

ENGINEERSnews

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Coming Together is a Membership
Working Together is a Union
Staying Together is a Family



Semi-Annual Meeting
Sunday • September 23 • 1 p.m.
Alameda County Fairgrounds



FOR THE good & welfare



By

**Business
Manager**

Show your support for working families; attend Sept. 23 Semi-Annual

I normally focus on current issues that affect our members, but this month I'd like to highlight our fall Semi-Annual meeting that will take place Sept. 23. I want to emphasize how much Local 3 appreciates your steadfast participation in this twice-yearly event. As attendance continues to grow, so does the strength of our union.

The Semi-Annals really are one of the easiest and best ways to begin getting involved in the political process. At each event, we disseminate valuable information about issues that directly impact working families.

In just a few weeks we'll stand shoulder to shoulder with the many working families of Local 3. This is your chance to get involved and help make a difference for the better.

As our theme suggests, Families Standing Shoulder to Shoulder, this event will be family oriented. You're welcome to bring your entire family if you wish.

During the meeting itself, we're going to have visual presentations, prominent guest speakers and give away 10 great door prizes. San Francisco Mayor Willie Brown has been invited to be our keynote speaker.

More details about the meeting can be found on pages 11-13. Registration starts at 11 a.m. and seating begins at noon. I encourage those with physical limitations to arrive extra early so you can get parked and seated in plenty of time before the start of the meeting.

A word about politics

While we're on the subject of getting involved in the political process, I'd like to direct your attention to page 23. You'll find an article about

Los Angeles County Assemblyman Herb Wesson, the favorite to succeed fellow Democrat Robert Hertzberg as head of the state Assembly.

To protect the issues union members care most about, it's crucial that we support labor-friendly candidates in office. Herb Wesson is one of those candidates. Let's give him our support.

Living to retirement

A couple of months ago, *Engineers News* featured its first article in a series about members who have made healthy changes to improve the quality of their life. Since then, we've heard from many members who told us they felt inspired by brother Art Mihelcic's story. We'd like to continue the series with more stories like his, but we need your help - we need your story.

If you'd like to share how you changed your life for the better with your fellow members, please contact Managing Editor Amy Modun at (916) 286-2787. Help your union family members prepare for a long, healthy life after retirement. You're working hard to earn your pension. Why not make sure you're in the best possible shape to enjoy it?



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<http://www.oe3.org>

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IN THE NEWS

Bush cancels safety training grants

The Bush administration cancelled 19 job safety training grants, including several labor union safety programs. Grants totaling \$4.8 million were awarded Jan. 8, in the Clinton administration's final days and were part of the multi-year grant offered by Labor Department's Occupational Safety and Health Administration. Programs were targeted to assist immigrant and contingent workers, small businesses and their employees, and workers in high-risk jobs.

The AFL-CIO blasted the decision and called the action "paycheck payback" to industry groups. Labor said the action is further evidence of Bush's corporate agenda.



Workers are leaders

Training and activism are key to the success of Local 3

There are few Local 3 missions more important than the recruitment, training and leadership development of our apprentices and journey-level operators.

We don't want other trades muscling in on training operators, and we can't afford to lose market share.

We do want honest, from-the-gut reviews of our apprenticeship and training programs.

Members want to know their union cares enough about training to plan ahead. They want year-round skills development. They also want a financially healthy union.

Most important, they want to be the highest-skilled operators in the industry.

And I'll tell you something else: It's in our best interests, brothers and sisters, that each of us gets behind our apprentices to help them meet these goals.

Here's how Local 3 is helping grow its own:

Political involvement: There are many ways Local 3 members can become politically involved, such as campaign work. Apprentice coordinator Teresa Reclusado, for example, and several apprentices testified during a recent labor hearing in Sacramento on how apprenticeship programs helped prepare them for the workforce. A pro-union measure passed, and part of the credit goes to Reclusado and her crew of apprentices.

Mobile learning: While I believe we have some of the finest instructors and the best training sites in the country, there is always room for improvement and growth. Within the next 30 days, training programs for our crane simulator and a newly acquired portable tower crane will be available at Rancho Murieta Training Center. Check with your local district office or RMTC for a schedule and to sign up. We must get people trained to protect our jurisdiction as other crafts are moving in. Remember, the carpenters pulled out of the AFL-CIO and are acting like thieves.

Planning ahead: Under leadership by Business Manager Don Doser, we're getting new equipment and sites, including land for permanent training sites in Hawaii and Nevada.

In closing, continued improvements to training and increases in member activism will keep our union strong.

talking points



By

JOHN BONILLA

President

FEATURE

Raising awareness

Reno nurses stage historic strike to improve patient care

Stories and photos by Ray Sotero, Associate News Editor

RENO, Nev. — With support from key lawmakers and Local 3 members from throughout the West, registered nurses representing more than 600 Washoe Medical Center caregivers recently launched what is believed to be the first nurses' strike in northern Nevada.

Their goal: Improve the state's worst-in-the-nation nurse-population ratio.

"It's a tragedy that it had to come to this, but patients are suffering," Nevada Assemblywoman Vivian Freeman, a retired nurse and former WMC board member, told nurses tearfully during a June 26 rally the morning of the 24-hour strike.

As Freeman spoke, hundreds of nurses and fellow union members carrying picket signs circled WMC's building compound, receiving cheers and honks of support from passing motorists.

An estimated 250 to 300 nurses participated in picketing throughout the day, which ended the next morning with a prayer vigil for patients.

The show of support is a morale builder and should help increase community awareness about a ticking time bomb, Bill Freitas, director of Local 3's HealthCare Division, said about the turnout and attention from the media.

Indeed, the precedent-setting strike was featured on every Reno TV station, the front pages of two regional daily newspapers, and was carried on the Associated Press national wire.

"We will stand together one day longer than this employer can stand the heat," Freitas told a gathering of about 100 nurses.

Money's not the issue

Joining Freeman was Assemblywoman Debbie Smith, D-Sparks, who predicted Nevada residents will support the nurses.

"Money's not the issue driving this strike," Smith said. "People love nurses and these nurses are not talking about money for them. Instead, they're talking about patient care and staffing, and they're not asking for the contract to define staffing levels. They're just asking to be on the



An estimated 250 to 300 nurses at Washoe Medical Center participated in picketing during the 24-hour strike.

staffing committee and be fully represented.

"I have to believe the community will understand that."

In the strongest show of solidarity yet in the two-year battle for a contract members could support, nurses said they were protesting charges of unfair labor practices and unsafe working conditions at WMC, northern Nevada's largest hospital with 529 beds.

"Professional nurses deserve a role in setting staffing levels," Local 3 organizer Carin Franklin, a former WMC nurse, said in explaining what most concerns nurses.

After voting 315 to 206 in July 1999 to be represented by Local 3, negotiations broke down last March. The walkout affected six of 21 of the hospital's nursing units: Cardiac intensive care, the emergency room, intensive care nursery, MRI, neurology and telemetry.

To cover shifts, WMC administrators hired U.S. Nursing Corp. to bring in about 70 non-union nurses at up to \$4,000 each per week. Freitas and other nurses said the move may potentially further expose WMC patients to substandard care because of U.S. Nursing's record of neglect and censure by state regulators.

Some nurses from non-striking units who joined the picket line intermittently described working conditions during the strike as tense.

"Everybody's angry," orthopedic RN Scottie Hendrickson said.

Dangerous replacements

Quoting public records and regional news coverage, Freitas listed the following:

- The California Department of Health Services cited U.S. Nursing for 400 instances of nurses working without basic skills certification.
- DHS cited Summit Medical Center in Oakland because three nurses supplied by U.S. Nursing did not have current RN licenses and there was no evidence that the replacement workers had proper intravenous competency or training in cardio-pulmonary resuscitation.
- In May of last year, two U.S. Nursing employees were fired after leaving a patient unattended at the Worcester Medical Center in Massachusetts.
- In July 2000, a U.S. Nursing replacement nurse was found dead in a California motel room after having worked for 20 straight days during a strike at Stanford Medical Center.
- In 1993, U.S. Nursing was cited twice for negligence by the New Jersey Department of Health.

"An informed public will not stand for health care that is anything less than the best that can be provided," Freitas said. "They want and deserve to be cared for by Nevada-licensed nurses, not by outsiders who have no ties to this community and whose level of competence may be suspect."

See Strike page 21

HONK
FOR
LOCAL
3



10-year-old Nicole Bouteiller, daughter of a striking registered nurse.

FEATURE

Labor's lawmaker

First-term Nevada Assemblywoman

Debbie Smith relies on Local 3 experience

SPARKS, Nev. — When Debbie Smith won election to the Nevada Legislature last year, it was her first attempt at statewide elected office.

But Smith, 45, is no rookie to many issues of interest to Nevada lawmakers — and to residents of her Assembly district in Reno's neighboring city of Sparks.

A public school volunteer and lobbyist for 20 years, Smith has worked as a fringe benefits representative for Local 3's Reno office since the mid-1980s.

Smith's background in education and member of the Office and Professional Employees Union helps her appreciate the value of union wages and benefits, the bread-and-butter issues facing working families, and the accomplishments possible through working together.

For example, she easily recalls how shortly after she announced plans to run for the Assembly, retired Local 3 members, who weren't always in the best of health, "were out there, going door to door" on her behalf, she said.

"They're the kind of people who recognize the significance of having a pro-worker supporter voting on statewide labor issues," she said.

From taking public stands calling for lower nurse-population workloads to ensuring shoddy apprenticeship-training programs are given the ax, Smith said the completion last June of her first year as one of 63 lawmakers setting policy for the nation's fastest-growing state was a challenging if time-consuming baptism by fire.

A poll of 35 lobbyists and members of the media rated Local 3 employee Debbie Smith the best freshman of the 2001 legislative session.

In the end, Smith said, Nevada workers in general and union members in particular are better off than they were a year ago.

"It has been a tremendous experience and it wouldn't have been possible without the support of Local 3 and other union brothers and sisters," Smith said. "That said, there's much work left to do and I expect I'll be running for re-election in November 2002."

Making a difference

Recent redistricting will mean Smith will likely face a well-known incumbent Republican in a district with only a 10-percent Democratic edge. But recent high marks give her reason for optimism. An end-of-session poll of 35 lobbyists and members of the media rated Smith the best freshman in the Legislature — plus gave her an overall grade of A-minus.

"I wanted to make a difference," she explained. Smith, a married mother of three, has done an outstanding job balancing her demands from work, family and being a part-time lawmaker, according to an assessment by Charlie Warren, director of fringe benefits for Local 3.

"I've worked with her a long time and she's very resourceful," Warren said. "She's always involved in family stuff, whether it's her own family or the Operating Engineers family."

The following are highs and lows during Smith's initial 2000-01 session:

Quality apprenticeship programs: Thanks to a measure introduced by Smith and approved unanimously by lawmakers and signed by GOP Gov. Kenny Guinn, the state apprenticeship council beginning Oct. 1 will have the power to deny licensing new apprenticeship programs because of wage and safety violations. This measure was prompted by a recent action where a state agency essentially was forced to approve an apprenticeship program despite being assessed hundreds of thousands of dollars in federal fines. "The state council was stuck," Smith said. "(It) couldn't deny the program because they didn't have the teeth in the law to do it."

