Dream Site

Training Hawaiians for the future
Bad news for Bush, great news for labor

For the first time since George W. Bush became president in January, union members can rest a little easier knowing at least one branch of government supports the agenda of working families. On May 24, Vermont Sen. James Jeffords left the Republican Party, tipping the 50-50 Senate balance to Democrats. The pro-labor party now maintains a 50-49 advantage, since Jeffords, now an independent, said he will support pro-labor candidates for leadership positions.

This one-person edge may seem minor, but let me explain how profoundly the slim margin will positively impact labor. The Senate will not only receive a new majority leader, it will also receive new leaders for every one of its agenda-setting committees. These committees decide which bills reach the floor for debate. With pro-labor committee leaders in place to set the agenda, expect to see many more labor-friendly bills introduced and passed. Committees are powerful; their new leaders are bad news for Bush but great news for labor.

Here are just a handful of issues to watch:

- Minimum-wage increase. This issue is handled by the Heath, Education, Labor and Pensions committee, now led by Massachusetts Sen. Edward M. Kennedy, a strong supporter of the increase.

- Patients' bill of rights. This is also an issue that falls under the reigns of Kennedy as leader of the Health, Education, Labor and Pensions committee. A patients' bill of rights is guaranteed to be among the first major fights. Bush supports a weak version of the bill, but with Kennedy in command of this committee, Bush better prepare to compromise.

- Judicial nominees. Any anti-labor nominations made by Bush to government leadership positions will have to pass through the Judiciary committee, now led by pro-labor Vermont Sen. Patrick Leahy. Under his leadership, this committee will ask the American Bar Association to evaluate nominees, a practice Bush tried to end.

- Increased domestic spending. Many pro-labor leaders, including new Appropriations committee leader West Virginia Sen. Robert C. Byrd, have expressed concerns that Bush's budget is inadequate. You can bet that Byrd will increase money spent for pro-labor priorities.

- Prescription-drug benefits. With Montana Sen. Max Baucus as the new Finance committee leader, drug deals will come to the forefront quickly. Baucus is from a state where prescription costs are a hot issue. He'll likely push for a bigger benefit than what Bush wants, forcing the new president to agree if he hopes to make real progress on Medicare reform.

- Electoral reform. We all remember how Bush stole the election. The confusing Florida ballots literally cost Al Gore countless votes. It's time for reform. Connecticut Sen. Joseph Lieberman will lead the Governmental Affairs committee, a group responsible for updating voting technology. Lieberman is already working on a bill that would accomplish this goal. It's an issue that was stalled under the former Governmental Affairs leader, Fred Thompson of Tennessee.

As you can see, the Senate shake-up is no minor event. The impacts of the change will be far-reaching and favorable to labor. But before we breathe a sigh of relief, there's still more to be done. Let's work hard to take advantage of this new and unexpected situation. Get in touch with your senators. Call them toll-free at (800) 718 - 1008. Tell them you support pro-labor legislation. Let's take Congress back.

A final word

Just like its loyal and dedicated members, the staff of Local 3 is also dedicated to promoting the values and mission of our organization. To do the best job possible for our members, we must maintain a unified, loyal team of officers and department leaders. Those not willing to dedicate themselves 100 percent to Local 3 will not remain on the payroll. To better serve our members, it is absolutely critical that we enforce this standard of loyalty.
State construction slows while activity continues to rise

Experience matters
Milestones remind us of retiree's hard work

While the state's private nonresidential construction activity is showing definite signs of a slowdown, California's total statewide construction volume for April totals $5.87 billion, up 20.6 percent from the same period last year, thanks to a horde of major public works projects including power plants, water pipelines and a San Diego County dam.

Point of fact: Heavy construction activity in April totaled $1.279 billion compared to March's total of $1.277 billion. Two natural gas powered plants, one near Bakersfield and another in San Bernardino County in the high desert near Victorville, by themselves totaled $650 million. Add in the $139.9 million Olivenhain Dam in San Diego County and a $48.1 million water pipeline in Contra Costa County and the total is $840.5 million for four major projects.

The year-to-date decline in the heavy construction, comparing only projects less than $10 million, of 19.4 percent differs from the 29.6 percent increase when the larger projects are included.

By contrast, one of the strongest construction sectors during the past five years, private nonresidential building, declined for the second straight month. Permits issued in April for private nonresidential building total $1.287 billion, down 13.2 percent from March and down 5 percent from April 2000. Forecasts show private nonresidential building at $11.791 billion in 2001, down 3.8 percent from 2000.

They don't make many operators anymore like those in the Burns family.

I should know. A lot of what I learned about how to operate heavy equipment came standing shoulder to shoulder with brother Billy Burns. You can give him credit or blame because he trained me when I was an apprentice.

Burns, as described elsewhere in this edition of Engineers News, recently celebrated 50 years in Local 3 but couldn't attend a recent awards ceremony because he fell ill, and our prayers are with him.

But experience matters when it comes to being a successful Operating Engineer, and the Burns family has plenty of that. In addition to the 50 years clocked by Burns, there was 58 by his father, Curm; 36 by his brother, David; and 23 by his son, Damen.

Through it all, there are a couple of take-home messages Burns would like to pass on to our brothers and sisters:

Pay attention: Besides paying his dues, Burns attended union meetings, kept his paperwork up to date and paid attention to what was going on. I know this isn't always easy to do after a long day, but if Burns could do it, none of us has any excuses.

Learn everything: One attitude that kept Burns working was his willingness to learn as many skills as possible. That way, he kept working almost year round. He also willingly relocated to job sites statewide. Things have changed, but that can-do spirit served him -- and Local 3 -- well.

Take care of yourself: No one's perfect in this department, least of all me. But consider how Burns and his wife Maudie stayed healthy when many others didn't despite working long hours. They tried hard to eat well and practiced moderation in all things.

Look at the big picture: Burns likes to say he and others thought they were getting robbed when the union deducted five cents an hour from their paychecks. "I said, my gawd, I can use that nickel an hour on my check," Burns laughed during a recent visit. "That was the best thing I ever did."

You're right about that, brother Burns. And one of the best things to happen to Local 3 was having you as one of its members. On behalf of Local 3 officers and members, we wish you a speedy recovery.
A time to feast

by Amy Modun, Managing Editor

The aroma of smoked roast lured about 2,000 retirees and their guests to this year's Retiree Picnic held Saturday, June 2 at the Rancho Murieta Training Center.

Retired members enjoyed the warm, clear day while chatting with officers, swapping stories and renewing friendships under the shade of an 80-by-240-foot circus tent, erected by Lodi Tent & Awning. The tent weighed 12,000 pounds and took six center poles to keep it in place.

Others helped prepare the 1,500 pounds of roast that was pit barbecued for eight hours on large steel racks set over beds of oak coals. The racks were lifted by crane to a truck that transported the meat to the picnic area. When the load arrived, guests wasted no time digging into the enormous feast.

President John Bonilla took his traditional place in the serving line to ensure that guests got their fair share. By the end of the meal, members managed to polish off about 130 gallons of beans, 300 pounds of salad, 3,000 dinner rolls and 13 kegs of beer.

After lunch, Business Manager Don Doser and the officers presented 24 retirees with their gold watches, which are tokens of appreciation for members who have been with the union for 50 years.

The event left no one hungry.
I would like to send a big thanks to everyone from Local 3 who helped to make the 2001 Retiree Picnic such a success. All your hard work made a lot of happy retirees. We look forward to seeing everyone next year. Thanks again.

Red Herrera,
Cafe Manager

1. From left: Business Manager Don Doser, OCCR Director Curtis Brooks and Dick Beutel
2. Picnic volunteers lift 1,500 pounds of pit-roasted meat from a 10-foot hole in the ground with the help of a crane.
3. Treasurer Bob Miller talks with guests.
4. President John Bonilla greets members.
5. Members Vern and Karen Baumbach admire the antique piece of equipment at the Rancho Murieta Training Center.
6. Don Doser visits with a retiree.
7. Vice President Max Spurgeon listens to a member.
8. Joe Sims, a 90-year-old member who worked on Hoover Dam, spent the afternoon searching for old familiar faces.
9. Rec. Corresponding Secretary Rob Wise talks with a member who just received his gold watch.
10. Don Doser presents a 50-year member with his gold watch.
11. From right: Members Bob and Mary Drake enjoy conversation and the shade at the picnic.
12. Members swap stories before lunch.
13. President John Bonilla serves roast to hungry guests.
Greatest generation

Work ethic of Billy "Junior" Burns symbolizes spirit of 50-year members

This is one in an occasional series of profiles on retired Local 3 members who shaped California. Their stories explain the challenges building massive road-, water- and school-construction projects launched in the 1950s. Their work is benefiting thousands for decades, and is why they are called among the greatest generation of builders.

FAIR OAKS, Calif. — Billy "Junior" Burns wishes he could have been there.

Burns, 68, had planned to attend Local 3's recent picnic for retirees — especially since union leaders were to award Burns and 162 others gold watches honoring a half-century each of paid membership.

Instead, Burns spent nine days in intensive care. Diagnosed with colon cancer and scheduled to undergo chemotherapy, the barrel-chested Burns was too weak to attend.

In union fashion, nevertheless, Local 3 President John Bonilla personally presented the milestone watch in Burns' home as Burns' wife of 50 years, Maudie, beamed.

"You remember where we met," Bonilla asked.

"You were the apprentice," Burns answered.

