevard and Prater Way)  
**Cost:** Adults - \$8; Retirees - no charge; Family - \$20  
**Menu:** Pulled pork, BBQ chicken, ranch beans, salad, rolls, ice cream, beer and soda.

Come enjoy music, a face-painting clown for children and raffle.

## District 10 - Rohnert Park

**Date:** Sunday, June 27  
**Time:** Noon to 3 p.m.  
**Location:** Sonoma County Fairgrounds (Founders Grove area)  
**Cost:** Adults - \$10; Retirees - \$5; No charge for children younger than 12 years.  
**Menu:** Tri-tip, hot dogs for children, salad, beans, rolls, cake, beer, soda and coffee.

Tickets purchased on day of event will be \$2 more. Bring your lawn chair, sunscreen and a happy face for lots of fun in the sun. There will be music, as well as a jumpy-jump for the children. Food will be served from noon to 2 p.m. There will be great raffle prizes and a great door prize.

## OE3 cruise to Mexico filling up



There has been a wonderful response from OE3 members, retirees, their families and friends for the OE3 group cruise offer for Norwegian Cruise Line's Norwegian Star, sailing an eight-day itinerary along the coast of Mexico next January. Besides promising to be a great vacation, part of the cruise fare (\$50 per person) will benefit the OE3 Scholarship Fund.

There are still cabins available in all categories (Inside, Outside with window and Balcony), but numbers are limited. The lowest-priced inside cabins have sold out, but bargain rates are still available. There are a few inside cabins left at \$599 per person, double occupancy. There are also a limited number of outside cabins with a picture window available at \$759

per person, double occupancy. Balcony cabins have proven to be very popular, and there are still a number available at \$869 and \$889 per person, double occupancy. Reservations are taken on a first-come, first-served basis.

The cruise sails from Los Angeles on Jan. 24, 2005 and cruises all the way to Acapulco where there is an overnight stay. The itinerary also includes full days in Ixtapa/Zihuatanejo, Puerto Vallarta and Cabo San Lucas.

If you are interested and know of friends and family who wish to go, don't delay. Call (888) 713-0441 for information. Or simply leave your name, phone number and mailing address and a cruise flyer and deposit information will be mailed to you.

## 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 Line's 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 \$599 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.



## Departed Members

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

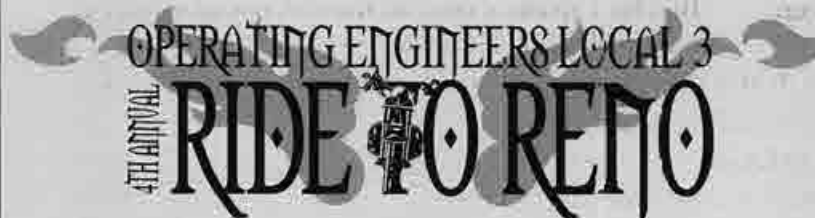
Adams, Jerry	Vallecito, CA	02-16-04
Arnall, Wallace	Elverta, CA	02-11-04
Awa, Matsuji	Honolulu, HI	01-24-04
Barger, Frisch	Reeno, NV	02-11-04
Bettencourt, William	Gilroy, CA	02-20-04
Brannon, Cliff	Salina, OK	02-16-04
Cox, Euclid	Brooklyn Park, MN	02-20-04
Cruz, Henry	Gardnerville, NV	02-15-04
Dennett, David	Benbrook, TX	02-11-04
Doyal, Daniel	Markleeville, CA	02-17-04
Dresden, Lanoie	Clovis, CA	02-25-04
Feliciano, Michael	Salinas, CA	02-25-04
Francis, James	Paso Robles, CA	01-27-04
Freeman, Dennis	W. Sacramento, CA	02-20-04
Funderburg, Wannie	Sacramento, CA	02-25-04
Gabiola, Mike	Fallon, NV	02-10-04
Henrie, Don	Panguitch, UT	02-11-04
Inea, Edward	Honolulu, HI	02-03-04
Johnson, Terry	Emery, UT	02-05-04
Karr, Fred	Visalia, CA	02-16-04
Kauhane, Noah	Kaneohe, HI	02-07-04
Koreyasu, Robert	Aiea, HI	01-12-04
Lawson, James	Mesquite, NV	02-07-04
Lees, Billy	Orem, UT	02-16-04
Lopez, Alfonso	Pleasanton, CA	01-28-04
Lowery, Francis	Santa Rosa, CA	02-12-04
Mann, Otto	Davis, OK	02-20-04
McLaughlin, Floyd	Eureka, CA	02-21-04
O'Connell, David	Marietta, GA	02-19-04
Parsons, Delbert	Las Vegas, NV	03-05-04
Smith, J	Livingston, TN	01-10-04
Stahnke, Harlan	Atwater, MN	02-11-04
Vandergrift, Richard	Dayton, NV	10-21-03



## 4TH ANNUAL RIDE TO RENO

*Ladies and gentlemen, start your engines!*

That's right, it's time again to join your fellow Local 3 bikers for a scenic ride across the California-Nevada state border from Sacramento to Reno. The much anticipated 4th annual Ride to Reno is Saturday, June 19. Our tentative plan is to leave Sacramento at 8 a.m. from a location to be announced and arrive in time for lunch at the Reno District picnic. Because this year's ride coincides with the Reno rodeo, a limited number of rooms have been reserved for those who want to stay overnight. If you are interested in reserving a room, purchasing a T-shirt or if you have any questions about the ride, please contact Theresa Reclusado at (916) 257-6963.



