

ENGINEERSnews

VOL. 59, #9 OPERATING ENGINEERS LOCAL UNION NO 3 ALAMEDA, CA SEPTEMBER 2001



Photo by Wiegman Aerial Photography of Sacramento

SEMI-ANNUAL WILL BE SUNDAY, SEPT. 23, AT 1 P.M.
GOV. GRAY DAVIS TO SPEAK AT THE SEMI-ANNUAL
WYOMING LAUNCHES APPRENTICESHIP TRAINING

FOR THE good & welfare



By

DON DOSER

**Business
Manager**

Senate Bill 975 needs our urgent support

Passage will redefine certain private
work and subject it to prevailing wage

This month I'd like to talk to you about a crucial bill that awaits passage in the California Senate. Many of you may have already heard about Senate Bill 975, but for those of you who haven't yet caught wind of how profoundly this bill could impact labor, please take the next few minutes to read my column. Getting this bill passed will change your working life for the better.

SB 975 was first introduced by our friend, Sen. Richard Alarcon, D-Sylmar, on Feb. 23. The bill relates to an issue that is an integral part of our livelihood: prevailing wage. More specifically, SB 975 would redefine public works to include work done on subdivisions, which has always been considered private.

If passed, this bill would then require the contractors of subdivision projects to pay prevailing wage. SB 975 makes good sense, considering that operators move all dirt material and do the excavation for sewage, water lines and underground power. Gradesetters set grade for streets, pads, curbs, gutters, sidewalks and driveways. Much of this is then turned back over to the city after the subdivision is complete.

As good as this sounds to us, we have plenty of opponents who are doing everything possible to block the bill's passage. If it's going to make it, we need everyone who reads this to contact their Assembly members and Senators. Tell them you support SB 975. Let's turn up the heat so Gov. Gray Davis will sign this critical piece of legislation into law.

Gov. Davis to attend Semi-Annual

While we're on the subject of our friend, Gov. Davis, I'd like to extend

an early welcome to him as keynote speaker at our Sept. 23, Semi-Annual meeting. We're extremely honored to have him attend, and we look forward to supporting him as he has supported us throughout his term.

Let's show him our thanks by jam-packing the Alameda County Fairgrounds with the many faces of Local 3's working families. This is the perfect opportunity for us to demonstrate just how large, diverse and powerful the Operating Engineers have become. We depend on his support for the passage of many labor-friendly bills like SB 975, but he also depends on ours.

An upcoming issue of *Engineers News* will focus on Gov. Davis. We'll highlight the many ways he has fought and continues to fight for working families.

The article will also explore how Gov. Davis has handled the power crisis. We think he's done an outstanding job. In the the past two years as governor, more megawatts have been added to the grid, 1,635, than were added during the entire decade of the 1990s. He supports the consumer and is currently suing Texas Oil and Gas for price gouging.

Finally, the issue will list and explore every labor-friendly bill Gov. Davis has signed into law since taking office in 1999. I suspect many of you might be surprised to learn how much he's improved our standard of living. It goes without saying that we are in far better shape today than we were four years ago under Pete Wilson.

Again, I look forward to seeing you and your family soon. With Gov. Davis, we'll stand shoulder to shoulder in support of our industry, our legacy and our continued prosperity.

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<http://www.oe3.org>



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IN THE NEWS

New York sports cap company added to DON'T BUY list

New Era Cap, the pre-eminent manufacturer of sport caps in the United States, has been added to the AFL-CIO boycott list. New Era manufactures on-field baseball caps under an exclusive licensing agreement with Major League Baseball. The company enjoys similar licenses to produce sports caps for scores of major colleges and universities, the Professional Golfers Association, the National Hockey League and the National Basketball Association.

More than 300 employees of New Era's Derby, New York, facility went on strike on July 16, 2001, after more than six months of fruitless negotiations for a new contract. The workers are represented by Communications Workers of America, Local 14177 in Buffalo, NY. The strike was sparked when New Era imposed wage cuts of more than \$5 an hour across the board. New Era's workers have not had a pay raise for more than three years. The company had also rejected union calls for improvements in health care coverage.

The relationship between New Era and CWA has been strained since the union won representation rights for the Derby plant in 1997. For several months, members of CWA Local 14177 have been bargaining for a new contract to replace one that expired in December 2000. They are up against a management that insists on shifting work to low-wage operations and overseas sweatshops, and that is cutting wages, firing workers and violating federal labor laws.



Bush needs work President's image among workers is low - for good reason

They just don't trust the guy

According to a recent nationwide survey, American workers don't trust President George Bush when it comes to key bread-and-butter issues in the workplace.

Instead, they believe he cares more about protecting the rights of businesses than those who sweat over making the business work.

Judge for yourself

Based on a phone survey of 801 random interviews of working men and women, here's an AFL-CIO analysis of the survey by Peter D. Hart Research Associates:

- A whopping 67 percent have little or no trust in Bush protecting workers' rights on the job.
- About 63 percent said they have just some or no trust he would favor a reasonable minimum wage.
- Fifty-six percent said they trust Bush little or not at all to take a position in workers' interest.

Other issues about which workers placed no or little trust in Bush: privacy protections on the job (54 percent); workplace health and safety protections (51 percent); and protections against discrimination (50 percent).

Project Labor ruling

Bush took another recent hit when one of his first anti-worker and anti-union executive orders was blocked Aug. 13. A U.S. district judge issued a preliminary injunction against Bush's ban on project labor agreements involving a highway project near the nation's capital.

Bush smacked labor on the nose Feb. 16 when he prohibited PLAs on federal and federally funded construction projects. This "unquestionably conflicts," with the National Labor Relations Act, Judge Emmet G. Sullivan of the U.S. District Court for the District of Columbia said.

PLAs are negotiated between a contractor or government agency and labor unions to establish a common set of work rules, working conditions, hiring practices and settlement dispute mechanisms. They usually stipulate that there will be no strikes by the unions or lockouts by management.

As AFL-CIO leader Edward C. Sullivan said, we couldn't be happier a judge backed our fight against a direct attack on all building trade members.

Finally, a recent press analysis has shown that Bush has spent less than half the time on the job when travel and vacations are calculated. Maybe he would do a better job if he spent more time in the office.

talking points



By

JOHN BONILLA

President

FEATURE

Wyoming has lift-off

Local 3 launches its first apprenticeship and journey-upgrade training program in Casper since 1975

By Amy Modun, Managing Editor

Twenty-six years ago, the first apprentice graduated from Wyoming's apprenticeship program. But just seven years after that in 1982, lack of funds and participation ended the program altogether. Now almost 20 years and several fork(lift)s in the road later, Local 3 is proud and eager to spread the word about its federally certified apprenticeship program.



A bit of history

Two years ago Local 3 took over jurisdiction in Wyoming and South Dakota, and plans to begin an apprenticeship program for both states were immediately put into action. At the time, several Native American reservations showed interest in working with Local 3 to train their own. In exchange for Local 3's equipment, staff and training facilities, the reservations would provide a portion of their land to train on. It seemed like a fair, productive way to share resources.

Before long, the Lower Brule tribe in South Dakota agreed to the exchange and Local 3 staff began working closely with the tribal head and other members on the details of the program. The initial agreement between Lower Brule established that 50 percent of all apprentices trained would be Native Americans. The remaining

half would be picked by Local 3 and would include members from the Wyoming and South Dakota jurisdiction. Despite reaching this mutual agreement, many months passed with little to no progress made. The basic flaw in the concept stemmed from lack of work in the area. Apprentices could be trained, but there was no one to hire them once they graduated from the program in South Dakota.