Parent involvement: In what Smith called her most significant legislation, lawmakers passed the state's first parent-involvement bill mandating school districts adopt policies making it easier for parents to take more active roles in educating their children.

Binding arbitration: This bill of Smith's died, but not for lack of trying. As proposed, the measure would have expanded the number of Nevada public employees covered by binding

With Local 3 help nurses wage two-year fight for representation

Editor's note: Nurses representing more than 600 registered nurses at Washoe Medical Center in Reno have fought for more than two years to improve patient care. The following are key milestones and items of note:

January 1999

The Institute of Medicine reports that medical errors are responsible for between 44,000 and 98,000 deaths annually in hospitals nationwide.

March 1999

Washoe Medical nurses meet with Local 3 leaders.

July 1999

WMC nurses vote 315 to 206 in favor of union representation.

September 1999

A National Labor Relations Board administrative law judge hears charges of misconduct in July vote.

October 1999

The NLRB certifies that Local 3 is the exclusive bargaining representative of WMC nurses.

December 1999

Negotiations begin.

December 2000

Nurses charge WMC has failed to negotiate in good faith.

February 2001

Nurses picket unfair labor charges.

A Federal report shows Nevada has the nation's worst nurse-population ratio.

March 2001

Nurses picket to protest Nevada Hospital Association for holding a seminar on nursing shortage — without involving nurses.

March 2001

Nurses reject WMC contract by 97 percent.

April 2001

WMC unilaterally imposes wage and salary contract on nurses.

April 2001

The first abduction of a day-old infant in Nevada history occurs at WMC, an event its nurses said was inevitable given staffing conditions. An unemployed child-care worker is later arrested.

More than 200 nurses, community leaders and lawmakers attend a town hall forum to raise awareness on nursing shortage.

June 2001

Nurses stage a one-day strike. WMC hires scab nurses through U.S. Nursing, which has a history of neglect and censure by regulators.



Nevada freshman Assemblywoman Debbie Smith, D-Sparks, at her desk in Reno's Local 3 district office, where she's a fringe benefits representative.

FROM THE organ- izing dept.



By

BOB MILLER

Local 3
Treasurer

organizing
hotline
(877)674-6493

Mid-year summary of organizing shows growth and leadership

Business Manager and International Vice President Don Doser's "Shoulder to Shoulder" organizing program is charging forward.

Our membership is the key to organizing, and it's amazing how member education and involvement pays off. You simply never know where it may lead.

For example, I recently received a call from a brother who attended a COMET organizing class years ago and now works on a small, mid-Pacific island in Local 3's jurisdiction. This member called for information and assistance in organizing a 600-person unit there – way out in the middle of the ocean.

Talk about reaching out.

Overall mid-year statistics on organizing

- Seventy-seven new companies signed contracts throughout our six-state jurisdiction.
- Local 3 organizers and members have conducted 10 recognition demands and elections and the current win rate is 70 percent.
- Overall membership is up by about 200 members. Applicants, fee payers and members total more than 42,000.

Campaign highlights from 2001

STURGIS, S.D. – On Jan. 3, 37 miscellaneous employees in Sturgis, S.D., voiced their preference for Local 3. The tally was 93 percent yes, which is particularly impressive considering state law says a no show is a no vote. **Jim Hansen** was the lead organizer.

HONOLULU, Hawaii – After successfully carving out a small unit of six drivers for the first time ever, Local 3 lost an NLRB election in Hawaii by a tie vote on Jan. 26. **JW Glover** is the largest non-union construction and materials producer on the islands. Remember, federal law says a 50-50 vote goes to the employer. **Willie Crozier** was the lead organizer.

SACRAMENTO, Calif. – After winning an election in late 2000 by 94 percent, an agreement with **Patterson Sand and Gravel** was finally ratified and signed on Jan. 20. This was a major win for 40 operators, drivers, and utility workers because it followed a particularly tough anti-contract campaign by the employer. **Jay Bradshaw**, director of organizing, and **Todd Doser**, assistant director, were the lead organizers, with help from the entire Sacramento staff.

PLACERVILLE, Calif. – On March 16, a wall-to-wall unit of 80 workers at **El Dorado Disposal Services and Waste Management** won an NLRB election by 69 percent. Negotiations are currently in progress. Lead organizers were **Chad Brown** and **Todd Doser**.

SAN FRANCISCO, Calif. – Seventeen tow truck drivers for the **Golden Gate Bridge District** petitioned for election and on April 2, they won by 100 percent. Besides operating trucks to clear the bridge during accidents, the drivers act as paramedics, suicide retrievers, cops and more because they usually are the first at the scene. Lead organizers were **Ed Lieberman** and **Kurt Benfield**.

OAKLAND, Calif. – Approximately 450 classified service personnel at the **Western Dakota Technical Institute** in Oakland lost a vote for Local 3 on June 11, with 59 percent voting no. The lead organizer was **Kurt Benfield**.

MARKLEEVILLE, Calif. – On April 9, 25 non-credentialed employees of the **Alpine County School District** voted yes for Local 3 by 95 percent. Negotiations with school teachers is pending. The lead organizer is **Kurt Benfield**.

HAWTHORNE, Nev. – After an election victory late last year in Hawthorne, this unit of 37 supervisory staff at **Mt. Grant Hospital** ratified a contract on April 26. Lead organizers were **Dan Venters** and **Bill Freitas**.

SACRAMENTO, Calif. – After demanding recognition on May 4 by marching on the boss, 21 equipment operators were granted voluntary recognition by **Mallory, Shaeffer and Wells**. Negotiations continue. Lead organizers are **Sam Camp** and **Chad Brown**.

SAN JOSE, Calif. – Fifteen equipment operators at **Browning Ferris Industries** were granted voluntary recognition after a demand march on May 8. Negotiations continue. Lead organizer is **Todd Doser**.

KONA, Hawaii – Local 3 lost an election at **Bolton Construction** by 85 percent on Jan. 10. This was the second election for these 20 equipment operators, after the first election was set aside by the NLRB and a re-run ordered. Lead organizers were **Kalani Mahoe** and **Willie Crozier**.

In addition, election petitions have been filed on:

- The Mineral County Juvenile Probation Department in Nevada on Jan. 16.
- The South Dakota cities of Belle Fourche and Rapid City on April 2 and March 22, respectively.
- Waste Management in Watsonville, Calif. on June 12.

Finally, **Frehner Construction** signed a master agreement for the state of Utah in June 2001. **Frehner** is a major player in Nevada, and Local 3 welcomes **Frehner's Mike Pack** and **Jim Keyes** and looks forward to working together to make our new relationship a success.

After signing, **Frehner** immediately hired more than 20 operators out of the hall. This was a top-down organizing effort by Utah District Rep. **Jim Sullivan** and Special Rep. **Frank Herrera**.

Information about your pensioned health and welfare benefits

QUESTION: What happens to my coverage when I become eligible for Medicare?

ANSWER: Members and spouses eligible for Medicare benefits must enroll for Parts A and B of the Medicare Program. Failure to enroll will result in the plan denying any charges that would have been paid by Medicare, regardless whether the eligible member or spouse has enrolled in the Medicare program. From the point the member or spouse becomes eligible for Medicare, the Pensioned Health and Welfare Trust Fund becomes the secondary payer. This means Medicare will pay on the charges first and the Trust Fund will pay the appropriate balance of covered charges after Medicare has paid its portion.

Members and spouses eligible for Medicare benefits and on the Kaiser plan must enroll in the Kaiser Senior Advantage

Plan if they wish to remain with Kaiser. Once enrolled in the Senior Advantage Plan, all prescriptions must be purchased from Kaiser pharmacies. The American Diversified Pharmacies plans are no longer available. If the member or spouse becomes eligible for Medicare and chooses not to remain with Kaiser, they must notify the Trust Fund Office and complete the forms necessary to change their coverage.



Q: What if I have Medicare but my wife isn't old enough for Medicare?

A: If the spouse (or member) is not yet eligible for Medicare benefits, the plan will pay the appropriate portion of the covered expense. As soon as the spouse (or member) becomes eligible to enroll for Medicare, they must do so or suffer the reduction in benefits described above.



Q: I'm on Medicare - what are my coverage options?

A: In addition to the Comprehensive Plan, members and spouses on Medicare and living in covered service areas may elect coverage under one of the Medicare Advantage HMO's. Currently, Operating Engineers offers three options: Kaiser's Senior Advantage, PacifiCare's Secure Horizon or Health Net Seniority Plus. Once enrolled in one of the Medicare Advantage HMO's, all prescriptions must be purchased through the HMO. The American Diversified Pharmacies plans are no longer available. It is important to understand that if you are enrolled in a Medicare Advantage HMO, all services (except life threatening emergencies) must be obtained through the HMO.

NEWS FROM fringe benefits



By

**CHARLIE
WARREN**

Director

Here's what happens when you quit smoking:

Within 20 minutes of your last cigarette

- Blood pressure drops to normal
- Pulse rate drops to normal rate
- Temperature of hands and feet increases to normal

8 hours after your last cigarette

- Carbon monoxide level in blood drops to normal
- Oxygen level in blood increases to normal

24 hours after your last cigarette

- Chance of heart attack decreases



FROM rancho murieta



RANCHO MURIETA TRAINING CENTER for Apprentice to Journeyman

Substance abuse testing isn't going away



Within the last 10 years, the U.S. Department of Labor and other state and federal agencies have conducted studies on substance abuse testing in the workplace.

dents afterward. Drug and alcohol abuse is a plague upon our industry for which we must find a cure.

The good news, however, is that studies also show that drug abuse in the workplace is declining. We recently took a look at some of our own statistics to see where the RMTC fell in with the rest of the country and were impressed with the results. The national average of positive results in workplace drug testing is 4 percent for all classifications of workers.

Positive results for the RMTC were slightly below the national average at 3.4 percent for the year 2000, which is a dramatic drop from 20 percent in 1991, our first year of testing. The reality is that our testing promotes worker safety, contributes to a positive image of the apprenticeship program and acts as a deterrent to workplace drug abuse. Like 72 percent of the respondents in the DOL studies, we believe that the benefits of substance abuse testing outweigh whatever costs are involved.

Yet, despite our best collaborative efforts with the Addiction Recovery Program to promote worker recovery, and despite assurances within our own policy that the penalties for violating the substance abuse policy may lead to removal from the apprenticeship program, there are those who still attempt to cheat the system. This is the bad news. While the number of positive tests is declining, the number of adulterated tests (cheating) is on the rise. In fact, the number of confirmed adulterated tests nationwide rose 25 percent from 1998 to 1999.



By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

The agencies found the following:

- Seventy percent of all illegal drug users are employed either full or part time.
- One in 10 people in this country has an alcohol problem.
- Alcohol is the No. 1 abused substance in the American workplace.

In addition, drug-using employees are two times more likely to request time off, two times more likely to have absenteeism problems, three times more likely to be involved in a workplace accident and five times more likely to file a workers' compensation claim.

Particular attention has been paid to the construction industry because, according to the DOL, construction workers report the highest rate of current illicit drug use. This category of construction worker includes handlers, helpers, operators, transportation and material movers, and repair workers.