T-shirts featuring this logo are available for \$25

meetings & announcements

## Deceased Dependents

Mullen, Andrew Jr., Son of			
Mullen, Andrew	02-17-04	McNeil, Vivian, Wife of	
Bates, Elaine, Wife of		McNeil, Joseph (Dec)	02-21-04
Bates, Robert	02-09-04	Russell, Loretta, Wife of	
Cleverdon, Berta, Wife of		Russell, Ron	12-25-03
Cleverdon, Harry (Dec)	02-29-04	Rye, Terry, Wife of	
Dale, Irene, Wife of		Rye, Linda	01-31-04
Dale, Jack (Dec)	02-12-04	Shepherd, Delpha, Wife of	
Delfino, Wanda, Wife of		Shepherd, Don (Dec)	03-15-04
Delfino, Frank (Dec)	01-06-04	Trujillo, Lupe, Wife of	
Durand, Hazel, Wife of		Trujillo, Robert	02-05-04
Durand, Charles (Dec)	02-21-04	Whittenburg, Lena, Wife of	
Evaimalo, Gwendolyn, Wife of		Whittenburg, C.J. (Dec)	02-21-04
Evaimalo, Numia	02-07-04	Winget, Louise, Wife of	
Kaniaupio, Kathleen, Wife of		Winget, Jack (Dec)	02-23-04
Kaniaupio, Herbert (Dec)	01-22-04	Williams, Barbara, Wife of	
Lipke, Eloise, Wife of		Williams, John	01-28-01
Lipke, Harold	12-20-02	Winton, Mary Jean, Wife of	
Livingston, Phyllis, Wife of		Winton, Leroy (Dec)	01-16-04
Livingston, L.W. (Dec)	03-10-04		

## HONORARY MEMBERS

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

Timothy J. Brune	1351770
Gerald Carter	1943376
Manuel Defreitas	0994066
Albert Hoapili Sr.	1362777
Leonard M. Hollingsworth	1091204
Thomas Kelsey	1046737
Jake Messer	1058595
L. Miller	1364877
Thomas Million	1351468
Gary Olund	0853617
A. C. Ruiz	0862996
Otto R. Samuel	1102034
Stanley Snyder	1225844
Elden Stenbridge	1344681
Joseph L. Turner	0488768
Carey R. Zicovich	1175185



**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: 1987 Suncrest 37 mi 28 long GMC 454 eng. Class A loaded 4K Oman gen. AC, TV, microwave, basement mo. New awning, new tires, all records. \$11,000/obo. 530-675-2418. Reg. #0939989

FOR SALE: Tractors; 1949 Model 60 John Deere, runs good \$2,850. Massey-Ferguson Diesel with box scrapper, new clutch and paint, good tires, runs good. \$3,875. 209-826-9465. Reg. #1043556

FOR SALE: 1966 Buick Riviera Grand Sport, good running condition. 425CI engine rebuilt, all stock with chrome air cleaner. Alum-finned valve covers and posi-traction. Needs some body work. \$2,800. 707-442-5265. Reg. #1620480

FOR SALE: 88 Chevy Blazer K-5, straight blue body, rebuilt fuel injection heads, auto overdrive, new tires, rims, etc. New full carpet set, headliner & other new parts to be installed, \$3,500. 4 good year 6.70 X15 4ply "super cushion" tires w/ wide whites & 4 chrome rims w/ caps. 5 lug wheel pattern to fit Chevy & Ford drums. Brand new \$800. 415-586-2207 or 415-269-8743. Reg. #1852493

FOR SALE: Caterpillar shop & parts books for 977k, 814-818 compacters, 988 loader, D-9 dozer, D-8 dozer, 12F grader, 8T grader, etc. over 20 books, \$200 for all books, not to be sold separately. 415-586-2207 or 415-

269-8743. Reg. #1852493

FOR SALE: Sheetmetal covered, insulated tank 64" dia. 120" long, 6" heat tube, 3" asphalt pump, on and off valves, 3" pipe and flex would make good boot truck. Perk drycleaning equipment, 50# split pocket Hoffman plant. Reclaimer, water tub boiler, oil burner, 4 press Lamson dryvac, filter, still and muck cooker, presses, Suzie, puffs, bagging machine, 50 order assembly-wheel. Continental Red Seal - magneto ignition, 6 volt generator and starter (has Governor). Best offer - 30 days on all items. 530-842-3689. Reg. #603448

FOR SALE: 1967 BSA 441 Victor \$1,600. 1982 Suzuki RM 60 \$400. 209-479-4682. Reg. #2443755

FOR SALE: 1953 Dodge pickup. Drive it away \$1,000. 1985 Ford F150 2wd. 302CI. Needs tranny \$500. 925-980-2997. Reg. #1938523

FOR SALE: Curb & Dike equipment. 2002 Gomaco 1200 Curb & Dike machine. Used once, paid \$41,890. Take over balance \$32,000. 2002 power Curber 150 Curb & Dike machine plus an AL-120 unloader fits dump trucks. Never used. Paid \$23,670 for both. Take over balance of \$16,700 or one for \$8,350. 559-658-2308 - leave message. Reg. #1733311