Bill Marshall, a longtime friend of Burns and a retired business representative, joined in. "But John, did you learn anything from Billy?"

Burns answered: "John was one of only two apprentices I ever had. He must have learned something. Look where he's at."

Everyone laughed.

"I'll tell you what," Bonilla, turning serious, added: "There was nothing Billy couldn't run."

Such was Burns' way of doing things. He guesses he would have spent a lifetime at non-union wages but for wise words from his father, Curn Burns, who died two years ago after 58 years in Local 3.

"Daddy said, 'Bill, you're going to have to get into something else,' " Burns said. "He told me to learn every piece of machinery you can learn. Well, that's exactly what I did. I went to running cat cans and loaders and dozers and backhoes and everything I could find."

That broad experience was key when a foreman for Mountain View-based Firma Construction asked Burns how well he could run a crane.

"He said he needed somebody who can get in the seat and go swingin'. So I started showin' him and about 10 minutes later he said, 'That rig is yours.'"

"I told him I'd have to work steady. 'Don't worry,' he said, 'you'll work steady,' and he just about killed me. He worked me seven days a week, two to three months at a time without any time off."

And Burns stayed 10 years.

"It was the best job I ever had."

If not for Local 3 experience, Burns explained, "I'd probably still be on a farm tractor for a dollar and 10 cents an hour or whatever they pay."

"Local 3 is the best thing that ever happened to me."

Words of advice: "Back the union 100 percent. Attend all meetings. Keep a check on the death-beneficiary cards. Pay by the year on your dues."

Billy "Junior" Burns

Age: 68.

First joined union: 1951.

Best part of being a Local 3 heavy-equipment operator: The travel, the pay and the camaraderie.

Worst part: "Getting through the winters."

Fondest memory: Only 19, Burns was on the road with older workers. "We were livin' four men to a tent and everyone was telling jokes. Well, I told this one joke and ol' Jim Wright said, 'Junior, if you don't stop telling those lies I'm going to wash your mouth out with soap.'"

"From then on, my name was junior."

Local 3 President John Bonilla, left, presents Billy "Junior" Burns with an engraved gold watch in honor of 50 years membership in Local 3. On the mantle behind them is a portrait of Burns and his wife, Maudie.
Organize...mobilize...win
Education and communication crucial to success

"I believe that Local 3's greatest fundamental strength and the source of our power is members who are united and in motion for justice - members who are mobilized."
- Business Manager Don Doser

I couldn't agree more. Mobilization provides a structure that allows us to systematically educate each other on issues and achieve a high level of participation for collective actions. Thus, education and communication are vital components of a successful mobilization program. The reason is simple: If we don't understand the issue or how it affects us, we will be less willing to get involved.

Statistics on the 1998 elections proved that the most effective vehicle for education, and thus provide high participation for collective actions, is through one-on-one, worker-to-worker contacts. In Sacramento and Utah, we lay the foundation to build effective communication structures that will lead to successful mobilization in the support of organizing, politics, contract disputes and many related issues that impact working people.

Our goal is to establish these structures over time throughout our jurisdiction.

Our commitment to organizing our jurisdiction and increasing Local 3 members has placed a need for effective mobilization to the forefront. The recent successes of organizing non-union operators in the rock, sand and gravel industry has only been possible through mobilization of rank-and-file members.

Results are promising

This effective strategy has been highly visible at rallies and picket lines throughout Northern California. There is an old saying in the labor movement, "You get what you are strong enough to take."

Our challenge now is to increase member involvement to a point where it will be an unstoppable force in our campaigns, whatever they may be, whether organizing, political, contracts, training and more.

We can make our communities better places to live and work. We can build a stronger movement. We can win, but only if we are willing to tap the source of our power - to mobilize ourselves in the fight for dignity and justice.

For more information regarding mobilization activities in your area, please contact your district office.

Local 3 members walk the line to support Patterson Rock, Sand, and Gravel workers who received their first contract in January after repeated pickets and rallies.
A grade above the rest

Gradall material handlers are famous in the construction industry for equipment design, efficiency, strength, ease of operation and safety features. For these same reasons the RMTC recently acquired a Gradall 534D10-45 telescopic material handler with a 10,000-pound lift capacity (7,000 at full lift height at 45 ft.) and a maximum reach of 31.5 feet.

Anatomy of a Gradall

The 534D10-45, a top-of-the-line model, is equipped with controls grouped for operator comfort and convenience with a righthand tilt-and-sway lever, a foot throttle and a floor-mounted traction lock switch. A Cummins four cylinder, diesel-turbocharged engine occupies the frame, which is 237 inches long, 97 inches wide and 94 inches tall. The hydrostatic drivetrain is self contained with rear planetary hubs and 116 horsepower at 2,500 rpm.

A single foot pedal control provides both braking and inching for lifting while maneuvering the vehicle, which can reach a maximum speed of 19 mph. A quick-release mechanism allows for easier transfer between several attachments: various carriages, pallet fork, instant hook, vertical mast, swing mast, truss boom, bucket and the personnel work platform.

Optimum safety features

This machine is designed not only to perform at optimum efficiency, but is also built to protect the operator in many ways. The cab structure is created with new seating and harnesses for the purpose of protecting the driver from falling objects and the possibility of a full machine rollover.

In addition, the driver has greater visibility on all four sides as the high-performance engine is mounted below eye level so as not to obstruct rear vision. Any operator will feel well at ease inside this 13-ton piece of equipment. It was designed to
exceed the current standards for cabin safety.

Relative to OSHA standards, the Gradall falls in the category of industrial lift trucks, for which operators must be certified before taking the seat, in accordance with 29 CFR 1910.178 and CCR Title 1, Article 25, Section 3668.

Moreover, OSHA requires an operator to be at the seat at all times when workers occupy the personnel work platform.

If you're wondering how this benefits you, it's simple. The construction industry is using more and more equipment built with cutting-edge technology — technology so advanced that only the best skilled operators can sit at the controls. These changes in the industry demand that operators keep their skills sharpened.

Local 3 leaders have made it our mission to keep members up to speed with industry changes, and we're committed to that goal. Operators are taught safe operation, load charts and safety inspection and cold-iron checks, among other skills. If you have never sat at the controls of a boom lift truck, a crane, or even forklift, what are you waiting for?

For more information on class schedules and other courses, read Engineers News and check our Web site at <www.oe3.org> for announcements on upcoming classes.

SCHEDULE OF TRAINING COURSES

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Note: Times for practical testing may vary depending on available classroom space. Practical tests in July and August will be determined according to class sizes.
Here's why food-borne illnesses peak during summer

Year after year, we hear and read the same advice: Handle food carefully in the summer because food-borne illness — also known as food poisoning — is more prevalent in warmer weather. Do food-borne illnesses increase during the summer months? If so, why?

Yes, food-borne illnesses do increase during the summer, and the answer appears to be twofold. First, there are the natural causes. Bacteria are present throughout the environment in soil, air, water and in the bodies of people and animals. These microorganisms grow faster in the warm summer months. Most food-borne bacteria grow fastest at temperatures from 90 degrees to 110 degrees. Bacteria also need moisture to flourish and summer weather is often hot and humid.

Given the right circumstances, harmful bacteria can quickly multiply on food to large numbers. When this happens, someone eating the food can get sick.

Second, there are the "people" causes for the upswing in summertime food-borne illnesses. Outside activities increase. More people cook outside at picnics, barbecues, and on camping trips. The safety controls that a kitchen provides — thermostat-controlled cooking, refrigeration and washing facilities — are usually not available.

Built-in safeguards

Fortunately, people seldom get sick from contaminated food because most people have a healthy immune system that helps protect them not only from harmful bacteria on food, but from other harmful organisms in the environment. At the same time, government agencies and food producers go to great lengths to ensure food safety. And, of course, consumers can protect themselves at home with proper refrigeration and thorough cooking of perishable food.

We know food-borne illness increases in warm weather. We also know that consumers can fight back by following four simple steps to safer food in the summertime.

Clean: Wash hands and surfaces often

- Unwashed hands are a prime cause of food-borne illness.
- Wash your hands with hot, soapy water before handling food and after using the bathroom, changing diapers and handling pets.
- When eating away from home, find out if there's a source of clean water. If not, bring water for preparation and cleaning. Or pack clean, wet, disposable washcloths or moist towelettes and paper towels for cleaning hands and surfaces.

Separate: Don't cross contaminate

- Cross contamination during preparation, grilling, and serving food is a prime cause of food-borne illness.
- When packing the cooler chest for an outing, wrap raw meats securely; avoid raw meat juices from coming in contact with ready-to-eat food.
- Wash plates, utensils and cutting boards that held the raw meat or poultry before using again for cooked food.

Cook: Cook to proper temperatures

- Food safety experts agree that food is properly cooked when it is heated long enough at a high enough temperature to kill harmful bacteria that cause food-borne illness.
- Take your thermometer along. Meat and poultry cooked on a grill often browns quickly on the outside, so be sure that meats are cooked thoroughly. Check them with a food thermometer.
- Cook hamburgers and other ground meats (veal, lamb and pork) to an internal temperature of 160 degrees, and ground poultry to 165 degrees.
- Cook steaks and roast that have been tenderized, boned or rolled to an internal temperature of 160 degrees for medium and 170 degrees for well done. Whole steaks and roasts may be cooked to 145 degrees for medium rare.
- Whole poultry should be cooked to 165 degrees in the thigh, breast meat to 170 degrees.
- Cook meat and poultry completely at the picnic site. Partial cooking of food ahead of time allows bacteria to survive and multiply to the point that subsequent cooking cannot destroy them.