51-percent reduction

Further DOL findings show that companies who instituted drug testing experienced a 51-percent reduction in injury rates within two years. Specifically, the injury rate at construction companies that tested for drug use dropped from 8.92 incidents per 200,000 work-hours before the drug-testing program was in place to 4.36 inci-

Additional testing



In response to this phenomenon, the Department of Transportation regulations now mandate specimen validity testing be performed on each urine specimen. This means that Medical Review Officers (MROs) will be required to report the tampered specimen as "adulterated" as well as identify the agent designed to alter the result of a urine specimen.

The Internet seems to be the fastest growing method of procuring products alleging to "beat the test." But what many may not know is that substance abuse professionals and other experts obtain those products and analyze them to determine their chemical contents. So as quickly as these products come onto the market, you can believe the MRO has a handle on what to look for. Here is a small sample of the known adulterants that reasonable and intelligent people spend their hard-earned money on: Bake n Shake, Sweat Pea Spoiler, Urine Luck and Mary Jane Super Clean 13.

Don't be foolish. If you have a problem with substance abuse, avoid the inevitable and kick the habit. Why not remain employed and be safe while you're at it? A finding of an adulterated specimen is a direct violation of our policy, and our policy clearly states that a donor will be required to provide another specimen under the direct observation of a trained collector of the same gender. Failure to provide a second specimen will constitute a refusal and warrant subsequent removal from the apprenticeship program.



For more information on training programs, read *Engineers News* and check our Web site (www.oe3.org) for announcements regarding upcoming classes.

FROM

**rancho
murieta**

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

SCHEDULE OF TRAINING COURSES CCO WRITTEN TEST DATES

September 2001

Mandatory application deadline
Aug. 18

Mandatory refresher classes
Sept. 15 and 22

Written test
Sept. 23

December 2001

Mandatory application deadline
Nov. 9

Mandatory refresher classes
Dec. 8-15

Written test
Dec. 16

CCO Practical Test Dates

Aug. 4-5
Aug. 11-12
Aug. 18-19
Sept. 29-30

Oct. 6-7
Oct. 13-14
Oct. 20-21
Oct. 27-28
Nov. 3-4

Dec. 26-28
Dec. 29-30

Jan. 2-4, 2002
Jan. 7-11
Jan. 12-13
Jan. 19-20
Jan. 26-27

Note: Times for practical testing may vary depending on available daylight. Practical tests in August will be determined according to June class sizes.

FROM THE credit union



By

ROB WISE

Credit Union Treasurer
&
Local 3 Recording
Corresponding Secretary

Union benefits

"The credit union Auto Buying Consultant found exactly the truck I wanted."

~ Don Williams,
Windsor, Calif.

Local 3's credit union can help you get into that new home with adjustable-rate mortgages

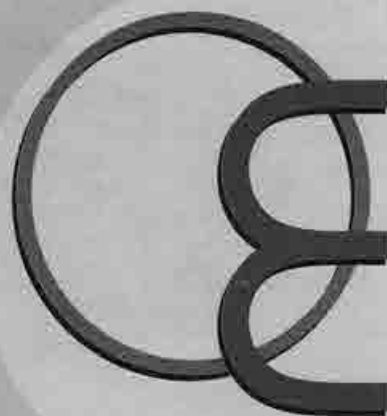
Adjustable rate or fixed rate? Now you may not have to choose between the two. Our own Local 3 credit union, the Operating Engineers Local 3 Federal Credit Union, now offers convertible Adjustable Rate Mortgage loans.*

With a convertible ARM, the interest rate is fixed for an initial period of your choice – either three, five or seven years. The interest rate during this initial period is typically lower than conventional, fixed-rate mortgages of 15 or 30 years.

This lower interest rate can make it easier for you to qualify.

After the initial period, the loan automatically converts from a fixed to an adjustable rate. A convertible ARM loan does not require you to refinance the loan after the initial period or pay additional fees. The OEFCU real estate staff can tell you more about this and other options for homebuyers.

They can be reached at (925) 829-4400 or (800) 877-4444. OEFCU is a 100-percent union organization. Choosing the credit union for your home purchasing and financing needs supports Local 3 and the union movement.



Save time with automatic dues payment

Your credit union offers a timesaving free service, automatic dues payment, to help Local 3 members pay their dues on time. To take advantage of this service, complete the short automatic dues payment authorization form (see accompanying form). Your dues will then be deducted quarterly or annually from your credit union savings account. Drop off the completed form at your union hall or credit union branch.


Friendly service you can count on

"They knew me right away," member Edythe Tuller of Reedley, Calif., said when asked to compare doing business with our own Local 3 credit union to a typical bank. "I like doing business with the credit union because the staff is so friendly," Tuller explained, adding, "at the bank, unless you have a fortune in the bank, they are not that helpful."

For some of her financial needs, Tuller has been helped by the staff at the OEFCU Fresno, Calif., branch. She also finds banking by mail with the credit union convenient.

You and your immediate family members can expect the same courtesy and helpfulness Tuller experienced when joining the credit union. To request a membership application, send an e-mail to <memberservices@oefcu.org> or call (800) 877-4444. Establishing your membership requires a minimum of just \$5 deposited in an OEFCU regular savings account.

*Check with the credit union regarding availability in your state.

 Operating Engineers Local Union #3 Federal Credit Union, P.O. Box 2082, Dublin, CA 94568 (800) 877-4444

AUTHORIZATION FOR AUTOMATIC PAYMENT OF UNION DUES FROM MY CREDIT UNION SAVINGS ACCOUNT

Pay my dues (select one): ☐ Quarterly ☐ Annually ☐ Cancel my Auto Dues

I authorize the Credit Union to deduct from my savings account and pay to (print Union name) _____ my union dues in the manner I have selected above. I acknowledge that the origination of ACH transactions from my account must comply with the provisions of U.S. law. Deduct Union dues at the rate certified by the Union at the time such deduction is processed to maintain me as a Member in good standing. (This authorization does not apply to the deduction of Union dues associated with membership fees or Travel Service Dues.)

The automatic payment of dues will continue until I cease to be a Member in good standing of the above named Union due to suspension, withdrawal, etc. or I cancel this authorization. I understand that such cancellation on my part must be in writing and be received by the Operating Engineers Local Union #3 Federal Credit Union no less than 10 days before payment is scheduled.

I also understand that automatic payment of Union dues cannot be made unless I have available money in my savings account for the dues payment, the minimum savings balance and any amount pledged as security on a Credit Union loan.

Print name

Social Security Number

Address

City

State

Zip

My Signature

Date Signed



Auto Dues, pm6 2/99



Stand shoulder to shoulder with your union family
at the next Semi-Annual to learn more about
the exciting plans Local 3 has for the future



Business Manager Don Doser announces that the next Semi-Annual membership meeting will be held Sunday, Sept. 23 at the Alameda County Fairgrounds.

The meeting, which starts at 1 p.m., will take place in the Alameda County Fairgrounds. Registration begins at 11 a.m., and attendees will be provided a box lunch.

continued on page 12

Union family members stand shoulder

Families working together

The theme of the fall's Semi-Annual is "Families Standing Shoulder to Shoulder."

"There are many issues I look forward to addressing," Business Manager Don Doser said. "Creating more job opportunities, prevailing wage, raising industry standards, and taking a more active political role are just a few of the subjects on my list. We've accomplished a lot, but there's still plenty more to be done."

In addition to guest speakers and visual presentations, the members will be provided with information about recent union accomplishments and what the current goals are for continued progress.

"It's crucial for our members to stay involved with Local 3. We cannot accomplish our goals without your help. Come out and see how you can take a more active role in your union."

Door prizes

Local 3 will again give away donated door prizes to members in attendance. This time, the union will give away five separate prizes consisting of one year's window dues, and five separate gift certificates for \$1,000 to an electronic store. You must be a dues-paying member and be present at the Semi-Annual to be eligible to win.

LODGING INFORMATION

Ramada Inn

5375 Owens Court
Pleasanton, CA 94588
(925) 734-8843
Double/Single \$59

Hilton

7050 Johnson Drive
Pleasanton, CA 94588
(925) 463-8000
Double/single \$89

Four Points E

5115 Hopyard Ro
Pleasanton, CA 9
(925) 460-8800
Double/Single \$79



er to shoulder at the 2001 Semi-Annual

Directions to the Alameda County Fairgrounds

From San Francisco:

Take the Bay Bridge.
Follow 580 east toward Stockton.
At the 680 interchange,
take the south exit toward San Jose.

From San Jose:

Go north on 680.

From Stockton:

Take I-5 south.
Take the 205 west connector to 580 west.
At the 680 interchange,
take the south exit toward San Jose.

From Walnut Creek:

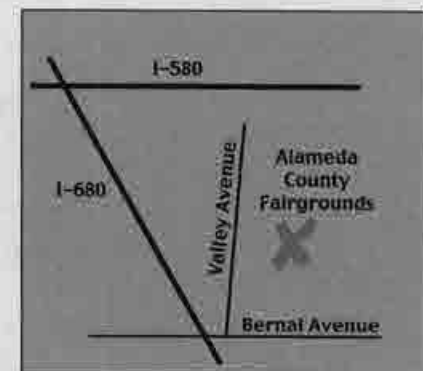
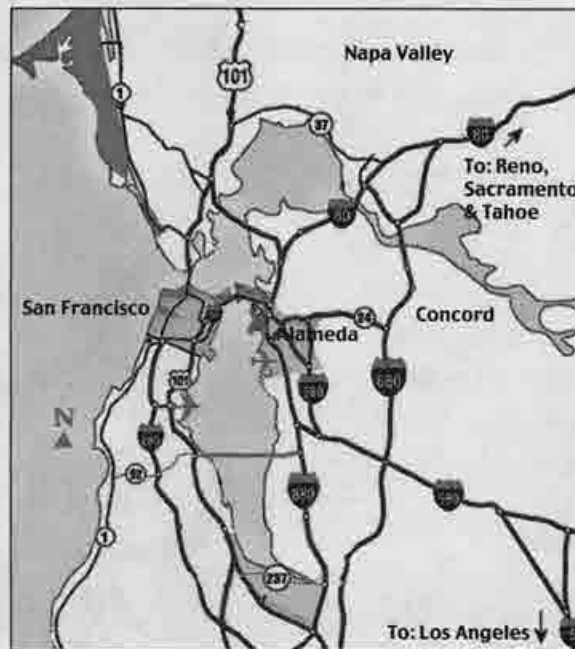
Go south on 680 past the 580 interchange.

From Southern California:

Take I-5 north.
Take 580 west.
At the 680 interchange,
take the south exit toward San Jose.

From the freeway:

Take the Bernal Ave. exit.
Turn right on Bernal.
Stay to the left and turn left into Valley Ave.
Enter at Gate 8 for parking.



Ferocious message

Retired Local 3 member and spouse name Local 3's new political-action team

SAN JOSE, Calif. – Retired 51-year Local 3 member Ron Buchholz of San Jose easily recalls three milestones during his 73 years:

- The day 56 years ago he met his wife, Wilma.
- The day he became a Christian.
- The day he joined Local 3.

"Those were the three greatest days of my life," Buchholz said. "Without them, I wouldn't be where I am today."

A similar banner day, though clearly on a smaller scale, occurred recently when Buchholz and his wife came up with the phrase, "Operating Engineers Community Action Team," or OE CAT.

Their idea will soon be the official name for Local 3 political-action teams that will hit the streets in earnest during the 2002 election season.

That's because judges selected the Buchholz' entry in the

name-that-team contest, and a new logo using the CAT name will grace caps, shirts, stationery and more to help promote team spirit.