FOR SALE: Attention Grade Checkers - all the tools you will need for checking grade. Grade rods, hand level, rag tapes on reels, metal tapes, plumb bobs, etc. Right angle Prism (over \$500 value). 866-517-3815 ask for Doug. Reg. #1287837

FOR SALE: Dayton power tool motor 1/3 horse 6.6 amps, 115 volt Dayton blower, foot pedal control, all so louet spinning-wheel, lots of Angora rabbit fur and Mohair. (over \$700 value) 866-517-3815. Reg. #1287837

FOR SALE: 1967 Kenworth conventional W92 featured in overdrive magazine. Solid project truck 335 cummins, 6x4 transmission, 4:11 rears sqhd, Pete air leaf suspension, custom steps, 2-120 gal. fuel tanks polished, aluminum rims, rear chrome light bar, front brakes, chrome visor. Needs work \$5,000/obo. 559-876-3285. Reg. #2494611

FOR SALE: 14ft Klamath boat. Included 15hp Mariner motor, elec. motor (5sp. 12volt), depth finder (Eagle Z6100), Anchors (2), buoyant cushions (3), oars (2), swivel seats (3), pole holders (3), plastic battery case, boat cover, trailer with spare tire. \$2,500 (firm). 510-538-3152. Reg. #1088533

FOR SALE: 8hp Woodchipper/mulcher \$300; Yale forklift needs minor work \$550; 78 Corvette 52k orig. miles \$15,000; RV sofa couch new \$30. 831-637-1087. Reg. #2389914

FOR SALE: 4.6 acres in Northern Calif. adjacent to Eureka. Southern exposure. Young tree farm, mature fire wood and lumber trees. Buy the land and partially finished house a gift. Large shop building with over head crane. 530-725-5323 or 530-443-7783. Reg. #1487929

FOR SALE: \$169,000 39 fenced acres, 31 gated and flood irrigated acres. Machine shed, shop, chicken house, storage buildings, Fruit trees, garden spot, barns, corrals. 3bd/1ba home. Sale Thoroughbred mares, two Thoroughbred stallions, welsh pony mare for sale. Vale, OR. 541-473-3628. or thoroughbred@fmtc.com. Reg. #0661395

FOR SALE: OTC Nozzle Rator Y910 w/Y910A adapter set \$800. CP894 1 inch air wrench pistol plus sockets \$400. Parker collet crimp hose machine and dies \$900. Lincoln Classic IHD Mod. K1643-2 Ser. (1990300794 like new w/factory CV) \$8,000. LN 25 w/remote and pro fax gun \$1,600. 530-673-3370. Reg. #1644316

FOR SALE: '95 Dutchmen 36' travel trailer, 13' slide out, dual a/c (front one is ducted), 40 gal. hot water htr., full size washer, queen bed, computer work station, full size jetted tub, asking \$14,950/obo. Can be seen in Hollister. Ideal live-in unit. 775-329-0806. Reg. #1369144

FOR SALE: 2.5 ACRES, Elko, NV. 14x66 mobile home with add-ons (front sun room, rear mud room), fenced and cross fenced with water to each area, ideal for horses, good well, BLM land nearby. Good place for retirement, hunting base, etc. Asking \$63,500. 775-329-0806. Reg. #1369144

FOR SALE: '86 GMC 7000 series truck with 43 ft man lift. Boom is equipped with two buckets, auxiliary winch and JIB Boom. Front and rear out riggers. \$12,500/obo. 530-865-7306 or 530-624-5965. Reg. #1051405

FOR SALE/TRADE: '85 Suncrest Class C 26ft motorhome. 48,500 orig. miles. Very clean, stored undercover, 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. Placerville, CA. 530-626-1633 after 5p.m. Reg. #1975514

FOR SALE: 1984 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: '97 FL 60 Freightliner 3126 Catipiller, 6 sped Allison, Air Ride, 150 gal. fuel tanks, exhaust break, many extras, 51k miles. 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. 4 burner stove, A/C, new frig., XL twin beds, wired for generator. \$4,000. Includes 5th wheel hitch. 916-334-2572. Reg. #58157

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. 5 parcels of property, each parcel is 2.3 acres. Will trade for a '83 and up modular home or 2-3 bedrooms. You must deliver. 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. \$14,000/obo. 541-798-1073. Reg. #0728471

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, 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, tree house, sand box, trampoline and 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 Electric start. \$4,500. D47U 2475 electric start tank seat. New sprockets and rails, good running, gear, newly painted and decals. \$5,000. 10' ring roller. \$1,000. 10' roller flat. \$500. 10' K dic. \$1,000. 10' pull scraper \$1,000. 707-422-4146 or 707-326-1544. Reg. #711800

FOR SALE: 2001 Winnabago Class A 29ft motorhome. One owner, very good condition, take payments over. Health failing and eye sight is getting bad. 707-425-3117. Reg. #1391964



## FROM UTAH

## Geneva Rock celebrates 50th anniversary with employees

Geneva Rock marked its 50th anniversary with an evening of celebration and information at the Salt Palace Convention Center in downtown Salt Lake City March 12. Employees and their partners were welcomed to a dinner, safety awards and door prizes. Geneva Rock began operations in Orem, Utah, after being created by Mr. W.W. Clyde. In the last 50 years, Geneva Rock has expanded its ready-mix concrete, construction, and sand and gravel operations to become one of the largest suppliers in Utah, employing nearly 300 Operating Engineers.