Chill: Refrigerate promptly

- Holding food at an unsafe temperature is a prime cause of food-borne illness.
- Keep cold food cold.
- Cold refrigerated perishable food like luncheon meats, cooked meats, chicken and potato or pasta salads should be kept in an insulated cooler packed with several inches of ice, ice packs or containers of frozen water.
- Consider packing canned beverages in one cooler and perishable food in another because the beverage cooler will probably be opened frequently.
- Keep the cooler in the coolest part of the car and place it in the shade or shelter, out of the sun, whenever possible.
- Preserve the cold temperature of the cooler by replenishing the ice as soon as it starts melting.
- If a cooler chest is not an option, consider taking fruits, vegetables, hard cheeses, canned or dried meats, dried cereal, bread, peanut butter, crackers and a bottle of refreshing beverage.
- Take-out food: If you don't plan to eat take-out food within two hours of purchase, plan ahead and chill the food in your refrigerator before packing for your outing.

Leftovers?

- Food left out of refrigeration for more than two hours may not be safe to eat. At 90 degrees or above, food should not be left out more than one hour. Play it safe; put leftover perishables back on ice once you finish eating so they do not spoil or become unsafe to eat.
- If you have any doubts, throw it out.

Source: Food Safety and Inspection Service, U.S. Department of Agriculture

Hundreds attend annual Retiree Picnic

The Retiree Picnic was held June 2 at Rancho Murieta east of Sacramento. I'd like to thank the retirees and spouses who shared their day and memories with us. Thanks also to Business Manager Don Doser, the officers and staff of Local 3 for their ongoing support of this special event. Thanks also to the Rancho Murieta staff including Dan Senechal, Gary Herren and Steve Strongren for their invaluable help. And to Loretta Herrera and her entire kitchen staff, a special thank you for a job well done.
Born to be wild

Motorcycles and leather set the scene to kick-off Reno's annual picnic on Saturday, July 28

by Duane Beichley, Media Coordinator

Imagine the roaring rumble of a motorcycle traveling down the highway. You feel the rushing wind blowing into your face. It confirms the saying, "free as the wind." Dressed in leather chaps and jacket along with a shiny new helmet, you are ready to roll down the highway astride your nimble motorcycle.

This will be the scene for more than 25 Local 3 members who will travel the California and Nevada highways as they head to the Reno picnic. Interested cyclists should contact Theresa Reclusado or Kathi Westlake to join the party. Reclusado and Westlake have organized this exciting event for any Local 3 member. Both said this would offer a unique way to involve members and increase participation in the Reno picnic.

Motorcycle riders will meet in the parking lot at the Sacramento District office on 4044 Freeway Blvd. The event will begin at 7 a.m. on Saturday, July 28. Members will put the rubber to the road by 7:30 A.M. traveling via California highway 20, which winds through the beautiful Sierra Nevadas. Expect to take about three hours hours before reaching the Reno picnic area.

Most of the group plans to stay overnight at the John Ascewaga's Nugget. For reservations, call (800) 648-1177. Motorcyclists will return to Sacramento on Sunday following breakfast. The route tentatively planned for the return trip will be on Hwy. 89 and U.S. 50. Again, the scenery should be spectacular throughout the area.

If anyone would like to join us for what should be an awesome and scenic trip, contact Theresa at (916) 565-6179 or Kathi at (916) 565-6170 at the Sacramento District office. And then be prepared to zoom-zoom.
New Hawaii training center to prepare Local 3 workers

By Allan Parker, stabilization fund administrator

KAHUKU, Hawaii—Since the early 1980s, members of the Hawaii Operating Engineers Joint Apprenticeship Committee have dreamed of a permanent, year-round training center to help prepare Local 3 workers for Hawaii’s future.

Almost 30 years later, that dream is nearing fruition as construction on a permanent training center is expected to start in June 2002 and be completed in six months, according to conceptual plans reviewed recently by Business Manager Don Doser and committee chairman Ed Hulihee of Royal Contracting. The two then gave the green light for the project.

Located on 108 acres of rolling hills recently purchased in Kahuiku on the island of Oahu, site plans call for a 15,600-square-foot main building for instructor offices, classrooms and on-site training.

Also planned is a separate repair and maintenance building with large open bay and roll-up doors on both ends that will easily allow heavy equipment to be driven through.

Total cost of the project, including land and the buildings, is estimated at $6.25 million, officials said.

To prepare for the undertaking, Administrator Nelson Umiamaka and members of the Apprenticeship Committee visited several mainland training sites to get ideas for the development of Hawaii’s new training center. Sites visited included a multi-trades center in St. Louis, Mo.; Local 18’s site in Cygnet, Ohio; and Local 399’s site in Chicago, Ill.

Local 3 built relationships

Acquisition of the 108-acre site has been an ongoing process. For seven years, personnel at the existing training site have been building relationships with Kahuiku residents, including helping with local community-service projects. Indeed, maintaining good relationships with other surrounding communities as well helped ensure acceptance of a permanent training center on property not yet zoned for Local 3’s use.

In closing the deal for the site, Local 3 met or exceeded both local requirements and union goals to operate heavy equipment. The area is secluded from large populated areas, and no additional development nearby is expected soon.

In addition, the relatively large acreage allows for ample buffer zone around training areas.

By comparison, Local 3’s Rancho Murieta Training Center east of Sacramento comprises an eight-acre building complex adjacent to an 80-acre training ground. Originally purchased in the 1970s, the site has become a major asset for Local 3 because of rising land values.

Since 1994, Hawaiian training has occurred on 15 acres adjacent to the new site. Because the land was designated for agriculture use, state land-use ordinances restricted the times in which training can take place. This will last for the duration of the lease. Class work is conducted in two 40-foot portable trailers. Equipment available for training includes combination backhoe-loaders, excavators, roller-compactors, graders, a water truck, rubber tire loaders, track loaders, dozers, cranes, forklifts and a crane simulator.

The pace of acquiring a permanent site began taking off six years ago. That’s when the training of apprentices and journey-grade members became a priority, as it did throughout Local 3, and to help fill a labor shortage.
rs for future

Broad training emphasized

Training site staff was increased to provide training not only on heavy equipment but in other areas critical to the preparation of well-trained Local 3 members.

Those classes include:
- Initial 40-hour and annual eight-hour refresher courses on working with hazardous materials.
- First aid and cardio-pulmonary resuscitation certification.
- Occupational Safety and Health Administration outreach.
- Forklift certification.
- Crane certification.
- Eight-hour commercial drivers' license refresher courses.

In addition to two training coordinators servicing apprentices throughout the state, training site staff includes a chief instructor, clerk, mechanic, mechanic helper and three instructors.

In addition, instructors are expected to regularly attend conferences to receive training that ensures the techniques and materials presented in both classroom and hands-on settings are current and appropriate.

Doser said the new site will be a welcome addition to Local 3's broad training programs.

"When completed, Hawaiian apprentices and journey-grade operators will have a first-class, state-of-the-art training center that should provide them with the necessary experience to keep them competitive and working productively for years," Doser said.

Supplemental dues

Most workers sign up for new new payments

HONOLULU, Hawaii — When Business Manager Don Doser traveled throughout Hawaii recently to meet brother and sister members, he received signed supplemental dues forms from many workers.

The members were pleased to see Local 3's business manager in the field.

Supplemental dues became effective for members working under the 1997-2002 Hawaii Master Agreement between the General Contractors Labor Association—Building Industry Labor Association and Operating Engineers Local 3.

To date, 75 percent of the eligible members have signed authorization forms. Business representatives have forms available for our members.
Sizing it up
2001 Hands-on surveying competition a success

A heartfelt thanks to everyone who participated in this year's Hands-on surveying competition. After all, your support is why we had a fun, successful day.

The winning survey crew was Sabrina Paulson, Carlson Barbee Gibson, David Harrington, Mark Thomas and Matt Goodcarl of Precision Land Survey.

Named apprentice of the year was Dan Sublett of Golden Pacific Surveys.

Surveying is the art and science of gathering information, analyzing it thoroughly and then processing that data in a useful and accurate way. In short, a surveyor is one who uses his or her brain.

Going into NCSCJAC's 40th year, our motto will continue to be "Excellence through education."

Winning isn't everything at Hands-on

I was asked to supply the scores that everyone received, but I'm reluctant to print these in an article. I want everyone that competed to know that this is a learning experience as well as a day of fun. Even though you may not have placed in the competition you are a winner by your participation.

If anyone wants to come in and review his or her score or go over the competition, please make an appointment. As always, instructors are asked to review the competition problem in their respective classrooms.

Remember, the Hands-on competition is a way to get experience with a real time field survey problem.

Second annual Arthur J. McArdle Golf Tournament

We sent flyers to all Bay Counties Associates, and your employer should soon have sign-up sheets. This year we hope to have friendly team competition between survey companies with special prizes to the winning company. I would like to have every company represented at this year's golf tournament. Save Sunday, Oct. 7, for this day of fun and relaxation. I hope to see everyone who was at last year's tournament and some new faces as well. This is a tax-deductible charitable event and a charitable trust has been formed for this function.