Business Manager Don Doser said that he's looking forward to when CATs go on the prowl.

"I thought the obvious connection between the heavy equipment used on our job sites, that we all know as 'cats,' and the positive attributes we associate with our own family felines – smart, determined, agile – was a perfect match," Doser said in a letter congratulating the Buchholzes.

"Politically, it sends a ferocious, nine-lives message to the labor community and to proud team members."

Buchholz worked most of his career for a San Jose-area paving company, but he spent his share of time aboard a Caterpillar.

"I liked cats just fine," he said.



Retired Local 3 member Ron and Wilma Buchholz outside their San Jose home.

FROM SAN FRANCISCO

Veteran Local 3 members awarded service pins

SAN FRANCISCO, Calif. – At our district meeting on May 24, Recording Corresponding Secretary Rob Wise and Treasurer Bob Miller presented Sam Palou, Leo Cummins, Bob Marr, Ray Parres, Gordon Candee and Ken Oku with their respective year pins.

Also on hand were apprentice graduates Kevin Lewis, Jimmy Ward, Larry Pitre, Kevin Robinson, Rogue Ortega, Ricky Vargas, David Vargas and David Rogers (father of Jeff Rogers).

At the Retiree meeting, Joe Spitori received a 40-year pin and Al Schattin received a 30-year pin.

Congratulations to all.



Top photo from left: Sam Palou, Rob Wise, recording secretary; Leo Cummins, Bob Marr, Ray Parres, Bob Miller, treasurer; Gordon Candee and Ken Oku. Photo at right from left: Carl Goff, district representative; Wise, Joe Spiteri, Miller, Al Schattin.



Driving it home

In other news, Turner Construction started pile driving on what will be a 16-story residential building with ground floor retail and two-story parking. Pile driving for this job is American Piledriving, with brothers Joe Wendt and Chris Wiederholt at the controls and oilers Mike Forman and Doyle Lennier. Making sure everything is in the right place is Jesse Miner as chief and Juanita Douglas as rod-chain person.

- Joe Tarin, assistant district representative



Joe Wendt, Mike Forman and Doyle Lennier.



Chris Wiederholt.



Juanita Douglas and Jesse Miner.

FROM THE districts



FROM THE districts

FROM ELKO FROM ELKO

Local 3 veterans join Vietnam wall ceremony, parade

ELKO, Nev. — Local 3 members showed up in force to support our veterans while the traveling display of the Vietnam Wall Memorial recently stopped in Elko. The event was highlighted by a parade, which ended at the Elko City Park where members helped erect a scaled-down version of the famous Washington, D.C. memorial.

Military jets flew over the stirring ceremony that followed, and a banner on Local 3's parade entry read, "Members of Local 3 have served and supported America's armed forces since our charter in 1939."

Members and their families who rode on the float who are veterans of the armed forces were Tom Gravlee, Marine Corps; John Lawson, Army; and Paul and Rhonda McKenzie, Army.

Local 3 members also escorted the traveling wall into Elko, and many members, active in local motorcycle clubs, were pre-



sent at both the memorial and parade.

Members would like to thank Business Manager Don Doser, Special Rep. Frank Herrera and District Rep. Pete Cox, as well as the local agents, for their support in this opportunity to show their appreciation for America's armed forces.

FROM SALT LAKE CITY FROM SALT LAKE CITY

Work picture comes into focus — at last

SALT LAKE CITY — Granite Construction has switched traffic at I-15 in Provo, allowing about 11 grading crew hands to go back to work. Granite's new job at Soldier Summit, from Skyview to White River on Hwy. 6, started the last week of June, and milling and paving with seven-12s are planned.

Valley Asphalt of Spanish Fork has many grading and paving crews working from North Salt Lake to many locations in Utah County. They are gearing up for a double shift at the Ekin Asphalt Plant to pave on I-15 at night from University Parkway to Granite's job in Provo.

Geneva Rock has several construction and paving crews busy in Utah County and is paving on Hwy. 6 in Spanish Fork Canyon.

W.W. Clyde has a crusher and scraper spread near Glendale on US 89, keeping about 38 hands working. Clyde also has a new job at

the Mayflower exit on US 40 to excavate the old tailings ponds. This job will keep five operators working to move 60,000 cubic yards of material to cap the site. Clyde's Wolf Creek job is near completion.

Northern Utah Projects

The current projects include the repaving and curbing of I-15, which Granite Construction plans to complete within the next two years. Granite Construction was also awarded the I-80 project near Coalville, Utah. This is a \$15 million project that should also last two to three years.

Retiree's golf

The retirees' golf tournament will be held Aug. 22 beginning at 8 a.m. at the Copper Club in Magna, Utah. All interested retirees should contact Heather Manwill in the Salt Lake office at (801) 596-2677 no later than Friday, Aug. 17.

Apprenticeship news

Twenty years is a long time, but that is how long it has been since there was an apprentice in Wyoming. In early May, Bob Miller instructed Travis Tweedy and Phil McChesney that there had to be a program in Wyoming, and no matter what it took we were to have Wyoming apprentices training and ready for dispatch in June. Travis started taking applications and arrangements were made for food and lodging in Salt Lake City for five people.

On Tuesday, June 5, Cacey Daniels, Michael Fischer, Dalton Decoteau, Gretchen Lei-Sure and Lori Sauter began training in Utah. These were the first apprentices Wyoming has had training in 20 years. They had 80 hours of pre-apprentice training, which included forklift certification, gradesetting, union orientation-education, safety training and training on equipment at our training site at

Wheeler Machinery.

Apprenticeship is alive and well in Wyoming, and if these first five apprentices are any indication, then the enthusiasm and attitude of the members in Wyoming is equal to any in Local 3. The next six apprentices from Wyoming are scheduled to begin training July 10.

On May 30, Utah District Rep. Jim Sullivan, district representative in Utah and McChesney attended the District Meeting in Rock Springs, Wyoming. The number of members that showed up surprised us. One hand even drove 400 miles one way to attend. There was a great interest shown in training and apprenticeship.

Overall, there is great support for Local 3 and what we are doing in Wyoming.



FROM SACRAMENTO

Highway-improvement projects keep Local 3 members on the road

SACRAMENTO, Calif. – There is still a lot of work in Sacramento, and much of it centers on road construction. Among the biggest projects:

Benco Bridges has approximately four weeks left on a \$2 million-bridge job in nearby Winters.

Granite Construction has a street-widening project under I-80 in West Sacramento and should be completed by this fall.

In Davis, about 12 miles west of Sacramento, **R.M. Harris and Bay City Paving & Grading** near completion on

the bridge-widening project located on Mace Boulevard and I-80. This project is expected to be completed by April 2002. At the same time, **MCM Construction** is in the process of building a bicycle overcrossing that should be completed by next fall.

Goodfellow Brothers is working on the ramp at County Road 102 and I-5 in Woodland, about 20 miles north of Sacramento.

In other projects, **Yubacon**, a recently signed contractor, has the drainage sump No. 12 project in North Natomas.

Teichert Construction still has work in Natomas and Southport. **Foster and Sons Construction** also has work in the North Natomas area. **Jaeger Construction** is building a new subdivision off Linden Lane in West Sacramento.

All these projects in our district will provide many union jobs for our Local 3 members.

In other news, a daughter, **McKenzie Renee Lowry** was born on June 9, weighing in at 7 pounds 12 ounces, to Local 3 member **Brian Lowry** and his wife **Jenny**.

FROM THE districts

FROM WYOMING

From Local 3 to JTL Group: Your professionalism is appreciated

CASPER, Wyo. – The staff of Local 3 would like to say thanks to the people who work for the **JTL Group** here. Both in the plants and out on the CY Street rehab, the men and women of JTL, including the 41 Local 3 members, have shown the city of Casper that they represent the most qualified and skilled crafts workers in Wyoming.

Free BBQ

The quarterly district meeting Aug. 22 will have a broader appeal than usual in hopes of attracting more attendees and to highlight looming projects that promise to employ many Operating Engineers. After a free barbecue and refreshments beginning at 5 p.m. at the Local 3 office, 4925 Wardwell Industrial Drive in Casper, the 7 p.m. business meeting will review apprentice-training programs and pending construction plans, including the September launch of three power plants, a dam and other projects. District Rep. **Travis**



The vintage 4,000-pound Mattson batch plant has worked hard since 1955.

Tweedy said the power plant projects could employ up to 800 workers. "It would be one of the biggest jobs in Wyoming history, certainly the largest in the two years Local 3 has been here," Tweedy said.

Keep on batching

Pictured above in the center of JTL's main yard is a vintage model 1955 Mattson 4,000-pound asphalt batch plant, which produces batch after batch of what is black gold to many Local 3 members.

Operator **Jim Hess** said the Mattson plant was originally rated at 125 tons per hour.

Thanks to automation and a new production-control system, the plant now can produce up to 225 tons per hour – and that's not bad for a plant that used to be run by a series of pull levers.

In the old days, the operator would sit off to the side of the pugmill and pull levers that would empty materials into the pugmill and start the mixing process.

It used to take 12 batches just to load one truck. But with the addition of a 200-ton silo and a set of truck scales, the vintage Mattson workhorse can push out truck after truck.

Thanks to a skilled Operating Engineer behind the controls and some great innovations, this old plant will continue to produce asphalt mix for years.



A 321 cat excavator removes a section from CY Street.



FROM THE districts

FROM SAN JOSE EBOW SAN JOSE

Operators help public employees win 17-percent raise

SAN JOSE, Calif. – This story is a lesson in cooperation and proof of how we can achieve a higher standard of living by working together with our brothers and sisters.

Don Dietrich, business representative for the Public Employee Division of District 90, would come to our office during late nights and we would talk about his negotiations with San Jose city officials. Dietrich has a unit of 860 San Jose employees who run the sewer plants, take care of our parks, maintain city streets and service police and firefighter fleets, as well as many other duties.

Negotiations were not going as well as Dietrich would have liked. He asked that his Public Employees be compensated at a level consistent with other Local 3 members in comparable cities. San Jose was far below average for cities less than half its size. Also, when the city went through some hard times a couple of contracts ago, the members willingly took concessions even though it meant hardship to them and their families.

Dietrich asked me to accompany him to city hall so that we could present our case to the city council, the mayor's office, the city manager and anyone else who would listen.

We made our appointments and off we went. Dietrich did an outstanding job presenting the facts. I was there for moral support and to emphasize that Local 3's construction division will stand with Local 3's Public Employee Division and take whatever action necessary to accomplish a positive outcome for our brothers and sisters. With this accomplished, San Jose would set a higher standard for its employees.

During the next week or so Dietrich and I met

*"I was never so proud to be a member of Local 3 as the day when (Business Rep. Don) Dietrich walked into a room with 65 people showing their pride in Local 3 by their applause."
— Fred Herschbach,
District representative*

with the proper authorities to present our case. We received lots of positive feedback. The city council members were impressed with Dietrich and the way the members stood united.

Our last meeting was with the person that negotiated the contract for the city. This was the day before the city decided it was not in the position to offer anything more. Dietrich and I visited his office. Dietrich introduced me and from there the meeting did not go the way the city wanted. He told us that the offer he made was the best

that we would get and it would be bad public relations for Local 3 to turn it down.