This year's Operating Engineers District 12 picnic is May 22 in Draper City Park. Breakfast will be served at 10 a.m. The cost is \$5 per person, which includes five raffle tickets or \$10 per



Above and at right: Members on the job at Geneva Rock.



family, which includes 10 raffle tickets for active members. There is no cost to retirees. You may purchase raffle tickets in advance from your business representative or at the picnic.

## FROM ROHNERT PARK

## Casino provides steady work for third straight year

Swinerton Builders of San Francisco began work more than two years ago on the 75-acre Pomo Indian Rancheria in Alexander Valley – the site for a temporary Nevada-style casino. North Bay Construction was subcontracted for the job and has since kept eight to 12 Operating Engineers working steady on road improvements, underground water and sewage treatment, site work for new homes and a temporary parking lot.

Once the casino opened in early 2003, the next phase began, which included the difficult task of excavating a three-terrace bench on the eastern slope of the property that will eventually be a covered three-story parking facility for 1,500 vehicles.

Pacific Coast Drilling, Reliable Crane, Conco Pumping, and Drill Tech Drilling and Shoring were all subcontractors for this phase. At times, as many as 23 Operating Engineers were on the project.

The Rohnert Park office staff expresses sincere condolences to the family and friends of Billy "Joe" Smith, who passed away March 24. Our condolences also are with the family and friends of Norma Say, who passed away March 29 at her home in Occidental. Her husband, Carl Say, preceded her in his passing



North Bay Excavator Operator Dan Vormelker breaks for a picture with Foreman Neil Decker.

in 2002. Their sons, all members of Operating Engineers Local 3, include Mike and wife, Cindy; Brian and wife, Bobbie Sue; and David and wife, Amy. Their granddaughter, Christiane Say, is a second-step apprentice with North Bay Construction. We pray and send our deepest sympathies to the Say family.

Congratulations to Christiane Say on her marriage to David Yoxall April 17 in Sebastopol, Calif. After the wedding, they left for their honeymoon to Mexico on a Caribbean Cruise. Her proud father, Mike Say, gave her away. Also present at the wedding were her uncles, Brian and David Say, and their families. Best wishes to Christiane and David for many years of happiness and loving memories together.



Standing, from left: Local 3 members working on the Pomo Indian Rancheria jobsite include Ryan Schupbach, Foreman Aaron Sykes, Tim Young and Ken Rose. Seated: Pacific Coast Drilling Operator Randy Ingram. Kneeling: Conco Pump Operator Paul Danuser.



From left: Drill Tech operators Raul Melgoza, Jose Padilla, Jeff Goeff and Reliable Crane Operator Rob Ostrander work on the Pomo Indian Rancheria jobsite in Alexander Valley.



Third-step Apprentice Vard Stockton Jr. works for Reliable Crane and Riggering on the casino grounds.

## FROM RENO

**SNC uses trimmer technology on airport runway**

SNC narrowly edged out a contract to reconstruct a runway at the Stead Airport in late January.

The project called for the removal of existing AC, base and subgrade material to a depth of 2 feet. Conventional methods using scrapers were ruled out, as most areas on the runway would only enlarge the scope of work and

lengthen the time frame – both increasing the cost to the owner. SNC decided to use a “trimmer” made by CMI. This track drive unit closely resembles an asphalt grinder. Once through the 4 inches of asphalt, the trimmer could take lifts of 5 inches by 12 feet per pass. This is where the challenge first appeared. The runway is 150 feet

wide and 8,000 feet long. With the asphalt gone, maintaining line quickly became a priority as the 2 percent cross-slope had to be terminated at centerline. Try as they might, centerline was missed by an unacceptable amount and vertical grade resembled a gentle roller-coaster. This process continued for several more lifts, so it became critical to maintain a perfect horizontal and vertical path.

Geologic was contacted to install a global positioning system (GPS) on the trimmer. After a two-week trial, the system is functioning perfectly with a horizontal and vertical tolerance of .04 feet. Apprentice Operator David Duke said the actual cuts are closer to .03 feet. Duke said he is grateful to SNC Superintendent Jeff Barker for the opportunity to learn the new system from the ground up (even though he stayed up late many nights to study the manuals



necessary to learn about the system). The new technology, one of only two in the country, will enable SNC to complete the project ahead of schedule and under budget.

Work in northern Nevada is off to a great start. We are short-handed in many classifications. If anyone is interested in working in Nevada, don't hesitate to get on our out-of-work list.

This year's Reno District picnic is June 19 at Deer Park in Sparks. Come and join us for a great time.



## FROM HAWAII

**Makena Resort hearing raises tensions**

A county council hearing for a proposed development in West Maui took place March 8, drawing together a community divided on the rezoning issue. A similar hearing two years ago brought hundreds of people together to hash out this very controversial Makena Resort project. This request for a zone change would allow for the building of 150 acres of condos and apartments, as well

as a 28-acre timeshare project just south of the Maui Prince Hotel. This major development will provide a lot of work for our members and other trades.



Emotions were high during the hearing, but no decision was made on the rezoning request.

District Rep. Kalani Mahoe offers words of encouragement to the brothers and sisters who attended the hearing.

**Class in session**

District 17 Hazmat instructors Nelson Umiama, Allan Parker, Alan Kumalae and Danny Nelson received refresher training in Beckley, W. Va., the week of March 14. They were among 29 instructors from other locals of the International receiving refresher certifications in Hazmat, OSHA 502, Homeland Security and Energy Assurance.