The long haul home

In early spring, Business Manager Don Doser assigned Treasurer Bob Miller, officer in charge of Wyoming, to get the apprenticeship program up and running as one of his top priorities. The decision was made to move the training site from South Dakota to Wyoming, where demand for skilled labor was greater. But the first step in the move proved to be more difficult than anticipated.

On May 2, Miller and staff arrived on the Lower Brule reservation to reclaim nine pieces of equipment that were property of Local 3. They began to load each piece but were stopped by reservation police before they could finish. A dispute ensued. The tribal chair said that because the reservation was a sovereign nation, the equipment was property of Lower Brule. Miller and staff were ordered to

unload the thousands of dollars in equipment and immediately leave the reservation.

A few weeks later, Doser invited the tribal chair to meet him, Miller and President John Bonilla in Utah to discuss the equipment issue. But



From left: Trust Fund Assistant Janel Kornhonen, Business Rep. Tim Schmidt, District Rep. Travis Tweedy and Dispatcher Tonya Tweedy.

Apprenticeship: Step by Step

For those in Wyoming or South Dakota interested in joining the construction industry as an operator, the first step is to enroll in a training program. Here is the process that follows:

After apprentices enroll, they go before the Joint Apprenticeship Committee, a group of two union officials and two union contractors from Wyoming.

An oral interview takes place. After the interview, apprentices are sent to Salt Lake City, Utah, for two weeks of intensive training. Lodging and meals are provided.

During the two weeks, apprentices are briefed on the history of labor and receive forklift certification.

Before completion of the program, apprentices are expected to spend 6,000 hours in

training. This equals about three to four years. During this time, they are trained in various aspects of the industry. Apprentices are also expected to spend 144 hours in classroom training in Wyoming to learn about different equipment.

If you're interested, call the Casper, Wyo., office at (307) 265-1397 to put your name on the enrollment list.

FEATURE

the tribal chair did not make the appointment. Instead, he agreed by phone to return the equipment to Local 3. Again, Miller and staff made the trek to South Dakota to reload each piece. This time they were successful, and they brought the equipment to its new and permanent home in Casper, Wyo.

Despite the delays in securing a site for the new apprenticeship program, Local 3 successfully ran 11 Wyoming apprentices through the program in Salt Lake City, Utah, and put them to work in Wyoming. This proves that a few roadblocks aren't enough to stop the determination of those eager to learn the trade.

Demand high for skilled operators

The decision to restart an apprenticeship program in Wyoming came about as the demand for power intensified. Most Californians are familiar with how the shortage has impacted life. Yet despite conservation measures, there seems to be no end in sight to the crisis. Those in Wyoming know differently.

Because Wyoming requires fewer environmental regulations than in California, more power plants can be built in less time. Wyoming can then sell power to California. This does two things: alleviates the shortage here and creates demand for skilled workers in the building trades industry there.

The goal of the apprentice program in Wyoming is to meet the increasing demand for skilled labor with the best-trained operators. The course of training is modeled after the one in California, a program that has successfully graduated about 10,000 operators. It is extensive, intensive and exclusive. In fact, several Wyoming apprentices have voluntarily left a competitive training program to join Local 3's in Casper.

Casper wants YOU

Those who graduate will be among the most sought-after operators in the state. There are only about 600 federally certified operators in Wyoming. Of this number, 300 are Operating Engineers. Local 3's goal is to make that figure skyrocket.

"The key to Wyoming is organizing," Miller said. "And top-down organizing is nearly impossible without an apprenticeship program."

Since its inception, Local 3's goal has always been to provide the industry with the most skilled workforce possible. Through journey-upgrade training, members strengthen their knowledge and skills. This continued education and training helps to reinforce Local 3's legacy of excellence. In turn, this reputation allows for stronger, more efficient organization.

Those interested in sharpening their existing skills, or in learning how to operate different pieces of equipment, please contact Wyoming District Rep. Travis Tweedy or Apprenticeship Coordinator Norm Montgomery.

Montgomery said space is limited, so anyone interested should enroll now.

For those who are new to the industry, contact Montgomery for an application.

"We're always looking for new applicants," Montgomery said. "We take them twice a year, in April and July. If you're interested, you should fill out an application now because we can only accommodate six to seven people at a time. We will hold oral interviews two weeks before the training starts."

If you're interested in gradesetting Tweedy said the Casper facilities can accommodate 40 people.

"Beginning gradesetting classes start in December," Tweedy said. "Intermediate and advanced gradesetting classes will follow in the months after. For crane certification, we'll start the class as soon as 15 people sign up."

See you in Casper.



JOURNEY-UPGRADE TRAINING SCHEDULE

Date:	Type	Duration
Sept. 17	Crane certification	Five-day training, eight hours testing
Oct. 8	Construction equipment class	Eight hours/day, five days/week, two weeks
Dec. 3	Beginning gradesetting	Eight hours/day, five days/week, two weeks
January	HAZMAT	40 hours
March 4	CEO	Eight hours/day, five days/week, two weeks
March	First Aid	Eight hours
April	COMET	Eight hours one day

FROM THE organ- izing dept.



By

BOB MILLER

**Local 3
Treasurer**

**organizing
hotline**
(877)674-6493

Promise versus reality

"Free-trade" agreements are anything but free

Do "free-trade" agreements benefit working people such as our Local 3 members? If you want to see the effect of trade agreements, go to the United States-Mexico border. This region has changed dramatically since the North American Free Trade Agreement went into effect in 1994. Records show that direct foreign investment in Mexico since then has more than doubled.

They also show the number of workers employed in export-assembly plants, or maquiladoras, has nearly tripled to 1.4 million.

In the Baja California, Mexico, border town of Tijuana, for example, where billion-dollar production facilities are not uncommon, the effect has been particularly striking. Tijuana is now a major producer of high-tech goods such as automobiles and electronics. Amazingly, 80 percent of the TVs sold in the U.S. are made in Tijuana, and the quality of the products shipped from this area and the productivity of the workers is comparable to the best plants in the U.S. or Japan.

The real cost

Alongside world-class quality, however, is third-world poverty and widespread environmental destruction. Wages are on the order of \$8 per day – a whopping 18 percent less than they were in 1980.

Working conditions, health precautions and on-site safeguards are deplorable by any civilized standard. Many workers and their families struggle to make the best of homes made of cardboard and wood pallets. Untreated sewage runs through the center of where they live.

At an abandoned recycling plant above one of these make-shift communities, 6,600 tons of battery waste leaches onto bare ground. Unchecked water runoff is laced with highly toxic lead and acids, endangering children living below. Meanwhile, the indifferent owner is a thriving San Diego business person.

Make no mistake

Worst of all, these families – forced to live in unsafe, unsanitary conditions –

are the ones that the global economy has not passed by. Indeed, they are the workers at the heart of the new economy shaped by free-trade agreements.

NAFTA's promise was to help workers and consumers improve the economies of the U.S., Canada and Mexico.

"When free trade tramples workers' rights, there is nothing free about it."
– Business Manager Don Doser

Since NAFTA, however, workers in the U.S. have lost nearly 800,000 jobs. If these jobs were simply moved to Mexico, generating an expanding middle-class and consumer market for American-made goods, it might be a different story.

But the lost American jobs are not creating new opportunities. Instead, they are being done by Mexican workers not making enough to afford the goods he or she produces while toiling in an unsafe and unhealthy working environment.

In addition, we are told that we must cut expenditures here for public works like roads, airports and schools – the livelihood of many Local 3 members – in order to be competitive in this global economy.

The bottom line

Without the threat of an independent labor movement in Mexico, U.S.-owned companies can trample the rights of workers without scrutiny and drag down wages and public goods in the U.S. as well.