Look around

We directed him to look outside his window to see the cranes at work, and reminded him that most work in San Jose is done by Local 3 members. We also made him aware that Business Manager Don Doser was upset that our members were not getting a fair shake and that he would take whatever action was necessary to support the membership. We also reiterated our point that the construction division of Local 3 will stand shoulder to shoulder with our brothers and sisters who work for the city of San Jose to ensure they got a fair contract.

In early May, Dietrich received a call informing him that the contract awarded to the Public Employees of Local 3 was better than what we had expected: An average 17-percent raise over three years.

A few weeks later, Dietrich asked me to a meeting at a worksite. We walked into a room of about 65 members. They began clapping upon our entrance. You could see the pride they had for Dietrich and their union.

About 18 months earlier, Dietrich was not welcome

because the members were dissatisfied with Local 3. Dietrich was able to turn the situation around by securing the best contract that San Jose employees have ever had.

Work together

This change of heart is due in large part to Doser and the other officers' commitment to the members of Local 3. This is noticeable by the training that the business representatives receive and the support that they get from Doser. This solidifies the relationship between the construction and Public Employee divisions of Local 3 with their efforts to work together to accomplish things that people in the past believed impossible.

I was never so proud to be a member of Local 3 as the day when Dietrich walked into a room with 65 people showing their pride in Local 3 by their applause.

Thanks to Dietrich and San Jose employees that are Local 3 members for letting me be a part of their success.

To the rest of the membership of Local 3, when you are at a park, using your shower, or see a police car or fire truck, remember that Local 3 plays a large part in making your lives easier and better.

— Fred Herschbach,
District representative



meetings & announcements

San Jose, Stockton and Salt Lake City schedule August picnics

The following Local 3 picnics for members and retirees have been scheduled for August:

San Jose, Calif. – Sunday, Aug. 12.

Where: Christmas Hill Park, 7050 Miller Ave., Gilroy, Calif.

When: 10 a.m. – 4 p.m.

Cost: \$10 for members and guests; \$5 for retirees; children 11 and younger are free.

Menu: Tri-tip beef, chicken, hot dogs, beans, garlic bread, soft drinks, beer, cotton candy and snow cones.

Other attractions: Raffles and a jump house for kids.

For more information: Deisha Garcia at (408) 295-8788.

Salt Lake City, Utah – Saturday, Aug. 25

Where: Murray Park No. 5 Pavilion just inside either of the park entrances at 330 East Vine St. or 406 East Vine St.

When: 11 a.m. – 4 p.m.

Cost: \$5 per person or \$10 per family.

Menu: To be decided.

For more information: Call Heather Manwill at (801) 596-2677

Stockton, Calif. – Sunday, Aug. 26.

Where: Mieke Grove Park off Eight Mile Road near Lodi.

When: 11 a.m. – 4 p.m.

Cost: \$10 for members and guests; \$8 for retirees; children 14 and younger are free; plus \$4 per car gate admission.

Menu: barbecued steak, hot dogs, beans, salad, French bread and ice cream, soft drinks and beer.

What to bring?: Sunblock & money for raffles.

For more information: Call Lynn Pankratz at (209) 943-2332.

DISTRICT MEETINGS

AUGUST 2001

- 2nd District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges
- 9th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd.
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
1958 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**
Washington Intermediate
School Cafeteria
1633 So. King St.
- 26th District 17: Maui, HI**
HGEA
2145 Kaohu St.
Wailuku, HI
- 27th District 17: Kona, HI**
King Kamehameha Kona Beach Hotel
75-5660 Palani Road
Kailua-Kona
- 27th District 20: Alameda, CA**
Engineers Building
1620 South Loop Road

OCTOBER 2001

- 4th District 30: Stockton, CA**
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
- 11th District 80: Sacramento, CA**
Labor Center Hall
2840 El Centro Road
- 18th District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
- 23rd District 40: Eureka, CA**
Engineers Building
2806 Broadway
- 24th District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
- 25th District 60: Yuba City, CA**
Sutter-Yuba Board of Realtors
1558 Starr Drive

meetings
&
announcements

RETIREE ASSOCIATION MEETINGS

LAKEPORT

Thursday, Sept. 6 10 a.m.
Lakeport Yacht Club
55 5th St.
Lakeport, CA

ROHNERT PARK

Thursday, Sept. 6 2 p.m.
Operating Engineers Building
6225 State Farm Drive
Rohnert Park, CA

WATSONVILLE

Thursday, Sept. 20 10 a.m.
Ramsay Park
1301 Main St.
Watsonville, CA

SAN JOSE

Thursday, Sept. 20 2 p.m.
Masonic Temple
2500 Masonic Drive
San Jose, CA

CONCORD

Wednesday, Sept. 26 10 a.m.
Concord Centre
5298 Clayton Road
Concord, CA

OAKLAND

Thursday, Sept. 27 10 a.m.
Oakland Zoo - Snow Bldg.
9777 Golf Links Road
Oakland, CA

MODESTO

Thursday, Oct. 4 10 a.m.
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON

Thursday, Oct. 4 2 p.m.
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
Stockton, CA

AUBURN

Thursday, Oct. 11 10 a.m.
Auburn Recreation Center
Lakeside Room
3770 Richardson Drive
Auburn, CA

SACRAMENTO

Thursday, Oct. 11 2 p.m.
Stationary Engineers Bldg.
1620 No. Market Blvd.
Sacramento, CA

FAIRFIELD

Thursday, Oct. 18 2 p.m.
Operating Engineers Bldg.
2540 N. Watney
Fairfield, CA

EUREKA

Tuesday, Oct. 23 2 p.m.
Operating Engineers Building
2806 Broadway
Eureka, CA

REDDING

Potluck & Meeting
Wednesday, Oct. 24 1:30 p.m.
Frontier Senior Center
2081 Frontier Trail
Anderson, CA

YUBA CITY

Thursday, Oct. 25 2 p.m.
Sutter-Yuba Board of Realtors Bldg.
1558 Starr Drive
Yuba City, CA



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meetings & announcements

Departed Members

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

R. Adamson	Hammett, ID.	5-16-01
George Beaver	Sacramento, CA.	5-11-01
James Benson	Desert Hotsprings, CA.	5-30-01
David Coburn	Clearlake, CA.	6-04-01
Frank Colloms	Hermitage, TN.	6-04-01
Robert Coolidge	Midpines, CA.	6-14-01
Clifton Daniel	Fallon, NV.	6-05-01
John Dejong	Shasta Lake, CA.	5-26-01
Charles Espania	Makawao, HI.	6-18-01
Norman Ferguson	Carson City, NV.	5-29-01
Ken Finch	Sparks, NV.	5-29-01
J. Fuller	Atwater, CA.	6-14-01
Antone Furtado	Keaau, HI.	5-25-01
Doug Gales	Morgan Hill, CA.	6-05-01
Leo Gerhart	Long Beach, CA.	6-12-01
Steve Gunter	Cloverdale, CA.	6-16-01
W. Hammersmith	Rocky Ford, GA.	5-11-01
Orville Hanner	Elk Grove, CA.	5-20-01
Jack Harris	Manteca, CA.	5-06-01
Autumn Hewitt	Fallon, NV.	6-14-01
Robert Hogg	Jamestown, CA.	6-08-01
Larry Jackson	Agra, OK.	6-12-01
Harold Jones	Livermore, CA.	5-26-01
Ralph Jones	Chico, CA.	5-04-01
John Kauhi, Jr.	San Jose, CA.	5-22-01
Peter Kekua	Kahuku, HI.	6-04-01
A. Keuser	North Bend, OR.	5-16-01
Dale Leckbee	Oakdale, CA.	6-04-01
Luther Lynch	Hayward, CA.	5-20-01
Lawrence Martin	Pearl City, HI.	6-01-01
Ralph McGowan	Friant, CA.	5-17-01
John McNab	Pinole, CA.	5-10-01
Arthur Murphy	Sikeston, MO.	5-17-01
Arthur Nham	Hilo, HI.	5-24-01
Kennith Nickelson	Big Lake, TX.	5-12-01
Lee Owens	Fresno, CA.	5-12-01
Roy Palmer	Pollock Pines, CA.	6-02-01
Frank Rios	Honolulu, HI.	6-17-01
Troy Ruff	Placerville, CA.	5-13-01
Ed Ruhs	Loyalton, CA.	6-02-01
Charles Sales	Citrus Heights, CA.	5-19-01
Joe Santos	Redwood City, CA.	5-14-01
Francis Sadit	Honolulu, HI.	6-15-01
Welton Shepardson	Mt. Pleasant, UT.	6-05-01
Quentin Stephenson	Levan, UT.	5-15-01
Reynold Suenaga	Kaneohe, HI.	5-31-01
Barney Turner	Empire, CA.	5-04-01
Ralph Underwood	Casper, WY.	5-06-01
John VonSalsen	Napa, CA.	5-19-01
Don Welton	Biggs, CA.	5-14-01
Jason Young	Clovis, CA.	5-16-01

Deceased Dependents

Deborah Falley Wife of Michael D. Falley (deceased)	05-10-01
Mary Hunt Wife of Gary Hunt	05-16-01
Dawson Lindsay Rex Son of Garry Rex	06-08-01
Newborn (un-named) Ruzicka Child of Jared L. Ruzicka	06-14-01
Dovey Clemens Wife of Norman Clemens	05-27-01
Anita Edelman Wife of Benjamin Edelman	06-03-01
Misayo Ishizu Wife of Noboru Ishizu (deceased)	06-13-01
Rebecca Niehaus Daughter of John Niehaus	05-19-01
Lucile Perkins Wife of Floyd Perkins (deceased)	04-04-01
Eva Staser Wife of Glenndon Staser	04-17-01



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.

Jack Adams	1076445	Kenneth Hiller	1092425	Lloyd Phillips	1235519	Robert Scovill	1230328
W. Anders	1133375	Edwin Jensen	1242970	Dale Pikaart	1163194	Robert Shigaki	1154380
George Beltrametti	1069051	John Kamoku, Sr.	1235281	James Pino	1230175	George Slack	1113084
Dale Boegle	1113019	Ernest Landrum	1230135	Bernard Primbsch	1130322	Thomas Sonomura	1235238
Ronald Cadman	1230297	Harris Lawler	0947118	Roy Ramberger	1242999	Joe Vera	0838852
Robert Davis	1242943	Mike Long	1242981	Gary Readhead	1143082	Thomas Walgraeve	0977765
T. Ermitano	1235144	Jerry Moore	0994088	Robert Ridens	1243136	Fred Wilberg	1152925
Walter Fahje, Jr.	1166504	Leroy Paahao	1235292	Vincent Rodrigues, Jr.	0738780	Douglas Wilson	1243104
Tom Higashihara	1178260	R. Pedrioli	1148375	Ivan Scovil	1238632		

Registered nurses give examples of record-high workload hurting patients

Strike, continued from page 4

Freitas said the union filed complaints of unfair labor practices against the hospital, charging WMC illegally withheld wage increases, refused to allow nurses to pass out pro-union literature, and illegally imposed a contract rejected overwhelmingly by nurses.

Workload hurts patients, nurses

Carrying signs that read, "LOCAL 3 IS HERE TO STAY" and "Bottom Line Health Care Does Not

Work," the nurses cited numerous examples of how their record-high workload is hurting patients, causing stress and forcing many colleagues to switch careers.