Second Annual Arthur J. McArdle Invitational Golf Tournament

Name
Address
City State Zip
Business phone
Company name
Company address

☐ YES I will join you on Sunday, Oct. 7, 2001. Enclosed is my entry fee of $100 per player to cover green fees, refreshments, lunch and use of the club facilities.
☐ YES Non-golfers: I will join you after golf. Enclosed is $25 for lunch.
☐ YES I am interested in being a hole sponsor. A $500 contribution includes four entry fees, sign recognition and invitation to all.
☐ YES I am interested in being a contributing sponsor for $350.
☐ YES I am interested in donating the following tournament prize(s):

Please list the foursome in the spaces below: Copy form for multi foursomes.
Player 1 Player 2
Player 3 Player 4
New convenience, savings for credit union members

Local 3's own credit union, Operating Engineers Local No. 3 Federal Credit Union, has two new offerings to better serve you. As a member-owned cooperative, the credit union has traditionally offered lower interest rates and other benefits.

Local 3 members wishing to take advantage of these competitive rates now have a new way to get fast answers to loan requests.

Simply apply using the OE Express Loans link on the credit union's Web site, <www.oefcu.org>. Complete the easy online application. Within a couple of minutes, you will be e-mailed an answer to your loan request. For example, you could be ready to shop for your next car, knowing exactly how much you qualify for, within just a few minutes.

OE Express Loans is available 24 hours a day, seven days a week. You may apply for any consumer loan the credit union offers through OE Express Loans. This includes car, truck, RV, motorcycle, auto refinancing, and Visa and signature loans.

How to avoid unexpected costs

If you have shopped for a new truck or car recently, the dealer may have offered you something called Guaranteed Auto Protection insurance. It's a great idea, but you do not have to pay dealership prices. As a credit union member you can purchase GAP insurance for a fraction of the cost at which dealers make it available.

Insurance companies insure the value of the vehicle. What happens if you total your vehicle or it is stolen at a time when the amount you owe on your loan is higher than the value of the vehicle? That is where GAP insurance fills in. GAP insurance pays the difference between what your primary insurance pays and the amount you owe on your loan should the vehicle be totaled or stolen. Member service representatives at any of the credit union's 19 branches can tell you more about this excellent value. For the location of the branch nearest you, check out our Web site at <www.oefcu.org> or call (800) 877-4444 or (925) 829-4400.

Chalk up savings with back-to-school loan special

Try OE Express Loans at <www.oefcu.org> to apply for the credit union's back-to-school loan special, available through Sept. 30, 2001. You may borrow up to $2,000 at a 9.00 percent Annual Percentage Rate and take up to 12 months to repay. If you owe money on a department store credit card and are paying around 18 or 19 percent APR, consider using back-to-school loan special funds to pay toward that high-interest debt. The back-to-school loan special may be used for any purpose, not just school-related costs.

Shop and compare

Taking care of everyday and long-term financial needs with your 100-percent union credit union means you support Local 3 and the union movement. Non-union financial institutions, by comparison, are under no constraints when it comes to bankrolling union-busting efforts. Why take your financial business to them when the credit union presents a full range of affordable financial services? If you are not yet a member, call (800) 877-4444 or (925) 829-4400 to request an application or e-mail <memberservices@oefcu.org>.

CREDIT UNION MEMBERS ONLY — RAIN OR SHINE

Super Select Pre-owned Vehicle Sale

Saturday, July 21
8 am - 2 pm

OEFCU Headquarters
6400 Village Parkway, Dublin

Corporate Motors
6250 Florin Road, Sacramento
(across from Florin Mall)

1/4% Loan Rate Discount Day of Sale Only

Vehicle Information Hotline: 1-800-999-9476 • For Loan Information: 1-800-877-4444 or 925-829-4400

By ROB WISE
Credit Union Treasurer
& Local 3 Recording Corresponding Secretary
2001 Academic Scholarship winners

Four students named winners of Local 3 academic scholarships

One student spent his summer volunteering in a nursing home, but dreams of someday heading his own architectural firm.

Another worked summers in a California Central Valley fruit-packing plant, but she hopes to obtain a college degree in business.

Those goals and more should be at least 3,000 steps closer to reality thanks to the awarding by Local 3 judges of the 2001 college scholarship contest.

Two first-place winners each won $3,000 scholarships, and two second-place finalists will each win $2,000, according to results by the executive board.

All four winners will also be eligible to receive an additional $500 per year during their second, third and fourth years of college provided they remain in school. All scholarships must be used toward any degree from an accredited U.S. college or university.

The first-place winners are Lizbeth Gutierrez of Caracas, Calif., and Jacklord Andrade Tomas of Honolulu, Hawaii. The second-place winners are Candice M. Russell of Petaluma, Calif., and Kyle Glen Sills of Kelseyville, Calif.

First-place essay by Jacklord Tomas

The need to connect and unite are what make a union important. I feel that unions are good for America because being motivated by humanitarian, political and economic problems are the union's commitment to people. Unions are basically advocates for workers and their families. Unions are not limited to just one spectrum of the American Dream. Instead, they touch upon all aspects of this dream. Unions entitle American workers to rights that ensure their protection in the workplace. Unions also foster the potential for great changes and improvements toward the prosperity and stability of our mighty nation. Overall, unions represent the people and therefore reflect the United States Constitution in the sense that they are created by the people, of the people, and for the people.

In regard to the power and importance, an obligation to becoming humanitarian is evident in the way unions listen to worker conditions. Unions allow Americans to have their voices heard. Because unions speak for everyone, they can get a better deal for each worker. As seen in the short movie "Why Unions?", non-unionized workers talk about the unfair treatment they experience in the workplace. Through collective action, workers formed unions so they could have a voice in deciding wages, hours, working conditions and how to deal with many problems in the workplace. Unions are not just organizations trying to get more money.

Since labor is the basic element of a country's economy, unions have great position in terms of helping the economy of a nation. Without labor, there would not be products. If American workers are treated unfairly in the workplace, they don't have the motivation to work harder. As a result, the product will be dropped and we lose the competition in the international market. Therefore, there should be an agreement between employers and employees. The employer gets the maximum profit while the employee gets a decent wage. It's the union's duty to help employers and employees to compromise and to make sure both sides get what they want in order to protect the economic stability of America.

Unions have historically played a major role in benefiting American workers. With the Knights of Labor in 1884, the order only had 52,000 members. But that year, workers led by the Knights of Labor went on strike against two big railroad companies. Both strikes ended in complete victories for the Knights. Within two years, membership in the Knights rose to 150,000. As the Knights declined, a new labor organization began to challenge it for supremacy. This was the American Federation of Labor, AFL. It was formed in 1886 by Samuel Gompers, a leader of the cigar-makers' union. Gompers believed that craft unions of skilled workers were the best kind. Unskilled workers were easily replaced when they went on strike. Craft workers could no be replaced easily. Gompers had no use for the Knights of Labor, which combined all workers in one big union. The AFL began with a core of six craft unions. They were cigar makers, carpenters, printers, iron molders, steel molders and glass makers. Most American workers followed the lead of Gompers' pragmatic approach to the problems of labor. They strove to organize strong unions so that they could demand a greater share in the wealth that they helped to produce. They were not interested in destroying the economic structure of the country but in making it work more effectively for their benefit. Gompers believed that unions should be primarily concerned with the day-to-day welfare of their members and should not be involved in politics.

Despite the decline in members, organized labor in the United States remains strong and conditions of America's labor force have steadily improved. The length of the workday has been shortened. Many agreements between employers and wage earners now call for less than 40 hours of work a week. Most agreements have generous fringe benefits. These include insurance, pensions and healthcare plans. As the number of union members has decreased, unions have responded by broadening their organizing efforts to include employers of federal, state and local governments as well as other professionals. Organizers have also waged long campaigns to unionize and win better conditions for such diverse groups as public school teachers and seasonal farm workers. By the early 1980's, the workforce was changing. First, the pool of workers was no longer expanding as rapidly. Second, the composition of the labor force was different, consisting of a larger proportion of minorities and women. Employers are adapting to this workforce diversity in several ways. Some sponsor education and training programs for potential recruits. Many, in an attempt to attract and accommodate women workers, provide on-site child care and flexible hours. Others make special arrangements so they can hire more handicapped workers.

In conclusion, unions establish peace, unity and prosperity on all levels of the American society, working together with American ideals. Unions have given Americans a voice to make a difference in building a greater society and, in doing so, attaining the American dream.
Lizbeth Gutierrez
Hometown: Ceres, Calif.
Educational/career goals: Business administration with accounting emphasis.
Colleges/universities applied to: University of the Pacific.
Activities: Vice president and treasurer of Future Business Leaders of America, NHS treasurer, Spanish Honor Society treasurer, California Scholarship Federation member, science club, Link club.
Parent: Manuel Gutierrez.

First-place essay by Lizbeth Gutierrez

Long hours. low wages and harsh working conditions caused workers during America's industrialization to go on strikes and form labor unions. Workers were not satisfied with their wages, which were insufficient to cover all their expenditures. Their working environment was not safe, and there were no payments made for injuries suffered on the job.

Unions were developed in order to solve the problems that existed. Various unions worked toward having an eight-hour work day and having health and safety benefits.

Today, there are unions which protect these benefits. Furthermore, the existence of unions both in the past and in the future has been beneficial for America's society and economy. Unions provide their members with benefits, equal worth and job stability.

In today's society, attending the doctor's office has become a great expense. Many families without health benefits have found themselves in debt.

Conversely, families who are part of a union have health benefits, which cover a portion of their bill, thus reducing their liabilities. A person's health is of great importance, having health benefits will not allow parents to think twice about taking their children to the doctor.

Unions also provide retirement and disability benefits that are beneficial to many Americans.