Not only does this hurt workers in both countries, but without consumer markets and a strong tax base, it endangers the economic prosperity that businesses hope to continue.

Some people may think that trade agreements do not have much to do with Operating Engineers. But Bill Feyling, Local 3's research director, disagreed.

"Construction is greatly affected by investment patterns of international trade," Feyling said. "More importantly, the assault on wages and benefits that NAFTA represents to U.S. industries like autos and TVs has an impact on every working American. When plants can relocate to countries without worker rights, the economies of those areas are depressed."

"This hurts workers in all sectors, including construction."

U.S. companies operating in the U.S. will claim that they pay living wages and have safe working conditions because they respect workers and are good citizens.

But when these companies are not kept in check by a labor movement that they bitterly oppose, this is not what occurs. When companies see labor costs 10 times less in a place where people do not have the right to bargain collectively, they are encouraged to attack those rights in the U.S.

Business Manager Don Doser said it best.

"This threat to our freedom should be our biggest concern with these short-sighted trade agreements," Doser said. "When free trade tramples workers' rights, there is nothing free about it. We've got to do all we can to stop agreements like this in the future, and get the right ones in place."

Not necessarily bad

Trade agreements could benefit working people, but currently do not. What makes NAFTA and similar trade agreements devastating for workers and the environment is that they do not address labor or the environment in a meaningful way. For investors and business owners, there are strong rights and protections built into the core of the agreement.

These protections are backed by powerful sanctions and stiff fines. Workers and the environment, on the other hand, are handled in "side agreements" with little or no enforcement capability.

The Bush Administration seeks to get Fast-Track approval so agreements like NAFTA can continue.

Local 3's position remains the same: Trade without basic workplace rights is unacceptable.

Let's be clear

We in the labor movement need to be clear with our message. We are not anti-trade or anti-globalization. Expanded trade can be a good thing for people everywhere – provided that it recognizes basic rights for workers.

To further our cause, please call Congress today and tell your representative that you oppose Fast Track because the Bush Administration has not shown a willingness to include labor rights in trade agreements.

Use the AFL-CIO's toll-free number: (800) 393-1082. You can also send a letter to your representative from the AFL-CIO's Web site: <http://www.aflcio.org/globaleconomy/index.htm>.

Fight on.



Here is how eligibility for pensioned health and welfare is determined

To be eligible for Pensioned Health and Welfare, a member must be receiving a pension from the Pension Trust Fund based on at least 10 years of credit service (pension credit) in Local No. 3's plan, plus meet the following requirements:

1. The member is an honorary member of Local 3, or is a dues-paying member, or pays a service fee equal to the dues paid by retired members.
2. The member makes the required self-payment for coverage.
3. The member has worked at least 2,000 hours for one or more contributing employers to the Pensioned Health and Welfare Trust Fund during the immediate period preceding his or

her pension effective date as shown under (a) or (b) below:

- (a) 60 months with a pension based on 10 through 14 years of Credited Service;
- (b) 72 months with a pension based on 15 through 24 years of credit service.

For purposes of satisfying this work test, a grace period (a period which is disregarded when determining the months preceding a member's pension effective date) will be granted for work performed during this period for the International Union of Operating Engineers or the International Training Fund or for any month the member was unable to work due to a certified disability.

A member who receives a pension from the Pension Trust Fund based on 25 or more years of Credit Service is exempt from the above work test.

NEWS FROM fringe benefits



By

**CHARLIE
WARREN**

Director

Be careful when giving out personal information

Beware of callers who say they work with Local 3. Members have received calls from people implying that they are with Local 3, and ask for personal information such as Social Security numbers, dates of birth and more.

Before giving out any personal information, be sure you know to whom you are talking. Keep in mind that Trust Fund, Fringe Benefit and District Hall staff routinely ask for your Social Security number to properly search your records.

Be cautious, however, when an unidentified person calls you and asks for this information.



HEALTH FAIR

Union families standing shoulder to shoulder for healthier lives

What: Lots of good health information and some testing.

Representatives and information from Local 3 benefit providers, including: American Diversified Pharmacies, Addiction Recovery Program, Bay Dental, Bright Now Dental, Built Smoking Cessation, Continuum, Center for Conservative Therapy, Health Net, Hearing Care Plan, Kaiser Permanente, Trust Fund and Vision Service Plan.

In addition, you'll be able to check your blood pressure and cholesterol levels and get a chiropractic screening.

There will also be information on physical fitness, healthy eating, and information from the likes of the American Heart and Lung Associations. We'll also have some prizes and surprises.

Why: To increase our awareness of good health and fitness.

When: Sunday Sept. 23rd.

Where: Semi-Annual Meeting, Alameda County Fairgrounds.

Time: 10:30 a.m. - 12:30 p.m.
Then, after the Semi-Annual Meeting until 3:30 p.m.

If you'd like additional information, call the Fringe Benefits office at (800) 532-2105 or (510) 748-7450.



FROM rancho murieta



RANCHO MURIETA TRAINING CENTER for Apprentice to Journeyman

Annual honor

Apprentice-to-journey-level recognition honors hard work, drive

Beginning this month, Rancho Murieta Training Center staff will pay special tribute to those apprentices who have successfully fulfilled the requirements needed to complete the Operating Engineers Joint Apprenticeship Committee Apprenticeship Program. Congratulations to those who so far this year have achieved journey-level rank.

Given your hard work in supplemental related training and on-the-job training, your efforts should not go unnoticed. You are, after all, the cornerstone of this great union.

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

Journey-level status

Adam Holtwick, HDR, Oakland
Kristen Gossen, CEO, San Jose
Alfredo Carrera, CEO, Stockton
Lawauna M. Humphrey, CEO, Oakland
Azure Presuto, CEO, Sacramento
Lee E. Jones, HDR, Sacramento
Behzad Yarkhani, CEO, Oakland
Mark Douglas Garcia, HDR, San Jose
Brian J. Casjens, Crane, Sacramento
Matt Wallace, CEO, Sacramento
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Michael Hernandez, CEO, Stockton
Cynthia Blaine Dunn, CEO, Sacramento
Michael J. Dodgin, CEO, San Jose
Dan McLean, CEO, Fairfield
Miguel Valdez, CEO, San Mateo
Daniel W. Rhoades, CEO, Redding
Nicolai F. Shikaloff II, CEO, Fresno

Darrell Atchley Jr., CEO, Fresno
Nicolas T. Benson, CEO, Sacramento
David E. Eisenhut, HDR, San Jose
Paul De Anda, CEO, Sacramento
David E. Hayner, Crane, San Jose
Philip Garcia Jr., CEO, Oakland
Donnell L. James, CEO, Stockton
Philip J. Simmons, CEO, Oakland
Elvia Gomez, CEO, Sacramento
Randal Kirt Miller, CEO, Oakland
Gino Ficco, CEO, Santa Rosa
Ricardo J. Belmonte, CEO, Oakland
Hatem Marmosh, CEO, Sacramento
Richard Harmon, CEO, Stockton
James Jones, RSG, Sacramento
Robert N. Spain, CEO, Santa Rosa
James Keno Soong, CEO, San Jose
Ronald P. Bokosky Jr., CEO, Fresno
Jason Bauer, CEO, San Jose
Roy Allen Packer, CEO, San Jose