That stress already affects at least one traveling nurse, according to a Local 3 nurse.

"She was in tears when she was told she had to work in a unit that she's not familiar with," the striking nurse, Desaree

Wroblewski, said. "She said she would rather go home than be paid twice as much and jeopardize the life of a small child."

"Unfortunately, we're faced with the same working conditions every single day."

Nurse Melissa Gilgert agreed.

"It's a juggling act," Gilgert said. "All you can do is hope and pray at the end of a 12-hour day that you haven't dropped the ball."

Other nurses said the main issue is staffing as it relates to patient care.

"A lot of times it borders on dangerous," emer-



Striking nurses listen as Bill Freitas, director of Local 3's HealthCare Division, points to Washoe Medical Center as he talks about unsafe conditions.



gency room nurse Sean Galvin told an Associated Press reporter.

Ruth Flack, who's worked at the hospital for 13 years, said she doesn't like the confrontation with administrators.

"But it's almost like you have to because they don't want us to have a voice," she said. "Staffing, that's what this issue is about."

"They keep adding on tasks and tasks and more and more patients," Flack said. "The community needs to be aware of what's going on."

Debbie Smith called on to run for office by dying Assemblywoman

Smith, continued from page 5

arbitration. At present, binding arbitration covers only teachers, police and fire department employees. The Assembly passed the measure unanimously, but it died in the Senate on a party-line vote. "This was the first time anyone carried this bill, which was interesting, and I'd do it again but, I can tell you, even though the bill died, it did generate impact with negotiations that were going on this year," she said.

Smith's expanded career was born of tragedy. A neighbor, friend and supporter of longtime Democratic Assemblywoman Jan Evans, Smith was asked by Evans herself to run for her seat when Evans was stricken with ovarian cancer and died last year.

A dying request

"When Jan realized her health was too bad to continue, she called on me to run," Smith recalled during a rally in support of nurses striking Washoe



Debbie Smith listens to RN Desaree Wroblewski describe unsafe hospital conditions.

Medical Center to have a greater role in reducing Nevada's worst-in-the-nation nurse-population ratio. "Jan Evans had been a wonderful supporter

of labor, and she would be here today, no doubt. I had worked with her in the Legislature as a volunteer lobbyist. Jan knew me and asked me if I would run. The next day, I said, 'Yes.'"

Asked if there had been any major disappointments, Smith cited the disillusionment of partisan politics getting in the way of worthy legislation. A bill she amended increased funding for victims of domestic violence. This would have allowed counties to raise fees on marriage licenses and related recording fees. It was the first increase in 10 years.

"But this became the one bill Republicans decided to vote no on as a block, even though they had voted for it before," Smith said. "It took a lot of maneuvering to get all the parties to agree to it and accept it and we did it. So it was really disappointing that it ended up dying because of nothing but partisan politics."

The Nevada Legislature meets for about five months every other year, although interim committee hearings are ongoing. Its next scheduled session is in 2003.

FREE WANT ADS FOR MEMBERS

swap shop

SwapShop ads are offered free 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 immediately notify the office 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. Limit two ads per issue.

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

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

or fax ads to:
SwapShop
(916) 419-3487
or e-mail to:
www.oe3.org.

All ads must include the member's seven-digit registration number or the ad will not appear. All ads should be no longer than 50 words.

FOR SALE: 21 Ft. Campbell day cruiser, V drive, big block Chevy, Power Glide trans., \$7,000. 1988 Cadillac DeVille, 188 thousand miles, needs 4.5 motor, body and interior in excellent condition. \$700/OBO. 530-589-5763 Reg. #2417932.

FOR SALE: Ornamental iron section, 8' x 3', ready to make nice looking fence. Please call 707-647-0480 Reg. #534525954.

FOR SALE: '85 FORD F250 pickup, 4x4, 460 eng., low mi. 84,000, one owner, good tires, upholstery, and paint w/shell, tow package, \$5,500/OBO. 650-340-8720. Reg. #1411274

FOR SALE: 5+ acres level to slight rolling, bare land, fenced, excellent area, Willow Creek Estates, Plymouth, CA., Sacramento country atmosphere, near schools, Hwy 16 close by, \$72,500. WELDER, 300 amp. Lincoln, generator, runs good, on trailer, \$3,500. Couch, \$200. POLARIS snowmobiles and trailer, \$7,500. 209-245-3532. Reg. #17264

FOR SALE: Harley Davidson Ultra classic electra glide, cruise control, tape rear speakers, CB, fully equip., too many to list, 6,900 orig. miles, like new, \$16,500/OBO, CALL Al 925-837-2589. Reg. #0947256.

FOR SALE: Motorhome 24' 1992 Ford Jamboree Searcher like new inside & out, used very little, 17,000 miles, can't drive due to blindness & no drivers license, will discount below book value, \$17,500. Phone 775-265-7923. Reg. #0738760.

FOR SALE: 60 lbs. Rock drill, excellent condition, \$125/OBO, call 209-852-2064 evenings. Reg. # 2119968.

FOR SALE: Fishing Boat sale 1998, 19' aluminum Fisher Avenger Pro, 1999 50HP 4-stroke o.b. power trim, electric troll, 1998 Trailstar trailer. Must sell due to health. Loaded with extras. 916-415-1889. Reg. #976294.

FOR SALE: "Snug Top" lid for trucks, 5'x8", new, \$725, sell for \$300; big rig load locks, variety of makes, \$25 ea. 209-522-9687 after 6 p.m. Reg. #2412698.

FOR SALE: 1997 FORD RANGER XLT Super Cab, 4 cylinder, 5 speed, AC, PS, PB, 75,000 miles. \$9,500/OBO, phone 707-987-3648. Reg. #1725434.

FOR SALE: Proto top and bottom box complete. Proto and Snap-On tools. \$5,000/OBO. 209-830-8490 or 925-516-9301. Reg. #2287518.

FOR SALE: Nordic Track 1750, power tread mill, manual mode, heart rate and incline programs with accessory tray and reading rack. Cushioned walking platform, great cardio-vascular exercise machine, can be folded up, has front wheels for moving. Used 6 mo. \$950. 925-516-9301 or 209-830-8490. Reg. #2287518.

FOR SALE: Arabian Flintlock 50 caliber with brass wrap, lock dated 1812 with rampant lion 111-111-110, 37 1/2 inch barrel, 52 inches overall, \$500. Also Arabian Flintlock 51 cal. With brass wrappings, lock dated 1810, rampant lion on lock plate, 37 inch barrel, 54 inches over all, \$500 or \$900 for both. 831-384-7191. Reg. #0811411.

FOR SALE: Cat 12 Blade 8T, good cond, good tires, hydraulic sliding moldboard, ready to go to work, \$11,500/OBO. 1950 FORD 2 door, sedan, original low mileage. \$7,000/OBO. 916-991-1530. Reg. #0486196.

WANTED: Ultralight aircraft, 1 or 2 place, bent, broken or uncompleted its, or parts. Please call Charlie, 707-938-3158 or e-mail ulflyer1@aol.com. Reg. #1166637.

FOR SALE: Roadmaster Explorer, tow bar, like new base plate, acc. Kit, excellent condition, paid \$800 selling price \$400 firm. 925-686-0591. Reg. # 0946921.

FOR SALE: 2 Doll houses, shake roofs, fireplaces, 2 story's, wood floors, one mounted on swivel stool, cabin type. 5 rooms and 6 rooms, excellent condition. Cabin 23" long by 18" wide by 22" high, \$250. House 27" long by 19" wide by 26" high, \$275. Also nice furniture, \$100 (cabin) and \$125 (house). 925-686-0591. Reg. #0946921

FOR SALE: Truck tires (3) LT265/75R16, less than 14K mi, \$25 ea., also Port-a-Crib, like new, good for babies, puppies, dolls, our grand babies all grown up now, \$70/OBO. Call 530-275-1989 or e-mail geneandnancy@netzero.net. Reg. #2014006.

FOR SALE OR TRADE: Deeded timeshare, Ramada Vacation Suites, Reno/Vegas or 4 sister resorts in CO, HI, NJ, or FL. One week floating, summer/red, Memorial Day-Sept. 14, \$8,900 value, sell or trade \$2,000/OBO, car, boat, trailer, guns? 530-275-1989 or e-mail geneandnancy@netzero.net. Reg. #2014006.

FOR SALE: '93 Corvette Anniversary edition, ruby red on ruby red, new rubber, 64,000 miles, \$20,000/OBO. 209-223-2739 or e-mail snats6@centralhouse.net.

FOR SALE: 1996 Honda CR80 "Ripper" Pro-Tapers, excel rims, FMF Fatty expansion pipe w/both silencer and sparky exhaust, \$2,300/OBO. 1996 Kawasaki KX60 "Mini Ripper" FMF, Fatty expansion pipe w/sparky, Pro-Tapers, new rebuilt motor, \$1,500/OBO. Both bikes in excellent condition and garage stored! 707-428-4885. Reg. 566133756.

FOR SALE: Only 100 miles on these set of four, All-Terrain Big "O" Tires 33X12.50 R15, \$400. 4-core Chevy radiator, \$100. 10,000lb. Chevy two hitch. 707-428-4885. Reg. #566133756.

FOR SALE: '99 Kit companion 5th wheel trailer, 25 feet, fully contained, sleeps 6-8 people, low road miles, great condition, two 7 gallon propane bottles, stereo, awning, micro, AC, and more, \$19,000. 209-745-6577. Reg. #609105577.

FOR SALE: Cab-over camper to fit small pick-up. Some water damage, \$75. 707-939-2768. Reg. #2275640.

FOR SALE: 2000 Toyota Echo, 4-door, AC, Auto, 38 MPG, AM/FM stereo, rear heat & defroster, tilt steering, 22,000 miles, silver/grey interior, excellent condition, very roomy, offered to sell at \$11,000. 775-246-3107 or e-mail Oligney56@aol.com. Reg. #348501563.

FOR SALE: Ford 9N farm tractor, 3 pt. Hitch, PTO shear pin adapter, new front tires, exc. rear tires, water, 8 volt system, new battery, m lights front and rear, always clean oil, cushion seat, very good machine. Ready to work. Being replaced by a bigger tractor, \$2,500/OBO. 707-822-8823. Reg. #1955874.

FOR SALE: Ski boat, 16 ft., V-hull, 350 hp, 327 with Berkeley jet, Bimini top, full boat cover, trailer. Very fast. 209-586-2730. Reg. #2210061.

FOR SALE: Craftsman radial arm saw, 10-inch, \$200/OBO. Craftsman tablesaw, 10-inch, \$150/OBO. 925-944-9999. Reg. #1597798.

FOR SALE: 1980 International, new DT-466 and IMT bed and crane. \$35,000/OBO. 925-944-9999. Reg. #1597798.

FOR SALE: 1950 CHEVY, 80% restored, new motor and tires, new upholstery and paint, \$5,000/OBO. Call 209-632-7831. Reg. # 2000142.

FOR SALE: Wayne Roy buckets, 24" and 36", \$600 for both. 408-265-8160. Reg. #2118403.

FOR SALE: 1990 5th wheel Wilderness, 27 ft., sleeps 6, electric front jacks, like new, \$8,000. 1989 Ford F250 Lariat, good condition, \$7,000. 559-732-7828. Reg. #1058404

FOR SALE: 1992 Plymouth Grand Voyager, 30,000 miles, fully equipped with a Pace Saver electric scooter, lift, and battery charger. Like new condition. Asking \$8,500. 510-351-3977. Reg. #577370.