Unions are not abusive with their employees. Employees are paid overtime and are given healthier and safer working conditions. In addition, a union member's wage rate is higher than a non-union wage rate, thus affecting America's economy. The higher the person's income, the more he or she will spend and the higher our economy. Employees are pleased with their wages and environment, thus keeping their job and reducing unemployment.

In the past, employers did not allow their workers to go on vacation and have days off on holidays denying them from spending quality time with their family. Today, unions allow employees to go on vacation and are given the day off on holidays.

One of the best benefits unions grant its members are that they have a voice when making decisions. Employees become involved and interested in their work, therefore improving their productivity. This is good for America's unemployment rate. Having a low unemployment rate shows that numerous Americans are part of the workforce and are contributing to our economy.

Unions also grant job stability. Employers cannot fire a person before having a responsible and reasonable reason.

Unions have also improved the conflict of discrimination in the workforce. Employees are paid the same amount regardless of their sex, race or religion. Employees learn to work and interact with people of different races. Unions have aided America by reducing discrimination and expanding America's workforce.

Unions have the capability of improving an American's life. When a person becomes part of a union, he or she is granted benefits that will aid him or her. The person will receive health, retirement and disability benefits. Union members have higher wages. Also, his or her voice and opinion is taken seriously. Employees cannot be fired unless given a responsible reason. In addition, union members are guaranteed an eight-hour workday and are paid overtime if necessary. They have reduced discrimination in the workforce. Unions have the ability of influencing our economy and society in various positive ways.

Second-Place Winners

Candace Marie Russell
Hometown: Petaluma, Calif.
Educational/career goals: obtain a Master's degree.
Colleges/universities applied to: Loyola Marymount University.
Activities: Senior class secretary, student mentor, retreat leader, NHS president, CSF member, yearbook, varsity basketball captain, varsity volleyball, varsity softball.
Achievements: Basketball coach award, sportsmanship award, academic honors.
Parent: Donald Russell.

Kyle Glen Sills
Hometown: Kelseyville, Calif.
Educational/career goals: Civil engineering.
Colleges/universities applied to: UC Davis.
Activities: Baseball, youth soccer coach, church volunteer.
Achievements: GSE high honors chemistry, Spanish, history, writing and math, MVP 1999 JV baseball team.
Parent: Martin L. Sills.
Gold watches awarded to 163 Local 3 members

The following retirees have 50 years or more membership in Local 3 this year, making them eligible to receive engraved gold watches crafted by union workers.

<table>
<thead>
<tr>
<th>Name</th>
<th>Initiation</th>
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<tr>
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<td>SAMUEL EVERSOLE</td>
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Bay-area districts schedule membership picnics

Local 3 members and retirees of the San Francisco, San Mateo and Marin districts will have their get together July 15 at San Bruno City Park in San Bruno from 11 a.m. until 4 p.m., District Rep. Carl Goff said. Lunch will be served beginning at noon. Tickets for the meal will be $10 for adults, $8 for retirees and free for children under age 12. Beer is free. For details, call (650) 738-3700.

The nearby Oakland district will hold its picnic the following Sunday, July 22, at the Seagull section of San Leandro Marina Park in San Leandro from 10 a.m. until 4 p.m., with lunch served beginning at noon. Tickets for the tri-tip meal cost $10, while the ticket for a hot dog lunch is $5.

"Bring sunscreen, cash for raffles and an appetite," Oakland district office manager Frances Goodwin suggested. For more information, call (510) 748-7446.
Semi-Annual meeting set for Sept. 23

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership, will be held on Sunday, Sept. 23, 2001 beginning at 1 p.m. at the following address: Alameda County Fairground Bernal Avenue Pleasanton, CA

Departed Members

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

- Odus Adams, Fresno, CA - 4-28-01
- William Buckley, Bartlesville, OK - 4-23-01
- Jack Burritt, Sparks, NV - 3-26-01
- Wallace Canfield, Sacramento, CA - 4-27-01
- Dale Carlson, Orangevale, CA - 4-25-01
- Coy Dowling, Marysville, CA - 5-04-01
- Manuel Flores, San Jose, CA - 4-24-01
- Donald Gregory, Woodland, CA - 3-28-01
- Daniel Hart, Salinas, CA - 4-21-01
- John Hoover, Hayward, CA - 5-05-01
- James Jordan, San Jose, CA - 1-04-01
- William Keakanenu, Honolulu, HI - 5-04-01
- Merlin Kimberling, Kingsburg, CA - 4-24-01
- Tony Laughlin, Pittsburg, CA - 5-11-01
- Elbert Logget, Oroville, CA - 5-09-01
- Joseph Mont Eton, Hawthorne, NV - 3-11-01
- Marvin Orr, Oroville, CA - 4-30-01
- Clifford Smith, Redding, CA - 4-18-01
- James Voss, Santa Rosa - 4-30-01

Deceased Dependents

- Andree Flores, Daughter of Victor Flores - 04-26-01
- Irene Allen, Wife of Carl H. Allen (deceased) - 05-01-01
- Dorothy Etheridge, Wife of John O. Etheridge (deceased) - 04-12-01
- Deborah Herrmann, Wife of Richard Herrmann - 05-15-01
- Mary Replley, Wife of Jim D. Replley - 04-09-01
- Denise Cook, Friend of Robert McElherron (deceased) - 05-08-01

HONORARY MEMBERS

The following retirees have 35 or more years of membership in Local 3 as of May 2001 and are eligible for Honorary Membership effective July 1, 2001.

- Willard Brown - 1238580
- Darwin Chandler - 0766415
- Jack Crabtree - 1187397
- George Donovan - 1112660
- Thomas King - 1235682
- Ronald Mestrovich - 1231349
- George Thomsett - 1178336
- Mamoru Wauta - 1175216
- Ronald Webster - 1139560
- Richard Williams - 1238659
- Billy Wright - 0683340
- Ben Littleladder - 1192115

DISTRIBUTION MEETINGS

JULY 2001

12th District 80: Sacramento, CA
Labor Center Hall
2840 El Centro Road

19th District 30: Stockton, CA
Stockton Waterfield Gun & Bocci Club
4339 N. Ashley Lane

19th District 04: Fairfield, CA
Engineers Building
2506 Broadway
Fairfield, CA 94533

24th District 40: Eureka, CA
Engineers Building
2806 Broadway
Eureka, CA 95501

25th District 70: Redding, CA
Engineers Building
4925 Wardwell Industrial Drive
Casper, WY 82602

26th District 60: Oroville, CA
Cannery Workers
3557 Oro Dam Blvd.

AUGUST 2001

2nd District 50: Fresno, CA
Laborer’s Hall
5431 East Hedges

9th District 11: Reno, NV
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502

16th District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road

22nd District 15: Casper, WY
Engineers Building
4925 Wardwell Industrial Drive
Casper, WY 82602

23rd District 12: Salt Lake City, UT
Engineers Building
1950 W. N. Temple
Salt Lake City, UT 84116

SEPTEMBER 2001

6th District 10: Rohnert Park, CA
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928

20th District 90: San Jose, CA
Masonic Hall
2500 Masonic Drive

25th District 17: Honolulu, HI
HSEA
2145 Kauhi Street
Waikiki, HI

27th District 17: Kona, HI
King Kamehameha Kona Beach Hotel
75-5660 Palani Road
Kailua-Kona

27th District 26: Alameda, CA
Engineers Building
1620 South Loop Road
First apprentices in 20 years part of expanding training program

CASPER, Wyo. - Thanks to membership support and participation, things look bright for Wyoming and South Dakota. In the past two months, we've held various training classes with excellent turnout.

With training a priority, we have put a lot of time and effort into getting our apprenticeship program started. With six apprentices commencing training in June, we are proud to say they will be the first apprentices in Wyoming in 20 years. We have also put a lot of time and effort into a program that will train our people for the future.

Among them:

A seven-year veteran of the Wyoming Apprenticeship Program, the first apprentices have gone to bid recently. We have also put a lot of time and effort into our apprenticeship program started. Within the next couple of months, District 15 will have a crane certification class in South Dakota, a program that was begun in the 1980s.

The district has a number of big projects that have gone to bid recently. Among them:

Argonaut Constructors was awarded the Lake County Basin Wastewater Project at $27.4 million. This firm was also low bidder at $17.8 million for the Windsor's Old Redwood Highway widening from Hembree Lane to Lakewood Drive.

Argonaut was also awarded the $6.5 million Kawana Springs pipeline for the Sonoma County Water Agency.

Farnum Paving was low bidder on three projects. The biggest was $15.5 million for the U.S. 101 widening near Hopland. The other projects were the Panorama and Toyman Park Reservoirs in Petaluma for $6.9 million, and the Caltrans project near Healdsburg for $8.8 million.

Steve P. Rados of Rancho Cordova was low bidder at $32.0 million for the fourth phase of the Santa Rosa geyser's reinjection project, which includes seven miles of 48-inch pipe and two micro tunnels.

Remcon of Oakland was low bidder on the Ebbitt Road steel repair for Sonoma County at $2.0 million. The company also picked up a small Caltrans job in Mendocino County for about $350,000.

Maglio & Ghilotti was awarded the $1.88 million Healdsburg Veterans Memorial facility.

Merce Frasier of Eureka was low bidder on a Caltrans overlay project on Hwy. 1 in Fort Bragg for $1.5 million.

Mendocino Construction Services of Willits was awarded the Mendocino County pedestrian facilities project for just under $300,000. Also, the firm was awarded a small shoulder widening and paving for Caltrans on Hwy. 20 near Fort Bragg.