Jason Schuste, VHD, Santa Rosa
Samuel Maxwell Jr., CEO, Santa Rosa
Jeffrey J. Nooteboom, CEO, San Jose
Seth R. Bolyard, HDR, Oakland
Jeremy M. Hinds, CEO, Sacramento
Steve O. Cacho, CEO, Oakland
Jimmy Mittag, CEO, Marysville
Terry R. Faria, CEO, Oakland
Jon Finister, HDR, San Jose
Thomas W. Ford III, CEO, Oakland
Jose A. Vargas, CEO, San Jose
Trevor Walker, CEO, Oakland
Joseph L. Metcalf, Crane, Sacramento
Troy Barney, CEO, San Jose
Julie Anne Linsley, CEO, Oakland
Troy Cadlini, Crane, Sacramento
Kelly L. Paine, CEO, Sacramento
Walter Sarnecki, CEO, Oakland
Kenneth Gill, CEO, Redding
William Barr, CEO, San Jose

Schedule of CCO training courses

CCO test classes

September 2001
Mandatory application deadline
Mandatory refresher classes
Written test

December 2001
Mandatory application deadline
Mandatory refresher classes
Written test

Aug. 18
Sept. 15 & 22
Sept. 23

Nov. 9
Dec. 8-15
Dec. 16

CCO Practical Test Dates

Sept. 29-30
Oct. 6-7, 13-14, 20-21, 27-28
Nov. 3-4
Dec. 26-28, 29-30
Jan. 2-4, 7-11, 12-13, 19-20, 26-27

Trainees find performance and precision in a Potain

The Rancho Murieta Training Center has acquired a new ergonomic Potain Mobile Tower Crane HDT-80. With its compact design and ease of transportability, the Potain makes an exceptional addition to our fleet of cranes. Potain is the world's leading manufacturer of tower cranes. Recently the Manitowoc Company completed procurement of Potain, creating one of the world's largest producers of lifting solutions. All models of HD cranes are equipped with Potain-patented mechanisms and security systems, which makes this class of equipment innovative and unequalled in the industry.

The on-site installation is remarkably simple. Completely automatic, rapid mast and jib unfolding are carried out by the operator's simple manipulation of the controls. The lifting removable cab is integrated onto the crane itself. With well-controlled speed, operators maneuver this tower crane with confidence and extreme precision.



"Trainees may be authorized to operate cranes or hoisting apparatus provided they are under the supervision of a qualified operator."

AMSE B 30.3 also outlines the physical qualifications:

"Operators shall be required by the employer to pass a practical operating examination unless able to furnish satisfactory evidence of qualifications and experience. Qualifications shall be limited to the specific type of equipment, which will be operated."

Operators and operator trainees shall also meet the following physical qualifications:

- Have vision at least 20/30 Snellen in one eye, and 20/50 Snellen in the other, with or without corrective lenses.
- Be able to distinguish colors, regardless of position, if color differentiation is required for operation.
- Hearing, with or without hearing aid, must be adequate for the specific operation.
- Have sufficient strength, endurance, agility, coordination and speed of reaction to meet the demands of equipment operation.

Evidence of physical defects or emotional instability which could pose a hazard to the operator or others, or which in the opinion of the examiner could interfere with the operator's performance, may be sufficient cause for disqualification.

In such cases, specialized clinical or medical judgments and tests may be required. Evidence that an operator is subject to seizures or loss of physical control shall be sufficient reason for disqualification.

Specialized medical tests may be required to determine these conditions. Operators and operator trainees should have good depth perception, field of vision, reaction time, manual dexterity, coordination and no tendencies to dizziness or similar characteristics.

Additional requirements

Apart from those mandated qualifications, the National Commission for the Certification of Crane Operators does not have a tower-crane classification in its certification program. The practical examination committee is, however, investigating a pilot program for a tower-crane classification. Several independent agencies such as NACB and CICB will certify that an operator understands a particular piece of equipment.

We also understand that the Crane Owners Association, through its subcommittee, is preparing to present later this year legislation in the form of an amendment to section 5006, Title 8, Chapter 4 to the CA-OSHA Board that will extend to mobile cranes of more than three tons.

RMTC is currently in the process of developing standard ANSI/AMSE criteria to implement a certification program that will validate the competency of an operator to operate cranes and hoisting equipment.

Journey-level operators interested in upgrade training should first register at their union hall. For more information on class schedules and other courses, read the *Engineers News* and check our Web site <www.oe3.org> for announcements regarding upcoming classes.

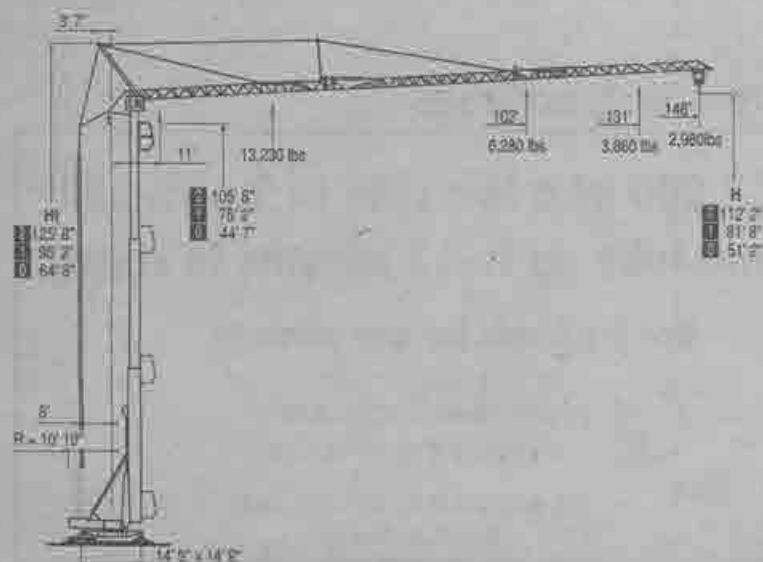


Sophisticated set-up procedures include a three-section telescopic mast, or tower, with mast heights of 44-feet, 7-inches; 75-feet, 2-inches; and 105-feet, 8-inches. Ropes activated by hydraulic cylinders raise and lower the masts, and locks activate automatically.

The three-section working jib hydraulically extends and retracts to provide simple and short erection times. Two positions are obtainable with the working jib. The first is 0 degrees to horizontal and the second is about 30 degrees to horizontal. Both positions are fixed, non-variable positions. Maximum tip height is 148 feet and 176 feet, respectively. Maximum capacity is 13,230 pounds, and minimum capacity is 2,980 pounds at 148-foot radius. Outrigger beams, pads, masts, working jib, cab are transported as a single vehicle.

About 80,000 pounds of counterweight require two additional trucks.

Operator qualifications are defined under Title 8, section 5006 of the General Industry Safety Orders, which states, "Only employees authorized by the employer and trained or known to be qualified in the safe operation of cranes or hoisting apparatus shall be permitted to operate such equipment."



FROM

rancho
murieta

By

DAN SENECHAL

Director of the
Rancho Murieta
Training Center

FROM THE credit union



By

ROB WISE

Credit Union Treasurer
&
Local 3 Recording
Corresponding Secretary

Do right by your budget and your union

Local 3's own credit union, the Operating Engineers No. 3 Federal Credit Union, was established in 1964 by workers to help Local 3 members make the most of their hard-earned funds.

Using OEFCU for your financial needs, for everything from borrowing to buy a new truck to opening a youth account for your child, means you support a 100-percent union organization.

"I would recommend the sale to other members."

Peter Stark of San Leandro, Calif.

One Local 3 member who said he did right by his budget recently was Peter Stark of San Leandro, Calif.

"I saved at least \$5,000 on a vehicle that had only 10,000 miles," Peter said during the credit union's recent vehicle sale. "I would recommend the sale to other members."

Local 3 member Richard Love traveled from Fort Bragg, Calif., to attend the sale, held July 21 at the OEFCU Dublin headquarters.

Love said he liked applying online at the credit union's Web site, <www.oefcu.org>, for loan approval before the sale.