FOR SALE: Long Fiat Model 560 diesel 4X4 loader, yd. Bucket, live PTO, 3 pt. Hitch, good tires, clean and runs good, \$7,400/OBO. 707-664-1784. Reg. #1047032.

FOR SALE: Thousand Trails/NACO Park membership, \$1,000 plus transfer fee, 2001 membership dues paid, 51 parks nationwide. Call 435-590-1833. If I don't pick up leave msg. Reg. #0908550.

RARE 1967 Mercedes 250 SL Roadster. Low miles on rebuilt engine, 3 tops, original paint colors red/black, upholstery like new. Garaged in San Jose at mechanics, available to see w/appt., \$17,500. 707-726-7980 or FAX 707-726-7988. Reg. #1112998

FOR SALE: Phone System Starpluss 616 Flex. Features include conference, hold, recall, intercom, transfer, camp-on, queuing, paging, speedial, forward, flex buttons & do not disturb. Includes 4 beige 6-line phones and 3 Plantronic hands-free headsets. Expandable. No caller ID. Value \$4,000. Sell \$850. 707-726-7980 or FAX 707-726-7988. Reg. #1112998.

FOR SALE: 1965 Mustang hardtop, Pony interior, 289 V8-4 barrel, automatic, pwr steering, air-conditioning. Very clean, \$5,500. Also 1976 Ford C-750 box, power gate, 391 V8, gas engine, 5 spd, \$3,000/OBO. 775-629-0245. Reg. #1171933.

FOR SALE: 18+ acres, 40 minutes east of Carson City, NV. Open country, view of Sierras and surrounding hills. Horse country, privacy, subdividable, one or two poles from power, \$44,900. 775-629-0245. Reg. #1171933.

FOR SALE: Beautiful 1957 Ford Thunderbird hard top, red portholds, automatic, power brakes, 312 V8 motor, transmission rear/end. Complete overhaul, \$32,000. 760-345-9734. Reg. #1225597.

FOR SALE: 1996 27 ft. Prowler Fifth Wheel w/slideout. 1995 Chevy Extra Cab PU. 1 ton dually, 454 eng. with 51,400 miles, \$26,500/OBO. 559-645-4714. Reg. # 1305582.

FOR SALE: Massage Taable Astralite, w/headrest, knee bolster. Brand new! Never used! Asking \$400/OBO. 209-239-6270 or e-mail ettalnelson@hotmail.com. Reg. #622923

FOR SALE: 1987 Chevy Monte Carlo SS Aero coupe, 2-door, all automatic, A/C, T tops with covers plus car cover, premium wheels, 50K miles, one owner, asking \$5,000/OBO. 209-239-6270 or e-mail ettalnelson@hotmail.com. Reg. #622923.

FOR SALE: Near Caruthers, 15 acres, two residents with security fences. Two domestic wells, one is submersible pump for irrigation. Frontage 1324.15 x 493.42, approx. 13 acres in row crops. Room for RV storage, shop, perfect for trucker. (Triple income) Lands is laser leveled, possible sub-dividable, many more extras. \$225,000, owner will cary, negotiable terms. 559-275-5772 or 559-277-2719. Reg. #0566421.

FOR RENT: Near Caruthers, 2 bed, 1 bath, new stove and refrigerator, security fence and lighting, lot and security. 559-275-5772 or 559-277-2719. Reg. #0566421.

FOR SALE: '68 Chevy Truck, 4x4 runs good, \$2,000/OBO. 707-374-6301. Reg. # 2404497.

FOR SALE: Antique Buzz Saw, complete with 30" blade, good condition, \$100. 530-243-0801. Reg. #674918.

FOR SALE: '93 ford f250 xlt xcab, 4x4, turbo, tool box, running board & much more. \$15,000 OBO 209-223-2739 email: snats6@centralhouse.net reg. #1203588

FOR SALE: '97 Alpha See Ya, 39 ft. fifth wheel, 3 slides, loaded, excellent shape, stored in Hemet, CA., \$43,000, OBO. 808-325-1613, reg. # 1604339.

WANTED: Tractors and/or implements, running or not, will pay cash and pick up. Also: Handgun for home protection, no particular caliber. 559-645-6068, reg. # 2123273

FOR SALE: '95 Avion 5th wheel, 35.5 ft., 2 sliders, 2 entry doors, lg. Bathroom, washer/dryer, 5K gen., inverter/converter, solar power, new independent jacks and tires. Reg. # 1187264. Call 541-347-9898.

FOR SALE: 1980 CJ5 Jeep. Great condition, really clean, must see. Reg. #1187264. Call 541-347-9898.

FOR SALE: '95 Cougar XR7, 45,000 miles, silver, V6, all power, \$7,750. Call 925-372-7354. reg. # 2316249.

FOR SALE: '88 Honda Prelude S Coupe 2D, \$3,500. Sunroof, mag wheels, new brake pads, alternator, transmission axle seals, engine rear main seal, cooling hoses, Sears Die Hard gold battery, clutch disc, pressure plate & throw-out bearing. Call 530-673-4969. Reg. #1795855

FOR SALE: 1986 Mobile home, 3 bed/2bath, inside laundry, wood siding, shingled roof, large covered porch 12X24 shop, excellent cond., \$15,000 OBO. Badger, Ca. 559-337-0596, Reg. # 2329934

FOR SALE: 1977 Harley Davidson FLH, 84", great shape, runs great, many extra parts \$8,500 OBO. 559-337-0596, Reg. #2329934.

FOR SALE: 1956 Chriscraft 14 ft. boat/trailer, 10 HP Johnson outboard, original Evinrude motor, \$750. 559-337-0596. Reg. # 2329934.

FOR SALE: 1968 Dodge Powerwagon 4X4, everything works, runs great, many new parts. \$2,500 OBO. 559-337-0596. Reg. # 2329934.

FOR SALE: 1969 VW Bug, 1600 dual port motor, runs great, good shape, \$1,400 OBO. 559-337-0596. Reg. # 2329934.



Labor's friends

The list of California's pro-worker Assembly speakers promises to get longer

By Garland Rosauro, Local 3 political director

SACRAMENTO, Calif. — If everything goes according to predictions by Capitol friends of **Business Manager Don Doser**, California's 15 million workers can count on another pro-worker leader as head of the state's powerful Assembly.

That's good news for workers, their families and their right to be heard on key issues like pay, benefits, state protections and the economy.

According to published reports confirmed by Doser's sources inside the Legislature, Los Angeles County Assemblyman **Herb Wesson** is the favorite to succeed fellow Democrat **Robert Hertzberg** of Sherman Oaks.

Nothing's a done deal, especially in politics, but if that becomes reality early next year, as predicted, Wesson would join a winning string of labor's friends who have risen to the speakership. Three preceded Hertzberg: **Antonio Villaraigosa** of Los Angeles, **Cruz Bustamante** of Fresno and **Willie Brown** of San Francisco.

The speaker heads the 80-member Assembly, and is one of a handful of influential, labor-friendly leaders.

At the top of any list of worker-friendly policy leaders is **Gov. Gray Davis**. He remembers that organized labor was one of his first supporters.

The head of the 40-member Senate, **John Burton** of San Francisco, also has an excellent record as a labor supporter.

Rounding out the four highest senior state lawmakers in labor's corner is **Bustamante**. He's now lieutenant governor and remains an outspoken labor supporter, as those of you who attended our Semi-Annual

last March will recall.

Brown, of course, was speaker a record-setting 14 years and will go down in history as one of the state's strongest labor supporters. He now is mayor of San Francisco but has told Doser that he may return to the Senate in 2003.

"We hope history keeps repeating itself because we've been treated fairly by our Assembly speakers," Doser said. "People like **Hertzberg**, **Villaraigosa**, **Bustamante** and especially **Willie Brown** are our friends.

"More important," Doser added, "these pro-labor leaders would act as counterweights to the anti-labor agenda staked out so far by President **George Bush**."

Friends of labor in high places means many issues, from workers compensation and employment insurance to labor agreements and apprenticeship programs, should face as favorable conditions as possible given the current energy-impacted state budget.

Wesson, 49, was named by **Hertzberg** as chairman of the Assembly Democratic caucus' candidate recruitment committee. He's also chair of the Governmental Organization Committee. He's known as an active fundraiser and vigorous campaigner for Democrats.

As Assembly speaker, he would have broad responsibilities. The speaker heads Democratic election campaigns, sets policy, names committee memberships, builds coalitions, oversees floor sessions, and goes head to head with Republicans and labor opponents.

Doser likes what he sees.

"We wish **Wesson** well," Doser said.

In other Dome-related news:

More power: Demonstrations by California union members in San Francisco, Oakland, Fresno and Huntington Beach helped force the Federal Energy Regulatory Commission to take action on California's energy crisis. Hundreds of

union members have taken to the streets to protest rising energy prices and inaction by the federal government in the California Labor Federation's Stop Rolling Blackmail campaign. As late as April 26, FERC insisted it would not impose price controls. But on June 18, the commission voted 5-0 for an expanded price mitigation program.

Apprenticeship news: **Daniel Weintraub**, a columnist for the Sacramento Bee, wrote favorably July 1 about Governor Davis' efforts to ensure quality state apprenticeship programs. "The result has been a virtual moratorium on new, non-union apprenticeships," Weintraub wrote about union-friendly actions by Davis. Weintraub's column runs on the McClatchy News Service wire, which means his comments will be read in newspapers throughout California's Central Valley and San Jose.

More Local 3 jobs: Recent news on two projects bode well for employment opportunities.

- The U.S. Senate's key money committee has approved \$802 million to fund worker-supported extensions of BART to San Francisco International Airport. This brings to nearly \$400 million in federal funding for the project, estimated to cost \$1.5 billion. The 8.7-mile, four-station extension to the airport is 80 percent complete and should be open in the fall of 2002.
- Eight energy companies are moving ahead with plans to build natural gas pipelines into California. The interstate pipelines would run thousands of miles, from Canada, the Rocky Mountains and the Southwestern U.S. to California.



Assemblyman Herb Wesson

FROM THE districts

FROM HAWAII LEWIS HAWAII

Local 3 dispatcher Patrick Santos lands the big one

HONOLULU, Hawaii – District 17 dispatcher Patrick Santos recently participated in the three-day Haleiwa Jackpot Fishing Tournament and came away a big winner.

This annual tournament has been held for 20 years, and this year there were 54 entries statewide. An avid fisherman since 1984, Santos always has many fishing tales to tell. Events such as those that took place on June 20, 21 and 22 provide a lot of

fact from which great stories are made.

The boat used was a 31-foot Bertram powered by twin 300 Cummins diesels and named Holokai. After all was said and done, Santos and his crew won biggest fish of the day, biggest fish of the tournament and second place for total weight.

The crew's cash award was \$5,995. Fish caught included a 156-pound ahi (yellow fin tuna), a 19-pound mahimahi (dolphin fish) and a 471-pound Pacific Blue Marlin that took an hour to land.

A lure was used for the huge marlin and it was snagged about 22 miles offshore.



From left; An unidentified boy, crewman Randy, Capt. Benson (also owner of the boat), crewman Cedric (holding the smaller fish), Santos and the tournament queen.