# Public Employee News

VOL. 5, #5 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • MAY 2004

## Record Contract in Alpine County

By Kurt Benfield, director

### A year of work

The Alpine County Sheriffs' and Miscellaneous bargaining units in Alpine County recently ratified a contract after nearly a year of bargaining. Many Operating Engineers members will tell you that although the road was long, it was well worth the wait. The little county of Alpine nestled in the Sierras ranks 58th in population of 58 counties in California, although recently it has had an influx of people moving into the county for its supreme location, fresh air, great outdoors and lots of hunting, fishing and relaxation. The downside to this popularity is that property and home prices have skyrocketed. Many who work in Alpine County cannot afford to buy property or own a home if they had not already owned one for several years.

Entering negotiations, the issues were low wages, questionable benefits and the lack of a comprehensive contract. Many years ago a contract was negotiated and ratified. After that there were several addendums reflecting changes in the contracts over the years. The problem with this is that over the years, many issues or agreements become foggy, and many forget what was agreed to, or in some circumstances, one addendum is in conflict with another that was ratified years before. Getting a comprehensive contract was a goal of the union and the county. Getting higher wages and better bene-

fits was the goal of the union and its members.

### We have no money!

How many people have gone into negotiations and heard the employer say this? I would venture to say that just about everyone who has been involved in negotiations has heard this sentence. It was to be no different in this case, except the county stated it wanted to provide fair wages. The difference was what everyone thought the word fair meant. Over the years the county had provided 1 percent to 2 percent raises to the employees. That was the average over 15 or 20 years, although there were a couple of 4 percent raises and other adjustments. Other issues, such as an unclear grievance procedure, lack of arbitration clause, disciplinary issues, longevity pay, medical premiums and benefits, vacation, holidays, sick leave, promotion and a host of others needed to be studied, restructured and sometimes totally revamped.

### Solidarity

Throughout the long contract process, the fantastic teams I worked with from both the Sheriffs' Department and the Miscellaneous Unit deserve kudos for sticking together and performing well for learning a new process. The county employees also deserve recogni-

tion for being patient, attending meetings and staying strong throughout the process. The county's original offer was in the neighborhood of 2 percent over two years with some other incentives thrown into the mix. The union's initial proposal was 30 percent for the deputies over two years with re-openers and 30 percent for the Miscellaneous Unit over three years with re-openers. Discussions revolving around the medical coverage for both current and retired employees were also intermixed.

Salary comparison studies with similar counties showed the Alpine County Sheriffs' Department employees significantly behind (average 38 percent) their law enforcement counterparts. Although there had been some reclassifications in the Miscellaneous Unit providing some of the employees with salary increases, it did not cover the majority. The county's response to our proposal was to say that if the union could find a way to fund the increases, it was OK. The problem came when we found a way to fund the increases. Many discussions and disagreements ensued, but in the end, the following was the result:

### Deputies

**Salary:** 30 percent over 18 months in staggered implementations every six months

**Longevity:** 5 percent for every five years of service (new)

**Separation:** Additional 5 percent for sheriff sergeant; 15 percent for under-sheriff to stop compaction (new)

**Medical:** Fully paid through term of contract

**FTO pay:** 5 percent salary increase for FTOs (new)

**Housing differential:** \$400 a month for officers working in Bear Valley / Kirkwood (new)

**Detective pay:** Additional 5 percent salary adjustment (new)

**Call-out time:** Increased from three hours to four hours

**Retirement:** Implemented provisions into IRS 414 (h2) pro-

viding a 9 percent benefit toward salary calculation for retirement purposes; also gained single highest year (new)

Previous to this contract the union negotiated 3 percent@50 PERS retirement formula

### Miscellaneous unit

**Salary:** 20 percent over two years

**Medical:** Fully paid until January 2005 with re-opener

**Longevity:** 5 percent for every five years in county service (new)

**Discipline:** Binding arbitration and definitive grievance procedure (new)

**Hazardous duty pay:** 1.5 times the hourly rate for any hazardous duty, fires and floods

**Standby time:** Three hours at regular rate credit (new)

**Shift differential:** 45 cents per hour for all hours worked in said shift (new)

**Call-out:** Four hours overtime pay (increase)

**PERS:** County pays employees 7 percent portion of PERS contribution in staggered increments based on years of service (new)

**Retirement:** Participation in IRS 414 (h2) (new)

These contracts provide other benefits and increases too numerous to name here. All addendums are now part of a comprehensive contract for both units. In the end, I have to say, the county stepped up to the plate and the members are happy with their contract. I wish to thank the negotiation team members Rob Levy, Ed Braz, Tom Nagel, Spencer Case, Nani Ellis, Nancy Thornburg and Annette Flagg. I would also like to thank the membership for their patience and solidarity during negotiations. And I also want to thank County Board Assistant Judy Molnar and the County Board for doing the right thing and working with the union to provide a fair contract.



Members of the Alpine County Miscellaneous Unit gather to celebrate their union with Local 3.

## NEWS FROM THE public employees



by

**KURT BENFIELD**

**Director of public  
employee division**



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## Across-the-border drugs

### Cheaper on the other side

Last month's article dealt with generic prescription drugs and the cost difference to you, the member. I encouraged you then and encourage you now to request generic drugs from your doctor or pharmacy when getting your prescriptions.