The credit union's OE Express Loans Web site service enables members to apply and get an answer online within two minutes.

"I would recommend the sale for its wide selection of vehicles and competitive prices," Love said.

The credit union's next car sale is scheduled for two locations on Saturday, Nov. 17: Credit union headquarters in Dublin, and Corporate Motors in Sacramento.

than five years. Now this service has expanded to Nevada, Oregon and Washington.

Dealerships on the CUDL network are places you can shop for your vehicle and get an answer on your OEFCU low-interest vehicle loan financing in minutes. There is no need for a separate trip to the credit union.

For more information, click on the CUDL logo on the credit union's Web site at <www.oefcu.org>.

Checks with your union logo

Another way to do right by your budget is to keep your monthly checking costs down. Are you maintaining a checking account at a non-union institution? That's the first reason to move your account to your union credit



union. It's not the only reason, however. To help you save money, the OEFCU checking account has no monthly service fee and no per check charges.

To help you save time, your credit union's checking accounts come with a check card that works like writing a check. It's good at any location that accepts VISA or point-of-sale/ATM payments.

And to help you show your Local 3 pride, the OEFCU checking account offers checks with the Local 3 logo.

Call any OEFCU branch to discuss what you pay now for your checking account at a nonunion financial provider. It is likely that your checking costs will drop when you move your checking account to the credit union.

For more information about any of the credit union's services, or to request a member application, call (925) 829-4400 or (800) 877-4444, or e-mail: <memberservices@oefcu.org>.

Year-round savings

In addition to these special sales, the credit union has services year round for car buyers who want to save money, time and hassles. One of these services, available in California, is the credit union's free Auto Buying Consultant (ABC) service.

If you are in the market for a vehicle that is three years old or newer, get pre-approved for your loan at the credit union, then call the ABC toll-free number, (800) 326-9552, or click the Auto Buying Consultant link on the <www.oefcu.org> homepage.

Your auto buying consultant will locate your vehicle, negotiate with the dealer for the best price and help you through the paperwork. In most cases, your car or truck can be delivered to your home or work.

Car loan service expands

The Credit Union Direct Lending (CUDL) network is one which California members have taken advantage of for more

Back to School LOAN

Offer expires 9/30/01

Borrow up to \$2,000 at a low rate of 9.00% APR* and take up to 12 months to repay.

Use the funds for any purpose.



Operating Engineers #3
Federal Credit Union

1-800-877-4444 • 925-829-4400
www.oefcu.org

*Annual Percentage Rate
Rates subject to change
without notice.

Local 3 CATbox

New political-action teams to stress pocketbook connection with training

Watch this space

Last month, we brought you news of how 50-year member Ron Buchholz of San Jose and his wife, Wilma, came up with Operating Engineers Community Action Team, or OE CAT, as the winning name for Local 3's new political-action teams.

This month, the news is this: This show is now going on the road. CATs will hit the streets in earnest during the 2002 election season. But, like the nine lives for which felines are known, CATs will raise their heads soon to make their presence known and to prepare for the challenges ahead.

With that goal in mind, Cindy Tuttle, director of political training, will visit as many districts as possible during the next couple of months to help CAT members prepare for what promises to be another key year for Operating Engineers.

Best claws forward

Tuttle hopes to do this through recurring activities to reinforce Local 3's message, stress the value of teamwork and prepare to put Local 3's best claws forward. Advancing the interests of working families has never been easy. Neither have team-building activities such as organizing, political activism, contract fights and collective actions.

Achieving those goals is defined beyond being simply politically active to include being

proactive politically. As Business Manager Don Doser has said, Local 3's greatest strength and source of power is members who are united and pushing for justice. In other words, members who are mobilized.

One-on-one is best

Statistics show that the most effective way to educate members is through one-on-one, worker-to-worker contacts. To achieve this, a good structure is essential. Therefore, a worksite education-mobilization structure is a vital way to build power and strength for our members.

More directly, this is the most effective way we can help our members make the critical link between organizing-politics and their pocketbooks.

Watch *Engineers News* for periodic notices on CAT meetings and workshops, or check with your local district offices. Needed are team-member captains, and anybody is welcome to join, including friends, spouses and those willing to regularly invest one or more hours to improve conditions for working families.

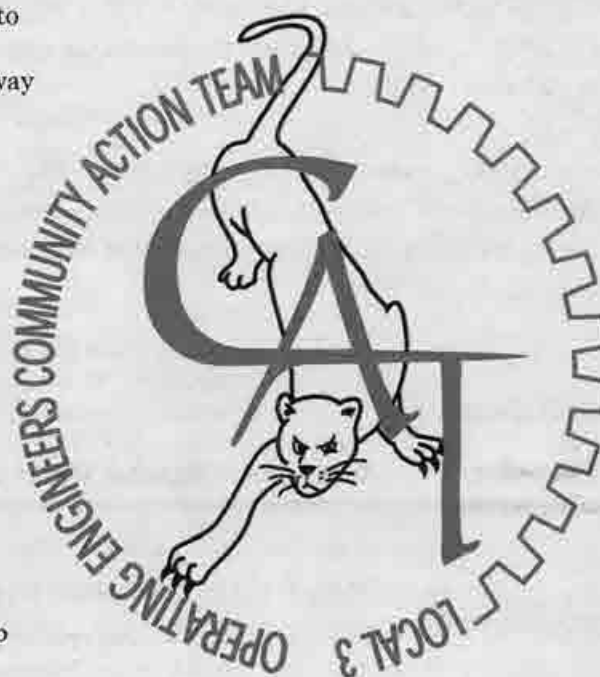
Whether you have only one hour to spare, or 100 hours, each one brings power and strength to our cause.

If you have the time and think you or someone you know has what it takes to help organize our efforts, has a union heart and

wants to make a difference, please complete the survey below and mail it to:

Cindy Tuttle, director of political training, Operating Engineers Local 3, 3920 Lennane Drive, Sacramento, CA 95834. Or, contact her at either (916) 286-2790 or e-mail at <cintuttle@mindspring.org>.

Meanwhile, keep an eye out for the OE CAT roadshow coming to a neighborhood near you. Again, as Doser said, look out: CATs are on the prowl.



Fill out and return to:
Cindy Tuttle, director of political training
Operating Engineers Local 3
3920 Lennane Drive
Sacramento, CA 95834

☐ Yes I will volunteer

Member Name _____

Social Security No. _____

Address _____

City _____

State _____

Zip _____

Phone Home _____

Phone Work/Cell _____

E-mail _____

Sign up
today



Activity Check List:

- ☐ Attend meetings, rallies, events, etc.
- ☐ Precinct walks
- ☐ Talk to members at the worksite
- ☐ Phone banking
- ☐ Walk picket lines
- ☐ Voter registration
- ☐ Help organize new members
- ☐ Other: _____

Looming landmark

Record-setting state complex boasts design innovations,

Stories and photos by Ray Sotero, Associate News Editor

SACRAMENTO, Calif. – With key help from Local 3 Operating Engineers, an unprecedented \$400 million downtown Capital project is forever reshaping the Golden State's skyline – and bottom line.

The Capitol Area East End Complex is a five-building, 1.5 million-square-foot office project immediately east of the State Capitol Building's lush 40-acre park. When completed in early 2003, it will be the largest single government complex in California history.

As important, its design consists of environmentally friendly innovations, and consolidates multiple state agencies, saving state taxpayers an estimated \$220 million during the next decade.

Local 3 showcase

"This is the kind of project that makes dollars and sense to both Local 3 members and tax-paying workers statewide," Business Manager Don Doser said after a review. "This will be a state-of-the-art showcase for smart, common-sense design and top-quality work by skilled Operating Engineers."