Siri Grading & Paving was awarded the Heen Lewis Park and Detention Basin for the town of Windsor at $1.9 million.

Ghilotti Construction was low bidder on Sonoma County overlay projects at almost $1 million. It also was awarded the $3.5 million water main upgrade for Santa Rosa. Ghilotti Construction continues progress on the Potomac MacMunich dump project, and also has the majority of the work for the renovation of Sears Point Raceway.

Light winter and awarding of bids welcomed by members

ROHNERT PARK, Calif. - As we move into the summer months, the workload in District 10 is picking up. Most of our local contractors kept workers operating at the beginning of the season due to a light winter.

The district has a number of big projects that have gone to bid recently. Among them:

Argonaut Constructors was awarded the Lake County Basin Wastewater Project at $27.4 million. This project was also low bidder at $17.8 million for the Windsor's Old Redwood Highway widening from Hembree Lane to Lakewood Drive.

Argonaut was also awarded the $6.5 million Kawana Springs pipeline for the Sonoma County Water Agency.

Farnum Paving was low bidder on three projects. The biggest was $15.5 million for the U.S. 101 widening near Hopland. The other projects were the Panorama and Toyman Park Reservoirs in Petaluma for $6.9 million, and the Caltrans project near Healdsburg for $8.8 million.

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Variety of projects keeps Sacramento busy following May increase

SACRAMENTO, Calif. - Work in Sacramento has picked up a lot in the month of May.

Kiewit Pacific in mid-April started work on a $65.6 million project north of Gold Run on I-80. This project calls for 15 miles of digouts, patching and concrete overlay, and some electrical and fiber optic work. The hot plant is set up at I-80 and the complete plant is at Gold Run. Work continues until October 2003, and it should keep about 45 to 50 operators busy.

Vadnais from San Diego is busy on a $9 million pipeline for the Placer County Water Agency. It starts on the north side of I-80, from Perry in Sierra College Boulevard to the new storage tanks on Park Avenue in Lincoln.

Artema Construction from Rancho Cordova also is doing a $3 million pipeline for Placer County Water Agency on the south side of I-80 in Penn Valley.

Ford Construction from Lodi is doing a $4.1 million water line from the storage tanks on Park Avenue in Lincoln to the Del Webb Development Project.

Goodfellow Brothers from Roseville works for Q & D Construction on site work for the new Lowe's store next to Hwy. 65 off Pleasant Grove Boulevard.

C. C. Myers from Rancho Cordova Bridge Division has been busy the past winter on the new bridge in Roseville on Rocky Road Boulevard. In addition, the construction division has moved back in to start the next phase of work on the Winchester Development Project in Meadow Vista. They also do work for Elliott Homes in the Roseville area.

Teichert Construction in the Lincoln District continues to work on various development projects in Lincoln, Del Webb, Roseville, and Rocklin areas. The firm continues to keep many operators busy.

Granite Construction also stays busy on various projects in the Sacramento District.

Kiewit Pacific is busy on three development projects totaling $16 million, which includes underground work in the Del Webb and Roseville areas.

BABY NEWS...a daughter, Rykee Marie Brazo, was born on March 26 to Mark Brazo, Sr. and Local 6 member Yvette Maglio. The baby weighed 9 pounds, 4.5 ounces and was 21 inches long. Member Seth Michael and wife Jenny celebrated the birth of son Wyatt Lawrence Michael, who weighed 7 pounds, 11 ounces on March 27.

Picnic reminder

We would like to remind you that on Sunday, July 8, we will have our 24th Annual Membership Picnic at Loon's Regional Park. For more information, please contact the Sacramento District office at (916) 565-0179.
FOR SALE: "97 Alpha See Ya, 29 ft. fifth wheel, 3 slides, central A/C and roof A/C in bd, rear and side door entry, washer/dryer combo, tv, stereo, two reefer, microwave, rear kitchen, awning, skylight in bathroom, excellent shape, stored in Hemet, CA, $43,000. OBO. (808) 325-1613, ref. #1604393.

WANTED: Tractors and/or implements, running or not, will pay cash and pick up. (916) 351-5150. Handguns for home protection, no particular caliber. (559) 645-6068, ref. #2123273.

FOR SALE: "95 Avion 5th wheel, 35.5 ft. 2 slides, 2 entry doors, ig. Bathroom, washer/dryer, SK gen., Inverter/converter, solar power, new independent jacks and tires. Reg. #1187264. Call 541-347-9898.


FOR SALE: "95 Cougar XRT, 45,000 miles, silve, V6, all power, 20+ MPG hwy., $7,750. Call 925-372-7574. Reg. #2761424.

FOR SALE: 1988 Silver Honda Prelude S Coupe 2 dr, $2,500. Sunroof, mag wheels, air, PS, AM/FM/CASS, new brake pads, alternator, transmission axle seals, engine rear main seal, cooling hoses, Sears Die Hard battery, clutch, disc, relatively new, free, (510) 909-7421, reg. #201418.

FOR SALE: RARE '67 Mercedes 250 SL Roadster, low miles on rebuilt engine, 3 tops, original paint: colors red/black, upholstery like new, garaged in San Jose, California at mechanics shop. (707) 726-7980 or fax (707) 726-7980, ref. #1121298.

FOR SALE: phone system Stelusplus 616 flex. Features include conference, hold, recall, intercom, transfer, camp, on- que, paging, speed dial, forward, flex buttons & do-not-disturb, includes 4 beige 6-line phones & 3-platronic hands-free headsets, expandable, no caller ID, value $400, sell for $850, (707) 726-7980 or fax (707) 726-7980, ref. #1121298.

FOR SALE: Campervan trailer park trailer 22 ft., very clean, '99, $3,000, (707) 591-0654, of Carson City, Nevada, open country, view of Sierras & surrounding foothills if the Ozarks, commercially priced, $44,900, (775) 629-0245, ref. #1178198.

FOR SALE: 1968 DJode Powerwagon 2dr, 4x4, very nice condition, vehicle used for personal use, 2,400 original miles, fully loaded, runs great, $3,000, (530) 357-0529, reg. #2329934.

FOR SALE: 1969 Vag 1600 duall port motor, runs great, good shape, $1,400 OBO. (530) 559-337-0556. Reg. #2329934.


FOR SALE: queen size futon with mattress & wooden frame that converts from bed to couch, great multi-use or for guest room, $400 OBO. (530) 559-337-0556. Reg. #2329934.

FOR SALE: "90 Arlone 5 ft. 6 in. covered goose, has all the extras + a 3500 propane generator, generator, great for following the work, very clean, asking $15,900, (775) 465-0012, ref. #1203570.

FOR SALE: awesome "99 F350 powerstroke diesel, 4x4, xtra cab short bed, AT, all power, gray leather, heated & cooled seats, navigation, blue dark blue, 285 horse banks, get it. 4-in Flat side sport lift wheel, typhoons, leer shell, rumble bumpers, $4,000.00, (530) 559-337-0556. Reg. #2329934.

FOR SALE: "97 Alptraum 29 ft. 5th wheel, converted to goose neck, has all the extras + a 3500 propane generator, generator, great for following the work, very clean, asking $15,900, (775) 465-0012, ref. #1203570.

FOR SALE: "95 Jeep Grand Cherokee red, 4x4, AT, 2" lift on, AM/FM/CASS, (660) 679-9542, #2267141.

FOR SALE: "95 Jeep Grand Cherokee red, 4x4, AT, (530) 679-9542, #2267141.

FOR SALE: "95 1977 International 1700 Mack truck, DT 466- Speed & 2 speed, air brakes, Redding bed, Miller 225 Bobcat. Honda powered compressor $5000.00, (510) 222-8000, (530) 357-9377, #1263613.

FOR SALE: "93 Tandem roller 87 Huber, good cond., $1,900.00, aka sale. Cat 12 balde-hydraulic, sliding mole board, good cond., good tires, ready to go to work, $12,500, (916) 991-3530, #1538486196.

FOR SALE: "95 Avion 5th wheel, 35.5 ft. 2 slides, 2 entry doors, Ig. tires, excellent rear tires w/water, 12 volt system w/new battery lights front & rear, horn, padded seat, always clean oil, on-train, ready to work, being replaced by bigger tractor trailer, 6,500 lb., (530) 283-1246, ref. #1178198.

FOR SALE: "94 Ford 6000 diesel tractor, ZF 616 flex, includes Custom tires, no caller ID, value $400, sell for $850, (707) 726-7980 or fax (707) 726-7980, ref. #1121298.

FOR SALE: "97 Alpha See Ya, 39 ft. fifth wheel, 3 slides, central A/C and roof A/C in bd, rear and side door entry, washer/dryer combo, tv, stereo, two reefer, microwave, rear kitchen, awning, skylight in bathroom, excellent shape, stored in Hemet, CA, $43,000. OBO. (808) 325-1613, ref. #1604393.

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Union workers protest power policies and push for greater protections

Editor's note: Under the Dome is a new feature in Engineers News that highlights political and legislative issues of concern to Local 3 members in six western states. This installment talks about what union members can do to help lower rising California energy costs.

SACRAMENTO, Calif. - Keep the lights on, or else.

With the rallying cry, "stop rolling blackmail," California union activists early last month launched six weeks of actions protesting what they said were flawed energy policies.

At the same time, the activists sought greater protections in the form of price controls to protect consumers and head off taxpayer subsidies of power supplies during California's unprecedented electricity crisis.