During this national health care crisis, many rumors have surfaced of cheaper prescription drugs available across the border and abroad. There are cheaper, quality drugs in Canada, Mexico and even Europe. Some companies manufacture many of their drugs across the border and in the United States. It's just like cars that are bought in the United States, such as Nissan or Toyota that are a Japanese manufacturer but are actually manufactured in the United States. Is the car you buy in the United States any better or worse than the one bought in Japan, France or England? If Bayer or Searle manufactures a drug in Mexico or Canada by their same company standards and control, how is it any different?

### M.E.D.S. Act

Congress passed the Medicine Equity and Drug Safety Act some time ago. The M.E.D.S. Act would have allowed the importation of prescription drugs only if the secretary of the Department of Health and Human Services concluded that the importation was safe. The current secretary felt it was impossible to guarantee the safety of the imported drugs. Therefore, the M.E.D.S. Act never went into effect, thus denying access to the less expensive drugs. Have you seen the advertisements for pharmacies that sell imported drugs for Canada, Mexico or Europe? Many of the advertisements state that it is legal, or worse yet, they fail to state

much of anything to the consumer. I can tell you, it is illegal to get prescription drugs from other countries for yourself. Federal law provides that only "drug manufacturers" may re-import their own drugs from Canada. In addition, the U.S. Food and Drug Administration recently wrote, "virtually all drugs imported to the U.S. from Canada by or for individual U.S. consumers also violates U.S. law because such drugs are unapproved ... labeled incorrectly ... and/or dispensed without a valid prescription."

### Why?

The reason is easy to determine, and it has dollar signs all around it. The risk of profit loss is too great for the drug companies to allow importation by individual U.S. citizens. It is of course OK for the companies to re-import their own drugs that have been manufactured across the border at a reduced labor price. Drug companies state that it is a safety issue and that it dramatically increases the risk of sneaking counterfeit or misbranded drugs across the border. There must be a belief that the smuggling, misbranding and counterfeiting is not already occurring. Is drug "smuggling" of prescription drugs by U.S. citizens any worse than the financial rape by the drug companies that charge \$196.99 for Zantac when a generic version costs \$11.90? Do we really think it is costing the company that much more to produce? Does anyone believe that the company that is producing the generic and selling it for \$11.90 is not also making a profit?

Politics matter when you compare national administrations. Remember, the health care industry is a business, and the drug companies provide huge donations. If you think politics do not matter, I leave you with this thought: During George Bush Sr.'s



tenure, the yearly medical inflation rates were about 18.6 percent, 16.7 percent and 17.1 percent. Conversely, during the Clinton tenure the medical inflation rate was a negative 1.1 percent, and 2.1 percent and 2.5 percent, mostly because of the mere threat of a national health care program. The George Eush Jr. tenure has already produced 17 percent and 15 percent with no end in sight. All of these things should be considered when voting in November.

### Dedicated to helping you

Business Manager John Bonilla and his team of officers, in conjunction with our Fringe Benefits Division, medical experts, advisors and the entire local are vigilantly working to do everything they can to inform and educate you, the member. We will keep you apprised of the latest legislation that may affect your health and welfare or prescription drug issues. Remember to ask for generic prescription drugs and get involved politically to make positive changes in your benefits and your wallet. There is a health care presentation being given at district meetings. I encourage you to call your district and find out when the next one is and attend. The experts will be there to answer your questions.

## CEMA members at Santa Clara County extend contract

County Employees Management Association

By Tom Starkey, business representative

CEMA members who work for Santa Clara County recently ratified, by a 95 percent margin, another two-year extension to the contract that was last negotiated in 1999. The contract extension will run from Aug. 15, 2004 through Aug. 13, 2006. The new agreement calls for a 0 percent salary increase in 2004 with 1 percent of base wage for salary realignments that will be effective Aug. 16, 2004. All CEMA members will receive a 2 percent salary increase effective Aug. 15, 2005 with a 1 per-

cent realignment applied to all bargaining unit employees, making their total wage increase in the second year 3 percent. The county also made available an early retirement incentive. Eligible employees who agree to retire between April 7 and July 5, 2004 will receive two additional years of service credit, which will improve their monthly retirement benefit. All other benefits and rights remain unchanged.

The CEMA membership agreed to this extension because they were very concerned that if

they negotiated a new agreement, the county would demand employee contributions to monthly health benefits. By extending the agreement, CEMA can work with other bargaining units to ensure that benefits will be protected when these issues come up in two years. Members also supported the contract extension because the early retirement incentive will free positions for the less senior members who may be affected by the layoffs expected this June. The county is planning to cut more than \$200 million from

its budget this June, and the early retirement incentives will help offset positions that would have been cut if vacancies were not created through retirement.

CEMA Executive Board Vice President Richard Hobbs said of the contract extension, "It is reasonable, justifiable and compassionate to show appreciation to more senior managers by offering the retirement incentive. This in turn will retain less senior managers and avoid layoffs to our members and enhance promotion opportunities."



## A ray of hope

By Carl Carey, business representative

With the passage of Proposition 57, the \$15 billion budget bail out, one would think the hard times for public employment is over. This cannot be farther from the truth. The passage of Prop. 57 only helped this year's state fiscal budget — it doesn't address financial concerns for the following year.

At the local level, the financial concerns are still very real. The city of San Francisco is looking to close an approximate \$300 million budget deficit. Alameda County estimates a deficit of \$98 million to \$138 million, depending on what the state does. San Mateo County is dealing with a budget shortfall, as is the city of Santa Cruz. I represent members in all of these jurisdictions, and the same message is being voiced, "We have budget problems."