The photo above shows crew assisting in unloading the catch. The photo at left shows the same crew, plus one other, on June 9 showing off their catch of three ahi at 100-plus pounds each and a mahimahi. Recognize the additional guy on the left?



Kamehameha schools construction

Members working for Dick Pacific Construction have their hands full with the \$27 million Kamehameha Schools project on the big island of Hawaii. The 300-acre site is located about seven miles south of Hilo.

The initial phase of the project includes two classroom buildings, a mechanical and electrical plant struc-

ture and an entry guard house. Also included in this first phase is the construction of an athletic field, a campus roadway and a 63-stall parking lot.



Blade operator Gary M. Hughes and grade-setter Jessie Young.



Members are hard at work on the dozers, excavator and end dump.

The next phase of construction work has already been awarded to Local 3 contractor Hawaiian Dredging and Construction for \$64



At the Kamehameha School site are rock dump driver Richard Alidon and Donald Medeiros from the Operating Engineers Stabilization Fund.

million. Kamehameha Schools is also expanding its recently opened school on the island of Maui. Signatory contractor A C Kobayashi was the low bidder on the next phase of that school site, coming in at \$30 million.



Public Employee News

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Financial security with LTD plans

While you and your family enjoy your vacation time this year, think about whether you have applied for your employer's long term disability (LTD) plan. Most of us never think about the possibility of being severely injured and incapacitated during vacation from a boating or vehicle accident or from other accidents resulting from our hobbies. You may receive severe injuries causing you to be incapacitated for several months.

Even though you may have sick leave, most of you probably do not have enough accrued sick leave to accommodate the time off. Since the

injury did not occur while working you obviously do not qualify for workers' compensation benefits. Do not forget about your employer/employee contracted LTD plan.

Fortunately most of the public employees Local 3 represents enjoy the benefits of a LTD plan and in some cases, a short term disability (STD) plan as well. A LTD plan offers financial security for members who are injured during a non-work related incident.

Each LTD plan has its own terms and conditions. Each LTD plan also has a specific waiting period before

your coverage is effective. Some LTD plans require a 30-, 60-, or even a 90-day waiting period before the LTD coverage begins. As a member, you are responsible to be familiar with your own LTD plan including the waiting period, time limits on filing a claim, and other terms and conditions of the plan.

Most LTD plans pay up to 66 percent of your salary, up to \$7,500 monthly. A majority of LTD plans exclude other income a member may receive such as sick-leave pay and annual-leave pay. Some LTD plans

continued on page 2

NEWS
FROM THE
**public
employees**



by
STEVE BOOTH
director of public
employee division

New players in the Public Employee News scene

This month's column is dedicated to discussions about staff changes and accomplishments in the division this summer.

First and foremost, an overdue welcome to four new members of the staff. Bob Titus was hired in the spring as an business representative in our Modesto office. He has transferred to Fresno to perform a combination of organizing and representative duties. The south valley has longed for a stronger union presence. Bob will give the division and prospective members the attention they need.

Luciano Beltran retired from the Modesto Police Department where he also served as the president of the Modesto Police Officers Association. He joined our staff in Modesto. Luce brings several years of negotiating experience and is a proven leader.

Alan Elnick was liberated from another organization to work as our utility representative. This means that Alan will provide additional staff resources where workload, member-to-member conflicts or other short-term representation needs require additional staff presence. Alan is an advanced journey-level representative and will be a tremendous asset to our division.

Dean Cofer has filled the vacancy we had in Stockton for more than two months. We were lucky to find Dean. He has



more than 30 years of labor experience in both the public and private sectors. Dean is already making a favorable impact on his Stockton units.

Tom O'Brien, Don Dietrich and Barbara Williams brought the nearly year-long bargaining impasse in several Santa Cruz County units to a successful close. Union staff, our law enforcement members and community activists combined to put political and social pressure on the county. Doing so resulted in an excellent contract for deputies, sergeants and lieutenants.

Ed Lieberman recently ratified the first negotiated labor contract for San Francisco deputies in 10 years. With binding arbitration a long-standing impasse resolution in San Francisco, every contract between

1991 and 2000 had been an arbitrated document. Again, with help from friendly politicians and hard work from the DSA leadership, an excellent contract was negotiated and ratified by the membership, something they had not seen in a long time.

And last, but far from least, thanks to Business Manager Don Doser and our division's officer, Treasurer Bob Miller, for the support they gave us in hiring additional staff and backing them with legal and political experts to help them get the job done.

Financial security with LTD plans

continued from page 1

only exclude 50 percent of sick- and annual-leave pay. Income not excluded or deducted from the members' LTD benefit may include but not be limited to:

1. Reimbursements for a hospital, medical or surgical expense.
2. Cost of living increase if the increase becomes effective while the member is disabled.
3. Attorney fees incurred in connection with a claim for deductible income.
4. Group credit or mortgage disability insurance payments.
5. Benefits from any individual disability insurance policy.
6. California Workers Compensation benefits for permanent total or permanent partial disability.
7. Retirement benefits including profit sharing plans, deferred compensation plans, IRA plans and a number of other retirement plans.
8. Vacation pay, compensatory time off pay or a lump sum buy-back of your sick pay or annual leave pay.

Some LTD plans will pay a death benefit according to the terms of the plan.

If you pay the premium for your LTD plan, I would recommend not to pay the plan with pre-tax dollars. If

you pay from pre-tax dollars and you were ever to receive the benefit, the funds will be taxed.

In conclusion, LTD plans are just as important as your life insurance, health insurance and mortgage insurance. If your employer provides a LTD plan for you and you are signed up, it is imperative you store the policy in an accessible area so a relative or friend can locate the policy in case you are severely incapacitated such as requiring hospitalization. You should have the phone number and address of the claim office written on the policy and update that information annually.

Now you can enjoy a great vacation with confidence that your family and home are financially secure with a great LTD plan.

Union arbitration victory ends nightmare for two Red Bluff members

NEWS
FROM THE
**public
employees**

An arbitrator's ruling ended a two-year nightmare for two Local 3 members wrongly arrested and fired over allegations that they embezzled money from the City of Red Bluff.

Teri Cairo and Eileen Lampron were reinstated and awarded full back pay and benefits after Local 3 represented them at arbitration. Testimony at arbitration showed the city tried to shift blame to two account clerks for an unsafe accounting system that city management refused to change despite years of warnings.

The two women were fired after it was discovered in March of 1999 that thousands of dollars were reportedly embezzled from the city. A third woman admitted that she stole money from the city and pleaded guilty, but Cairo and Lampron insisted throughout the process that they were innocent.

Cairo and Lampron were arrested in the fall of 2000 based on an investigation through thick and thin," Eileen Lampron said. "Without the union, I



by the Red Bluff Police Department, but the Tehema County District Attorney refused to prosecute the case after it became clear at a pre-trial hearing that there was insufficient evidence to take the case to trial.

All criminal charges were dropped. The city refused, however, to put the employees back to work.

"Local 3 stuck by us

wouldn't have a job. I will always be a union member and I will always support union activity."

Attorney Antonio Ruiz of the Van Bourg lawfirm represented the Local 3 members before Arbitrator Frederick Clements. Following two days of testimony, Clements found that there was no evidence to support the city's position that the women embezzled

any of the money that was reported missing.

Clements also stated that the city's attempt to blame the two account clerks for a faulty accounting system was inappropriate. The women are not supervisors and had no authority to implement changes that would have prevented the theft by the third employee, the arbitrator ruled.

For five straight years, an accounting firm recommended that the city implement changes to prevent the kind of theft that occurred. The responsibility for implementing those changes belonged to management, and management failed to take action, the arbitrator noted.

Cairo and Lampron were reinstated by new City Manager Susan Price and received about \$12,000 in back pay and credit for any missed benefits.

New to Local 3, not labor movement

I would like to take this opportunity to introduce myself. My name is Dean Cofer. I have the honor of being the newest business representative in the Public Employee Division of Local 3. My headquarters are in the Stockton office, and my area of responsibility includes the following public agencies:

- City of Stockton Trades and Maintenance
- Calaveras County Employees
- City of Manteca General Services
- Ripon Public Works
- Stockton Unified School District
- City of Sonoma Miscellaneous Unit
- City of Suisun Police Officers
- Tuolumne County Employees

While I am new to Local 3, I am not a new to the labor movement. I have more than 30 years experience with another major union that represents and negotiates for union brothers and sisters in both the public and private sectors.

This is also an appropriate time to thank Local 3 staff members, unit officers and stewards for their yeoman work in policing the labor agreements and keeping on top of business prior to my arrival. Your hard work is certainly appreciated.

I have already contacted or met with many of the stewards, officers and members in the area, and I am impressed with the depth of knowledge, commitment and dedication displayed by one and all. In the days and weeks ahead I will continue to contact and visit members in my service area. You can contact me at the Stockton office. The phone number is (209) 944-5601.

In closing, I would like to add that I am pleased to be working for the members of Local 3. The business manager, staff and officers of Local 3 have long had a well-deserved reputation for providing timely and quality service for their members.

NEWS FROM THE public employees

OPERATING ENGINEERS LOCAL UNION #3

Don Doser
Business Manager

John Bonilla
President

Max Spurgeon
Vice President

Rob Wise
Recording-
Corresponding
Secretary

Darell Steele
Financial Secretary

Bob Miller
Treasurer



Pennington deputies request conciliation

The Pennington County Sheriff's Office in South Dakota and Local 3 have declared an impasse in negotiations for the deputy's first contract. The hold up is literally over six items. The county and a labor-busting attorney refuse to budge. Negotiations began Oct. 10, 2000. Since the beginning, the county has refused the deputies job security.

The items that have not been agreed to are as follows:

1. The county insists on having the ability to subcontract or transfer the work of deputies and sergeants to another entity. There is language that has been agreed to in the contract that would allow the sheriff to hire temporary or part-time employees for special needs. During the Sturgis Motorcycle Rally, the area sees as many as 500,000 additional tourists in this area, which almost doubles the population.
2. The county wishes to assign managers and supervisors to perform the work of deputies and sergeants. The sheriff believes he should have the authority to allow anyone, including himself, to serve papers, investigate matters and other duties rather than pay overtime to deputies and sergeants. The union has no problem with doing this in a critical or sensitive matter, but not at any time as the sheriff wishes.
3. The county wants union members to fill out dues deduction authorizations annually. Several members of the sheriff's office are members of other organizations and do not have to fill out dues authorizations annually.
4. The sheriff demands the ability to extend the probation period for as much as one year beyond the normal one-year period.
5. The county does not want to guarantee employees a 44-hour work week. The sheriff said he should be able to cut back the hours the deputies work if there is a need to cut expenses.
6. To increase the longevity pay from two cents per hour to five cents per hour, and to have the longevity take effect on the anniversary date. Currently the county will only increase wages through longevity in March or September.

Union members do not believe they are asking for anything more than they deserve. We have asked the state for conciliation and are waiting for their response.

This unit is unique from others. We have a great working relationship with all other units in South Dakota and have had complete agreements with as few as two meetings.

For any members who plan to attend the Sturgis Motorcycle Rally, we encourage you to stop by the office. The employees of the City of Sturgis, and all the employees of Meade County, the county where the Rally is held, are members of Local 3.

— Gary Beck, business representative



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