Calling on the Federal Energy Regulatory Commission to better protect consumers, union leaders said corporate officers at out-of-state energy companies are:

• Gouging working families by forcing those who can least afford it to use more of their discretionary income for heating and cooling bills.
• Depleting state funds that could be used for education, housing and health care. At the same time, exhausting the once-ample reserves has put a crimp in annual contract negotiations just as talks were beginning.
• Taking home exorbitant pay while raking in record profits. For example, in 1999 Enron paid its chief executive officer $51.8 million. Last year, his pay was $140.8 million.

President Bush, whose campaign received large contributions from the energy industry, has refused to urge FERC to act, although recent developments suggest this may soon change.

Local 3 Business Manager Don Doser said Operating Engineers support efforts to reduce prices because the crisis threatens to plunge California's economy into a downturn.

"California has spent more than $6 billion to keep the lights on," Doser said about a system that has seen wholesale prices skyrocket from $30 per megawatt to more than $2,000. "But while consumers are paying more and more for gas and electricity, they still face rolling blackouts. Let's see, California consumers are paying more but receiving less. Anyone else see anything wrong with this picture?"

The union efforts centered on urging members to contact state policy makers and attending several rallies. On June 6, there was a march to a power plant in Oakland. On June 13, there was a rally at a Huntington Beach generating plant. Other planned events included rallies at federal buildings in Los Angeles and San Diego and at a power-trading site in the Bay Area.

The California Labor Federation, which initiated the public campaign, provided six key messages:

ONE: The Bush administration has given out-of-state generators a license to steal. Energy corporations are charging 50 to 60 times as much as last year - not because their cost have increased but because FERC is not doing its job.

TWO: Californians are conserving energy, including an 11-percent drop in May from one year earlier. The state builds new plants with the help of Local 3 members, but conservation and plant construction won't stop the energy pirates.

THREE: California consumers, workers and communities are being extorted by market manipulators and price gougers, many of them from out of state. Unchecked, the crisis can be expected to spread nationwide.

FOUR: California so far this year has spent more than $6 billion for energy supplies. The state cannot improve education, transportation, housing, health care or essential services while energy costs are out of control. The state's bond rating was reduced because of energy purchases, hurting taxpayers and people who rely on public services.

FIVE: Workers and consumers must be protected. California's elected leaders have taken critical steps to stabilize markets and keep the power on. But they can't set wholesale price controls. Only FERC can do that.

SIX: FERC is mandated by federal law to maintain "just and reasonable" prices for wholesale electricity and natural gas. Instead, it has ignored rolling blackmail by energy generators. FERC must meet its responsibility to control wholesale prices and provide cost-based pricing.

Doser agreed something must be done.

"Californians spent $20 billion more for energy this year than last," Doser said. "Consumers will pay increases averaging 50 percent this summer. Working families, especially retirees and those on fixed income, simply can't absorb those kinds of increases."
FROM THE districts

District 11 picnic to feature raffle for 27-inch TV

SPARKS, Nevada — Reno’s annual picnic for retirees and active Local 3 members is scheduled for Saturday, July 28, at Dixie Park in Sparks. The picnic will be held in honor of our retired members, who will have their regular meeting at the park beginning at 11 a.m., with lunch served immediately afterward.

Highlighting the picnic will be barbecued beef and chicken, plus hot dogs, salad, beans, rolls and ice cream. There also will be beer, soft drinks and music for listening or dancing.

Regular festivities will begin at 1 p.m. A 27-inch TV will be raffled along with other prizes. There is no charge for retirees or their spouses and tickets for anyone else is $5 per person and $12.50 per family.

For more information, call (775) 857-4440.

Utah work picture: Projects continue strong

SALT LAKE CITY, Utah — Although Wasatch Contractors is winding down and it has been a good job for our members, the work picture in Utah continues to look good.

Genuite Construction has picked up several jobs. Ames is putting several Local 3 hands to work at their promontory and colonies project in Park City. WW Clyde continues steady and will start work in August on Trappers Ridge, a million-yard job moving dirt. East West Light Rail continues at 50-to-60-hour weeks. Geneva Rock Construction is going full bore.

We would like to welcome Olsen Beal, who recently signed a Crane Rental Agreement with Local 3. Also, A&M Excavating, which specializes in new housing developments, signed the Utah general agreement. We look forward to a long and prosperous relationship with our new contractors.

Get stylish with Local 3

The Local 3 office has hats, shirts, vests, jackets and patches for sale. All proceeds go into the political action committee fund. For more information, contact Heather Manwell at (801) 596-2677 or stop by the office.

FROM FRESNO

Making a difference: Volunteers step up

FRESNO, Calif. — Local 3 members of District 50, along with local union companies, got together on a recent Saturday to pave the Big Brothers/Big Sisters parking lot as a community-service project.

Located at 905 Fulton near downtown Fresno, the parking lot of the charitable group dedicated to helping at-risk children needed an estimated $10,000 in repairs, according to a bid by a local non-union contractor. Instead, Vulcan Building Materials supplied the asphalt out of their Sanger plant. Liquid Bulk Trucking made the delivery of materials. Local 3 member Michael Afonin, owner of AAA Sweeping, supplied a mobile sweeper. Local union contractor Menefee Construction furnished the paver, tack truck and tools.

Volunteers included foreman Terry Farris; his son, paver-operator Jeff Farris; roller operator Billy Steele; and sewer operator Carl Meadows.

The raising and handwork was done by Business Rep. Ray Ronell and Larry "Hippy" Daniels; Daniels’ son, Jason Daniels; and members A.J. Brackett, Ron Phillips and Bob Wilson.

Even construction company owner Mike Menefee was seen doing a little raking, but no one is supposed to know.

When the work was completed, the parking lot was as good as new. Big Brothers/Big Sisters Director Tim Mancini and board member Marty Stebbins said the finished product was excellent.

District Rep. Mike Brown thanks union members and the union companies who were instrumental in donating their time and materials to a worthy local cause.

— Bob Wilson, grievance committee member
Union wins second arbitration on Monterey County DSA retirement benefits

By Barbara Williams, business representative

In July 1999, Local 3 negotiated two three-year agreements in Monterey County. The employees that these contracts cover are law enforcement personnel in the Sheriff’s Department and the district attorney's office. These contracts included three retirement improvements: PERS two percent at 50 safety retirement, single highest year and Level 3 of the 1989 PERS Survivor Benefit plan. In 1999, the union also won passage of special legislation to permit these employees to obtain these three retirement benefits without the inclusion of probation officers. At the time, probation personnel were not interested in two percent at 50 safety retirement but the government code demands inclusion of county peace officers in PERS contract amendments.

The first benefit that we sought was two percent at 50. Monterey County was the last county to be on two percent at 55 retirement. At the same time the law enforcement personnel were getting two percent at 50, the state Legislature passed the three percent at 50 bill, already outdated the new benefit. When the county received the actuarial from PERS, it was distressed to learn that PERS had applied $17.5 million of the excess assets toward the cost of two percent at 50. Initially, the county refused to implement two percent at 50 using that actuarial even though it had failed to negotiate in 1999 whether excess assets would be used in accordance with the normal PERS actuarial process. The county even ordered a secret second actuarial that used no assets and put the rate back slightly less, and the county assumed the union and employees would agree to the second actuarial. The arbitrator agreed that the correct cost was reflected in the original actuarial. Hence, he awarded application of the $17.5 million excess assets toward the cost of two percent at 50.

The county stubbornly refused to apply that arbitrator's decision to the actuarial process for PERS single highest year option. When PERS did that actuarial study, it once again used excess assets to lower the rate. This time, the county refused to implement the retirement benefit on the date it was due, July 1, 2000. This forced the union to file a second grievance for the exact same issue: Given the contract language, what should employees pay for this retirement benefit? The county ordered a second actuarial for single highest year. This time it requested that PERS calculate the cost not just without excess assets being applied but also over 20 years, which is a longer period of time than normal. The rate came back slightly less, and the county assumed the union and employees would agree to the second actuarial.

We did not agree for two reasons. One, to allow the county to manipulate negotiated agreements sets bad precedent just to save a little money. Second, to agree to implement the benefit without using excess assets would set bad precedent for three percent at 50. We could well imagine that in future negotiations the county would point to this meager precedent to insist that employees had forfeited any ownership of the PERS assets to get the lower rate for single highest year.

continued on page 2
Power to the People

By Steve Booth

This month this writer will attend a high school class reunion commemorating 30 years since graduation. Reminiscing about the good old days before and after graduation, one was reminded of an expression that was popular during the late 1960s through the mid-1970s. The slogan, Power to the People, was coined by a number of advocacy groups of the day including civil rights marchers, anti-war protesters, post-Watergate observers and others. What these groups had in common was a belief that by mobilizing a large number of people to gather and communicate their views, their collective voices would have an impact on local and national policy. Although critics may quarrel over the impact or effectiveness of these techniques, the unmistakable facts are that the Vietnam war ended, Nixon resigned and our society is more integrated today than ever in our history.

Union leaders and members have much in common with the advocates of 30 years ago. We should remind ourselves that our efforts are based on a similar premise that the collective voice and action of many can and will bring results that are not available to an individual standing or speaking alone. The power of the union comes not so much from the talents or abilities of the officers and staff. Rather, the power of the union comes from the strength and resolve of its members who are served by those officers and staff.