Whether we are in the middle of a contract or are in negotiations to get a successor agreement, all the employers are coming to the members asking for concessions to close the gap. These concessions range from contract rollover or extensions with no wage increase to out-and-out give-backs.

To negotiate an agreement in this economic climate is one of the hardest things I, as a labor representative, have ever had to do. The message we bring back to the mem-

bership is not the most pleasant, and frustration, to say the least, is one of the emotions that surfaces. In trying to reach agreement, many avenues have to be explored, some that could be considered "thinking way out of the box." This has been trying for the negotiation teams that I am working with, and I know it is the same for all other units. These are not easy times.

By the time you read this, I hope we have reached some type of settlement that at minimum is acceptable to the members. Considering the times, none of us may like it, but we will have done our best.

Now that you have heard the bad news, I want to shed some light on this dreary subject. During an economic depression, public employment seems to feel the effects one to two years after the private sector. The recovery lag is also the same. Public employment will see relief later than the private sector. If you believe the economists and financial analysts, they predict the fiscal year of 2004-2005 is the bottom of the trough. There are reports of economic recovery, though slow, that should have us all feeling the effects by 2005-2006.

If this is true, we can expect a brighter economic climate during future negotiations. Many factors, as you well know, can

affect this recovery — the war in Iraq to the presidential election, gas prices to a political coup in a third-world country or anything in between. In watching the stock market every day, all you need is someone to hiccup and the market will go up or down 100 points.

Bottom line: We are not out of the woods yet. There are still a lot of things out there that can turn us upside down again. We all have these concerns and in our own way have asked ourselves what we can do about it. The problem looms large, but if you pick off a small portion at a time, the problem does not look so daunting.

One of the ways we can help is when Local 3 calls for help, take time to join other members in phone banking, walking precincts or just attending union meetings. As public employees we sometimes lose sight of what the labor movement is all about and what our fore brothers and sisters fought for. One saying that I have always been fond of is "Union Yes, who brought you the weekend." If we are weathering an economic slump or a grievance at the jobsite, we should pull together to solve the problem.

NEWS FROM THE  
**public**  
employees

## The fight in Fresno

By Doug Gorman, business representative

OE3 has a long history in the Fresno area, and within the last couple of years, our membership has grown in the Public Employee Division.

When I was assigned to the Fresno office, I immediately noticed a mentality on behalf of our employers that was in contrast with good employee-employer relations. The first unit this became obvious with was Westland's Water District. The supervisors kept a tight rein on their employees and often disciplined them for the smallest issues.

The shop stewards and I met with the general manager of the district, and we immediately noticed a change in doing business. Some of the reprimands issued were immediately withdrawn, and a new attitude emerged. What a breath of fresh air. We now have very few problems with this unit.

Another unit in which problems still exist is the Fresno Irrigation District. We have three outstanding complaints filed with the Public Employment Relations Board against this district. They refuse to see the light and continue to defend their actions.

We recently signed new members in the Fresno Mosquito and Vector Control District, Fresno Airport Police and Firefighters' Association and the Fresno Airport Public Safety Supervisors' Association.

The Mosquito District immediately took a hard stance and refused to recognize OE3 as our new members' exclusive representative. They also imposed new medical premiums on our members and refused to meet and confer with us after we notified them that we represent their employees. Our law firm immediately filed an unfair labor practice charge against the Mosquito District, which is pending at this time. For the time being, it looks like it is status quo for our members there.

The Fresno Airport is another issue. These officers and supervisors wear two hats; they are police officers and firefighters, and they are employed by the city of Fresno.

These officers have been forced to perform duties they are not trained to do, such as fighting structure fires. They have worked in a station that is not in compliance with Cal-OSHA standards,

and they are consistently understaffed, which places them and the general public in peril.

When we began bringing these issues forward, I noticed a serious lack of culpability on behalf of their current administration. Having served in law enforcement, I have a strong sense of knowing who is responsible for these problems, and it rests with only two individuals.

We were able to contact Mayor Autry's office and voice our concerns, as well as Cal-OSHA, who came down and found three pages of violations. The battle continues, and it appears that this unit will join forces with the Fresno police and fire departments. All we can hope is that our members get taken seriously. These guys aren't complaining about pay; they are concerned about the welfare of our community and their ability to respond to critical incidents.

Because the supervisors were not represented in their employee-employer relations with the city, they chose to elect OE3 as their exclusive representative. Well, we have filed two petitions for recognition, and both have been turned down by the city. A third petition was sent and should go through without any problems. Should this one meet resistance, we will seek an unfair labor practice against the city.

Not all of our units in the valley experience these types of problems. The city of Firebaugh is very pleasant to work with, and it actually cares for its employees. The city of Clovis and OE3 have a very positive working relationship, and Westland's Water District also has found it easier to work with the union than against it.

When I talk with other OE3 representatives about the issues we have in the Central Valley, they are amazed that these problems still exist. My counterparts in our San Jose and Modesto offices have volunteered to assist me in our struggle to defend the employment rights of our members. They have even dubbed me "the lone ranger."

Rest assured, OE3 will continue to actively defend its members, and I will continue to fight the fight in the Central Valley.