Newly named Sacramento District Rep. Ricky Johnson agreed. "This is but one of several downtown Sacramento-area projects putting Local 3 members to work, and it promises to be one of the Capital's biggest landmarks."

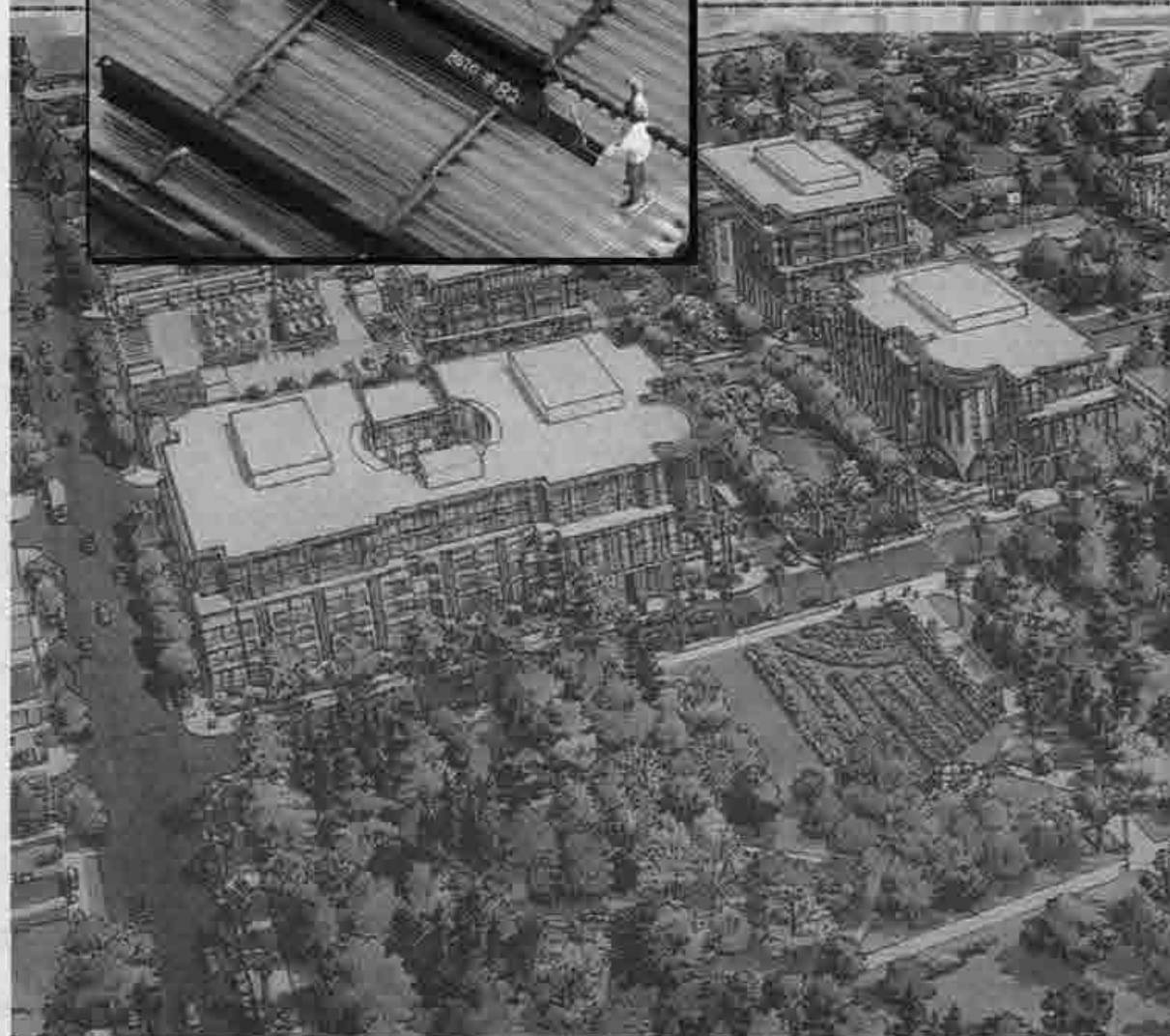
Rising from four square blocks and L streets, plus an additional block southwest intersection of 15th and L streets, the complex will house 6,500 state employees now on various sites.

The complex replaces a largely one-story buildings and small rental spaces. As a welcome improvement, city planners say.

Architecturally, the new complex will complement the historic Capitol Building and the new Capitol. Office buildings for the state and Health Services will alternate with retail space at street level. Capitol Park will consist of a large open space in the middle of the complex. Spaces will be above and below ground level. The complex will include a community police station and an auditorium.



Tower-crane operator Gerald Mendes of Local 3 moves steel beams. Above ironworkers position steel beams.



taxpayer savings

bounded by 15th, 17th, N
block kitty corner at the
1 N streets, the project will
spread out among several

rundown section of aging,
al apartments, and is a
ing officials said.

ex is designed to comple-
a scenic, tree-lined walk-
e departments of Education
between six and seven sto-
level. An extension of adja-
grassy plaza area through
x. Nearly 600 parking
und. Public amenities
n and a 300-seat

'Neighborhood friendly'

In short, "It will be a very neighborhood-friendly plaza,"
Lou Palandrani, vice president of Clark Construction, said.
Clark is the general contractor of the larger four-block area;
Hensel Phelps Construction is overseeing the one-block
building at 15th and N streets. Both firms indirectly employ
our members through union subcontractors, Johnson said.

Another feature of the larger project is incorporation of a
"green design" that includes recycled materials, alternative
energy, recharging stations for electric vehicles and preferred
parking for alternative fuel vehicles and carpool vans.

None of this would have been possible, at least not as
quickly and to desired quality, without Local 3 workers and
others, Palandrani said.

"It's a large, complex job in busy downtown Sacramento
and we're always interested in having the highest-quality
labor on a project," Palandrani said. "Operating Engineers
are an integral part of that. We were looking for knowledge-
able, tradespeople to help support this monumental project."

Complex facts

It takes more than a quality work-
force to transform a rundown neighbor-
hood into a showcase for an innovative
office complex.

For example, the Capitol Area East
End Complex will incorporate...

Miles of piles: 15 miles worth, enough
to connect Sacramento to Davis.

Real steel: An estimated 10,000 tons
of steel will be put to use, equal to 5,000
cars.

Not stone alone: But 100,000 square
feet of stone veneer will encase much of
the buildings.

Precast panels: Stamped-brick panels
made in California will also cover the
outside of the buildings.

Clear vision: About 200,000 square
feet of glass and aluminum from
Minnesota and Utah should make ideal
views for office workers.

Doors aplenty: More than 2,000 interi-
or doors will be open and shut installa-
tions.

Ups and downs: Twenty-six state-of-
art elevators will ease access.

Sound communications: More than
500 miles of phone cable will connect
state workers with residents statewide.



A Local 3 member since 1965, Stan Miller positions his 270-ton crawler crane.

FROM THE districts

FROM STOCKTON

Pending projects keep workers busy despite delays; other work looms

STOCKTON, Calif. — After a promising start earlier this year, work in District 30 has slowed dramatically this summer because several expected projects have been delayed or postponed.

Work, however, continues at a respectable pace and should pick up dramatically when some of the larger pending projects come on line, as expected.

In the foothills, construction of the Sonora bypass has finally started with Goodfellows and RM Harris jointly building the roadway. Ladd is doing a road realignment on Hwy. 88 near Silver Lake that's extremely boney and will take a couple of seasons to complete. Ford Construction has picked up \$5 million in

work at Pardee Dam, and OK Mittry will do the \$2 million Little John Road extension in Calaveras County.