We have seen that resolve during the past several months as many of our represented bargaining units have been negotiating new collective bargaining agreements. Members in Santa Cruz County mobilized and have been heard and supported by the community in their struggle to raise salaries and benefits to market levels. Members in San Jose strengthened their membership and successfully carried their cause to the elected leaders of the city. Members in San Francisco called on political friends and ratified the first contract to be negotiated rather than arbitrated in 10 years. Members in many smaller cities and counties in rural environments have united and held firm to similar positions. Many others are still engaged in the struggles of bargaining and building strength.

As with any struggle, there are bound to be good days and some not so good. There are bound to be issues won and issues saved for another day. Through it all, we must continue to gather, to speak, to protest and to demand those changes that are necessary to make the workplace safer, more productive and more rewarding.

Power to the People!

Union wins second arbitration in Monterey County

continued from page 1

The arbitration was heard in February and the response was overwhelmingly for the union. In fact, Antonio Ruiz, the union's attorney from the VanBourg firm, asked the arbitrator to make whole employees who had retired since the time the single highest year benefit was due. The arbitrator did include them in his decision. This means the county must settle on a sum with each individual employee or send him or her a monthly check that equals the difference between three highest years' retirement and single highest year. That could be about $200 per month. The retirees include one deputy who died within days of his official retirement and who left behind a wife and family. Doug Dahmen, the DSA president, found a present address for each retiree and immediately sent copies of the award with a cover letter advising to be cautious in their pension settlements with the county.

A third grievance is pending on the retirement issues that we negotiated in 1999. The county had agreed back then to request an actuarial for the cost of going from the Basic Level of 1959 PERS Survivor Benefit to Level 3 within 60 days of ratification. That would have been September 1999. In 1998 PERS encouraged agencies and associations to request actuarials for this change. The 1959 fund of pooled assets is considerably overfunded and PERS advised that the benefit level could be improved at no additional cost. Despite many requests and demands from the union, the county never ordered the actuarial. In December 2000, PERS closed Level 3. The union filed a grievance demanding the county to order the actuarial immediately and pay the cost, if any, of going to Level 4. The county simply responded by saying the grievance was not timely. We should have filed it in 1999. The county would not even agree to order the actuarial.

When the county lost the second grievance, it agreed to take immediate action to implement single highest year and to order an actuarial for Level 4 of 1959 Survivors' Benefit. Never trusting of employers, however, the union continues with arbitration. Ordering the actuarial does not mean agreeing to implement the benefit. Given the county's track record, we need to keep a pending arbitration before it to get it to act.

As frustrating as this year-and-a-half long process has been, it is at least gratifying to have two separate arbitrators agree with the union on their interpretation of contract language. Most arbitration hearings are held about contract interpretation: What did the parties mean at the table? The arbitrator's position is not enviable. He or she must decide what the parties meant during their discussions at the table. The main issue here is that the county never made any proposal over whether assets would apply toward the cost of the two benefits even though the contracts stated that employees would pay the cost of each benefit from the negotiated increases. Ruiz characterized the county's position as one of buyer's remorse. It had agreed to purchase something without knowing what the cost would be. Then the county changed its collective mind about what cost means. It tried to give something quite apparent a new and special definition.

By a number of advocacy groups of the day including civil rights marchers, anti-war protesters, post-Watergate observers and others, the slogan "Power to the People" was coined. This expression was popular during the late 1960s through the mid-1970s. It reflected an idea that by mobilizing a large number of people to gather and communicate their views, their collective voices could have an impact on local and national policy. Although critics may disagree, the fact remains that the Vietnam War ended, Nixon resigned, and our society is more integrated today than ever in our history.

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As with any struggle, there are bound to be good days and some not so good. There are bound to be issues won and issues saved for another day. Through it all, we must continue to gather, to speak, to protest and to demand those changes that are necessary to make the workplace safer, more productive and more rewarding.

Power to the People!
San Jose employees ratify record three-year contract

By Don Dietrich, business representative

On May 10, Local 3's San Jose members overwhelmingly ratified a three-year contract. The general membership will receive a 16.5-percent wage increase. Special adjustments to certain job classes and benefit enhancements cost out the value of the contract at 19 percent over the three-year agreement. This is the most comprehensive package members have seen in more than 20 years.

The process began in April 2000. The bargaining unit ratified a one-year contract after the city would only offer a three-percent increase for a second year. There were several issues that needed to be addressed in the bargaining unit to gain the strength needed to effectively collectively bargain.

- The bargaining unit represents about 850 members. The membership is comprised of more than 200 agency fee payers.
- The city council did not favor union needs.
- The union membership was not organized.
- Salary justification data was not structured in a manner to convince the city of the union's position.

Local 3 began preparation for the next contract negotiations within the following month after ratification of the one-year contract in April 2000.

- Union stewards embarked on a recruitment campaign to reduce the number of fee payers in the bargaining unit. The number of fee payers in the bargaining unit was reduced from more than 200 to less than 80.
- Quarterly membership meetings at job sites were initiated where job stewards and the business representative announced dates and times of meetings held to address member concerns.

- Public employee members and staff worked with San Jose representatives to place union friendly city council members in the open seats.
- Comprehensive salary comparison data was collected from comparison agencies by securing the Memorandum of Agreements and costing out of total compensation.

Bargaining for a contract began in February. By the time the contract expired in April, the city offered a 15 percent increase in wages over three years, benefit enhancements and special adjustments in certain job classifications, based on the salary data provided by the union.

Based on the belief that the city had further funds to expand the overall compensation, the bargaining team recommended that members decline the offer. One of the unresolved issues was a skill-based incentive pay for Commercial Driver's License holders.

The membership overwhelmingly turned down the offer by a vote of 497 no votes to 21 yes votes. The business representative lobbied individual council members with the help of San Jose District Rep. Fred Herschbach.

Members followed the direction of the union. They continued to work without a contract and remained poised to take significant job action against the city if necessary. Members showed great restraint by standing together and not engaging in any unsanctioned job actions or work slowdowns.

The result was an additional two percent in general wage increases, additional special adjustments and incentive pay for Commercial Driver's License holders. The license pay was modified by the city and was not structured in a fashion that was completely agreeable to the union, but for the first time in more than six years of attempting to achieve a skill-based pay, the city did provide the skill-based pay.

This exemplifies the value of unionism. The success of this collective bargaining process is based on a myriad of activities.

- The internal organizing campaign significantly strengthened the bargaining unit.
- The political activities of Local 3 secured the support we needed to gain overall compensation.
- The salary justification data was accurate and complete.

I would like to recognize those members who were instrumental in the success of the process.

District Rep. Fred Herschbach applied the political insight to change the council and was instrumental in securing support from council members. This is an excellent example of the construction division working hand in hand with the Public Employees.

Business Reps. Lew Bratton, Tim Schmidt and D.J. Robertson, along with Job Placement Director Butch Cabrera spent countless hours working on council member campaigns to secure labor-friendly members.

The bargaining team, consisting of Chief Steward Rick Wolf, Karen McDonough, Steward Steve Bergkamp, Steward Dan Finn and our newest bargaining member Erik Conradson, worked countless hours preparing and negotiating with the city. I couldn't have asked for a better team.

The job stewards of San Jose did a remarkable job of internal organizing. I would like to recognize Chief Steward Tom Reilly, Chief Steward Lloyd Standridge, Chief Steward Russ Farrell and especially Steward Gary Roberts. These four stewards worked tirelessly recruiting fee payers and new hires to join the union.
The power of collections to improve benefits

By Tom Starkey, business representative

The County Employees Management Association, CEMA, has been working with 19 other Santa Clara County employee organizations to gain improvements in PERS retirement benefits. We are specifically focused on single highest year compensation and the seven percent conversion that allows for the employer-paid member contribution to be considered for PERS retirement calculations. We are also requesting the addition of sick leave conversion that allows employees to convert unused sick leave to improve the retirement benefits. CEMA safety members are focused along with all other safety employees on the three percent at 50 enhancement.

Crucial to our efforts has been the formation of the County Employees Labor Alliance. This organization's purpose is to meet regularly to communicate about common issues and to work together to further common interests. Each county employee organization pays $100 per year in dues, and the organization is recognized by the County of Santa Clara as an employee organization even though all collective bargaining rights rest with the individual employee organization. CELA currently plays a critical role in coordinating strategies to gain improvements in PERS benefits for miscellaneous and safety employees.

CELA was not organized to interfere with the South Bay AFL-CIO Labor Council but to focus on common issues each Santa Clara County employee organization faces. The value of this has been demonstrated on several fronts.

CELA helped defeat a board of supervisors action to repeal the county charter provision that provides for a prevailing wage ordinance. If the board had moved forward, this action would have seriously affected county employee organizations' ability to negotiate wages comparable to private market counterparts.

Countwide benefit changes are now discussed with each employee organization before changes are made. In the past, the county made changes after consulting only with two or three organizations that comprised the majority of all recognized employee organizations. Because Local 715 SEIU now represents about 50 percent of represented employees, it would be easy for the county to negotiate a deal beneficial to Local 715 but detrimental to other employee groups. This practice will not happen due to the formation of CELA.

The regular monthly meetings provide a forum for all county employee organizations to exchange information about common issues. Meetings also serve to remind the county labor relations staff that all employee organizations talk to each other.

If CEMA is successful at enhancing PERS benefits it will be in part because of the success of CELA and the ability for county employee organizations to focus on areas of common benefit by using all the power of each individual organization to make gains.

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John Bonilla
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Max Spurgeon
Vice President
Rob Wise
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