## NEWS FROM THE public employees

OPERATING ENGINEERS  
LOCAL UNION NO. 3

John Bonilla  
Business Manager

Bob Miller  
President

Frank Herrera  
Vice President

Rob Wise  
Rec. Corres. Secretary

Harold K. Lewis  
Financial Secretary

Russ Burns  
Treasurer

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#### NEVADA

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## Crab, crab and more crab!

By Bob Titus, assistant director

Eureka!

It was Valentine's Day 2004 and everyone was meeting in Eureka, Calif., for the annual Local 3 District 40 crab feed. Many of our Local 3 members attend this phenomenal get-together of members, politicians, residents and staff. It's a time for great camaraderie, great eating and a great raffle.

This annual event is a good time to visit and, in some cases, get some work done on the side. Officers, business representatives, directors, district representatives and other staff attend not to just eat crab, but also to visit and talk to the membership. This year was no exception with many active and retired members driving in from all over to enjoy the crab feed.



Asst. Public Employee Director Bob Titus and Director Kurt Benfield pose for a picture with Local 3 member Bob Martinez (center), whose band "Dr. Squid" performed at the Feb. 14 Eureka Crab Feed.

Because the crab feed was on Valentine's Day, many chose to bring their significant others to Eureka to enjoy the great weather and beautiful scenery over the weekend. After everyone's belly was full of crab and spaghetti, many headed to the bar to enjoy some drinks and live music. This year, "Dr. Squid," a local band, treated us all to live music with our very own Local 3 member Bob Martinez playing the drums. Dr. Squid was generous in playing some "oldies" that we could all remember.

All in all, it was a great time for members and staff with lots of great food and entertainment. If you are trying to figure out what to do next Valentine's Day, consider coming to the crab feed in Eureka. It's a fun time with lots to do.

## Isleton: a city living in the 19th century

By Dean Cofer, business representative

Isleton is a small, picturesque city of about 980 residents nestled in the Delta between Rio Vista to the west and Sacramento to the east. It is a quiet, friendly, beautiful little community ideal for raising a family or for retirement. It is best known for its annual Crawdad Festival.

OE3 organized and obtained bargaining recognition for a group of employees in the public works department and clerical department well over two years ago. After going through nine city bargaining spokespersons (some of them recycled more than once), we are finally within sight of wrapping up an initial labor agreement that will provide, among other things, substantial wage increases, agency shop and binding arbitration of grievances. It has been a long two years, complete with unfair labor practices, deceit, broken promises and enough ill will to fill an 18-wheeler. Believe me, it will be a happy day for OE3, especially for our members, when we wrap up this long-awaited Memorandum of Understanding. I want to thank Leadman Dean Dockery for serving on the union's bargaining committee and as OE3's steward throughout this arduous adventure.

Recently, a fellow staff member asked me to describe Isleton to him in regard to labor relations. I explained that to do so it was necessary to separate the extremely friendly, hard-working residents of Isleton from the narrow-minded, mean-spirited politicians who have a strangle hold on the inner workings of the city. Having said that, I then explained that I believe it would be safe to compare "2004 Isleton's

labor relations policies to Mississippi's civil rights policies in the 1960s." The same blatant disregard for the law is present in both examples - with the only difference being that Isleton has not turned dogs and fire hoses on us. Some might think I am overreaching with this comparison, and my only response is to ask them to read on before making a judgment.

Earlier this year, fearing the city of Isleton was going to form a Joint Powers Authority and eliminate their positions, the Isleton Firefighters' Association and its members came to OE3 and asked us to sign them up as union members.

The Isleton Firefighters' Association (consisting of 22 volunteer firefighters and emergency medical technicians) has for the past 97 years operated the City of Isleton Fire Department and the Isleton Fire District. Until a year ago, the Isleton Fire Department and the Isleton Fire District was a single department under one fire chief, and provided fire protection and medical emergency services within the city limits and surrounding area of the county. After the separation, the only change was that the firefighters began reporting to two fire chiefs.

Immediately after filing for union recognition, the Isleton Fire District fired all of the volunteer firefighters and replaced them with new firefighters who - with only one exception - don't even live in Isleton or the surrounding area. The city of Isleton is resisting union recognition and is arguing that the volunteer firefighters cannot join a union under the Meyers-Milias-Brown Act because they are not employees. In addition, the city

recently fired the Isleton Fire Department's fire chief.

The recognition issue will now go to a full hearing before the Public Employees Relations Board in Sacramento. The Labor Code and Workers' Compensation Code both state that volunteer firefighters are employees of the city, district or public agency for which they work. However, though there are a number of volunteer fire departments that already enjoy voluntary union recognition, the issue had never been challenged and appealed to PERB for a ruling. This will be a landmark case and will, regardless of the outcome, determine once and for all whether volunteer firefighters are eligible for union representation.

We are optimistic that we will prevail in the hearing for a number of reasons: The Labor Code and Workers' Compensation Code recognize volunteer firefighters as employees; we have copies of W-2 forms and other pay records that clearly show that the city and the district have paid the volunteers for their services; and OE3 is being represented by Matt Gauger and Brooke Pierman, two of the finest attorneys on the staff of the Van Bourg, Weinberg, Roger & Rosenfeld law firm.

Dealing with the city of Isleton has been an interesting and sometimes exhausting experience, but as Business Manager John Bonilla has often said, "working for the membership is doing God's work." This is a sentiment I totally agree with. OE3 will never turn its back on employees who want, need and deserve union representation.