Closer to Stockton, several jobs have started or should start soon. F&H Construction gets the \$4.5 million headworks job at the wastewater plant. The firm also works on the theater and parking project in Lodi, continuing to make this Hwy. 99 city one of the most attractive in the Central Valley.

AM Stephens will start an interchange at I-5 and Downing in Stockton. Blue Iron from Woodbridge picked up a \$2.3 million levee repair job. Granite Construction will start a runway extension at the Stockton Municipal Airport.

ARB has started on the \$4.5 million storage facility for Lodi Gas. This work should continue until April 2002, and the pipeline job should be nearly complete by September 2001.

One of the bigger jobs that was delayed but should bid by the end of September is the \$29 million Arch Road interchange. Work is expected to begin in October and last into 2003. Also expected to bid soon is \$4 million in overlays at the Hammer Road interchange.

Overall, the work picture for the rest of the year is bright; let's hope we have a late winter.

— District Rep. Douglas W. Corson

FROM RENO JAC

Local 3 buys 153-acre site to train Operating Engineers

By Greg Smith, Nevada JAC Administrator

WADSWORTH, Nev. — Thanks to the foresight of Business Manager Don Doser and Local 3 trustees, training in Nevada will finally have a home.

Historically, training of apprentice and journey-level operators and mechanics had to take place either at the Rancho Murieta Training Center or the Utah training site.

Four years ago, the trustees made the decision to begin training Nevada members in Nevada, enabling individual training of apprentices, journey-level upgrades and as a means of organizing new companies. This meant the acquisition of equipment and a place to train.

In mid-1997, the program started receiving several pieces of equipment from Rancho Murieta, the Utah training program and the Local 12 training site in Las Vegas.

Finding a place to train was the next obstacle, as not everyone wants dust and noise as a neighbor. In early 1998, Reno Disposal offered an area near its Lockwood landfill, which met program needs. Yet, future plans at the landfill would cause the size of the training area to diminish, so the hunt was on for a site to purchase.

A site was located 20 miles north of Sparks and negotiations were started. Preliminary reports indicated environmental contamination on site, which terminated our offer.

July 1999 produced a site near Wadsworth, which appeared too good to be true. It's located about 25 miles east of Reno along I-80 on 153 acres of mostly flat country with five existing metal

buildings, two water wells and utilities ready to go on site. Adjacent property owners include the U.S. Bureau of Land Management on the north and east, freeway frontage on the south and a private owner on the west. Coupled with plentiful acreage, this site offered a substantial buffer zone with little growth anticipated in the near future.

After two years of negotiations, evaluations, special-use permitting and litigation, the deal was finally closed in July 2001 for \$525,000. The trustees view this as a major investment in the future training of our members.

Not only are the property and buildings a value, but the real investment is in water rights. Included are rights to annually pump 212 acre-feet of water from an underground aquifer, which has an estimated potential value of as much as \$1 million.

Plans include conversion of a 40-foot-by-40-foot building into the JAC office and two classrooms. The 40-foot by 80-foot building will become the repair-maintenance facility, and includes four 12-foot-by-14-foot rollup doors with drive-through capability. Eventually, this structure will house booths for welding classes. The remaining 40-foot-by-60-foot buildings will be used as equipment storage.

Working on a tight schedule, the training program should begin classes in mid-November and about 38 apprentices now in the program are expected to comprise the initial class at the new site.

Available equipment includes: loader, dozer, scraper, blade, combination backhoe-loader, crane, roller-compactor, water truck and forklift.

Additional classes include:

- Initial commercial drivers license and refresher courses.
- First aid and CPR certification.
- Forklift certification.
- Gradesetting.
- Initial 40-hour and annual eight-hour refresher on HAZMAT.
- MSHA certification.
- OSHA 10-hour certification.

Current staff for the training program includes: Administrator, instructor-mechanic and administrative assistant.



Buildings at the new Nevada site.



An aerial view of the training site about 25 miles east of Reno.



FROM ROHNERT PARK

Pipeline to jobs

Argonaut Constructors' Local 3 workers break ground on innovative recycling project

By Greg Gunheim, business representative

ROHNERT PARK, Calif. – After years of planning and delays, Argonaut Constructors' Local 3 workers broke ground in July on a \$30.8 million pipeline that's part of an innovative wastewater recycling system.

Known as the Lake County Basin 2000 Project, the plan calls for constructing a 21-mile pipeline using a dual 16-inch pipe and two pump stations to carry treated wastewater to recharge a depleting geothermal field. The result is the generation of clean, renewable geothermal power and increased fresh water for California's Bay-Delta, officials said.

The project will employ up to 18 Operating Engineers, with a scheduled completion date of November 2002, according to information cited by District Rep. Russell E. Burns and Mark Dellinger, resource manager for the Lake County Sanitation District.

"This ecologically sound job is a win-win project for the community," Burns said. "Local 3 has been a strong supporter of this project, and it's a welcome improvement that should serve residents for generations to come."

When completed, officials said the project will:

- Recycle and dispose of wastewater.
- Help generate clean, environmentally friendly electricity by providing water to recharge a regional steam field known as the Geysers.
- Keep Clear Lake clean by helping prevent sewage overflows during wet weather.
- Create wetlands for wildlife.
- Help lift the building moratorium for the northwest regional wastewater system, thereby creating more jobs.

In other projects

OC Jones & Sons bangs away on the Hwy. 101 job from the Hwy 12-101 interchange south to Rohnert Park. Most of the action is at night and, when completed, will provide sorely needed relief to traffic congestion on Hwy. 101 in Sonoma County.

It was reported last month that Maggiora and Ghilotti Construction was awarded the Healdsburg Memorial Beach Dam Fish Ladder Project. That low bid was pulled, however, and Parnum Paving was awarded this job.

Parnum Paving has subcontracted to Stroer & Graff, which is in the process of building a coffer dam and driving piles for the fish ladder structure. Parnum Paving also has one of its underground crews working on the Panarama Tayman Park Reservoir Project for the City of Healdsburg.

Farther north in Leggett, preliminary work has begun on the \$3.8 million pavement resurfacing and draining improvements on Hwy. 1.

North Bay Construction has a surface and underground crew working on a small up-scale subdivision in Healdsburg. They also have crews working two projects in Sonoma. One is shoulder widening, drainage and sidewalk improvements. The second is a storm drainage upgrade on 5th Street.

North Bay Construction appears to be the low bidder for the effluent storage reservoir at \$3.6 million for the Sonoma Valley Sanitation District.

Ghilotti Construction is busy with several projects in District 10, not the least of which is the Sonoma County waste recycle job at the county dump. Also at the county dump, Ford Construction expands East Side Canyon, keeping about 15 hands busy.

On a sad note

Speaking of Ghilotti Construction, it is with great sadness that District 10 workers noted the recent passing of Jim Ghilotti. He was a driving force behind the effort to pass a measure widening Hwy. 101 from the Marin County line North to Windsor. As vice president, he also helped run Ghilotti Construction, and was politically active. He was a real dynamo, and district staff and members wish to express sincere condolences to his family and friends.

Reminders

Staff at the Rohnert Park District office would like to remind district members about important upcoming events:

Meetings for retirees and general membership are scheduled for Sept. 1. The first of two retirees meeting will be at the Lakeport Yacht Club in Lakeport beginning at 10 a.m. The second retirees meeting will be at the Rohnert Park district meeting hall (upstairs) at 2 p.m. Following these two meetings, the district's Quarterly District Meeting will begin at 7 p.m.

We encourage every member to attend quarterly meetings. By attending, you get the latest information about the district's work picture, projects going to bid and related activities. You will learn of major events and what's happening throughout Local 3's jurisdiction.

Finally, this is also a good time to share current projects with your brothers and sisters. As the saying goes, information is power.

Another important date to mark on your calendar is Local 3's Semi-Annual meeting Sunday, Sept. 23 at 1 p.m. at the Pleasanton Fairgrounds, 4501 Pleasanton Ave., Pleasanton, Calif. Maps will soon be available.

We want to thank all of you who attended our quarterly district meeting in Ukiah last June. The District 10 annual picnic also was a success. A sincere thank you to those who volunteered. It was a great day of fun and sun.

A final reminder: If you recently had a change of address, please re-register to vote. You can pick up a voter registration form at the Rohnert Park District office, or give us a call and we will mail one to you. The same goes for your spouses, partners, children 18 and older, or anyone else you would like to encourage to vote.

– The Rohnert Park crew

Well wishes

Congratulations to brother Josh McCarty, who married Jessie Morninglight on June 3. They reside in Cloverdale...Brother Brooke B. Carter, Jr. and wife Sherri Carter (daughter of former District Rep. Gary Wagnon, aka, Grandpa) had a baby boy, Brooke Garrett Byrnette Carter, III, on July 1...Also celebrating are Jerry and Michelle Reiter of Santa Rosa, who had a girl, Marina Reiter, May 24...Joseph and Adrienne Palesi of Sonoma had a son, Vincenzo Palesi, on July 12.

FROM THE
districts

FROM THE districts

FROM RENO Local 3's District Rep. Pete Cox of Reno retires after 44 years of service



Pete Cox says goodbye to 44 years as an Operating Engineer during the Reno District's annual picnic last July.

RENO, Nev. — District Rep. Pete Cox celebrated his retirement during the district's annual picnic July 28, ending 44 years as a member of Local 3.

Cox, 63, began his tenure as a Reno business representative 14 years ago, and has been the district representative for the past six years.

"I don't think there's anything greater than Local 3," Cox said. "The officers and all are doing a heck of a job."

Local 3 staff and members of District 11 wish Cox and his wife, Linda, a happy retirement tending to long-overdue home projects. Friends

and well-wishers should mark their calendars to attend his retirement party, scheduled for Friday, Sept. 14.

For more information and to make reservations, please call the Reno office at (775) 857-4440.

Replacing Cox is **Chuck Billings**, 47, a Local 3 member 26 years and a Reno business representative since 1988. A native Nevadan reared in Hawthorne, Billings operated backhoes and tower cranes before moving to loaders and other earth-moving equipment.

FROM SAN JOSE San Jose-area Local 3 workers benefit from voter-approved projects

By Joe Morrison, dispatcher

SAN JOSE, Calif. — After a slow start, Santa Clara County begins its road and light-rail projects approved by local voters in 1996.

Spurred by a half-cent sales tax increase, Measure B benefited from an earlier booming economy that has left the construction project's budget \$13.4 million in the black.

Light-rail projects that have just begun include a \$283 million extension to Campbell, scheduled for completion in 2006. The extensions to Milpitas and east

San Jose are also underway, with an estimated cost of \$420 million and a completion date of 2004.

The six-lane widening project for I-880 through the heart of the Silicon Valley has also begun. This construction is targeted at \$60 million and will go from Hwy. 101 to Montague Expressway and should be completed by 2003.

In August, a \$64 million, eight-lane widening project began on Hwy. 101 from the Cochrane exit at Morgan Hill to south San Jose. This long-anticipated work began

one year early and should be completed by late 2003.

Also in August, new commuter lane ramps will be built at the Hwy. 85-87 junction and Hwy. 17, at a cost of \$103 million.

Thrown into this mix of major construction is the large number of slurry seal and repaving jobs for the cities of Fremont, Los Gatos, Morgan Hill, Palo Alto and San Jose, at an overall cost of \$90 million, and the work outlook for the San Jose District looks promising during the next three years.

FROM SACRAMENTO Politics, projects, promotions: Sacramento workers feel the heat, from the Central Valley to Donner Pass

Hello brothers and sisters

We have had a real screwy start to this season. After ol' Bush stole the election, he gave the shaft to Operating Engineers. Many of the big developers and employers put their hands back in their pockets and left them there because they were scared of what might happen with Bush in office. This is one reason why Business Manager Don Doser says it is so important for us to be politically active in our organization. In doing so, this keeps the industry strong as well as our members. Remember, Local 3 is the best union around. The first three letters of union are U N I; without U N I, it is not "ON" (UNION). Keep strong.

Now to area work

We have a new face here in the valley. **Ferna Corporation** has come up from Mountain View, and doing a \$3.5 million road relining project on Hwy. 16, employing 15 to 20 operators.

Kiewit Pacific picked up more of the Empire Ranch promontory collector roads project. The \$4 million contract should put six to 10 operators to work.

Teichert Construction has started a \$9.5 million project on Hwy. 99, from

Martin Luther King Boulevard to south of the Mack Road overcrossing. It is employing about 13 operators. Also, **Teichert** has started on a \$15 million-plus project on Hwy. 50 at Camino, employing up to a dozen operators.

Granite Construction's project from Truckee to Floriston is worth an estimated \$86 million. The project is going full bore, employing 17 to 25 hands.

Roy E. Ladd and MCM Construction anticipate the Hwy. 267 bypass road and bridge in Truckee will open for traffic in 2002. Between Ladd and MCM, they employ between 20 and 35 operators.

More good news

We just signed up two new employers. The first is **B & A Construction** of Diamond Springs. This firm is newly formed and employs four Operating Engineers.

Then we have **Virtek Company**. Virtek is a disabled veterans-minority business that employs four operators downtown.

We welcome both of these companies with open arms and look forward to a long and prosperous association.

Congratulations — or condolences?

In closing, we welcome **Steve Smith** as a new business representative. Smith will cover the El Dorado County side of the mountain.

Last but not least, congratulations to (former) Business Rep. **Ricky Johnson** on his recent promotion to district representative, a position once held by President **John Bonilla** and **Frank Herrera**, who now is a special representative for Doser to manage northern Nevada.

"I got two pairs of big shoes to fill," Johnson said during a recent quarterly meeting, when the promotion was met with a round of applause from about 200 members.

Bonilla joked: "I believe he's ready, and if he's not ready I'll get him ready."

— The Sacramento Crew



Sacramento District Rep. **Ricky Johnson**, left, stands with **Rick Sartori**, a five-year member of Local 3.



Stay certified

Don't let your HAZMAT training lapse



Eight-hour HAZMAT refresher class held in Oakland April 28.

Over the years we have trained thousands of Operating Engineers, other crafts, awarding agencies, state OSHA personnel and various other trades in hazardous waste operations and emergency response.

This training is better known as HAZMAT or HAZWOPER. This training requires an initial 40 hours of training and an additional eight hours of refresher training annually. We have allowed students to go 24 months without receiving the eight-hour refreshers and after that grace period expired so did the students' HAZMAT certification.

If students go beyond the 24-month time frame since completing their last class, they are required to re-take the initial 40-hour program if they want to work on HAZMAT sites.

The work in California has been exceptional and, as a result, in the last quarter of this year more than 500 students will have their certification expire. Students let their certificates expire because they believe they will never use the cards again.

This great work boom we have seen in California eventually will slow down. A current HAZMAT certification should provide our members additional employment opportunities.

It is better to take an eight-hour class than go past the 24-month period and spend another 40 hours in class. Not having a HAZMAT certificate is like not having car insurance. It costs, but it is better than letting it expire.



Local 3 put on a 40-hour HAZMAT class at the request of Stimpel-Wiebelhaus for them to cover their job at Island Mountain. From left: Jason Stimpel, Gene Johnson, Kelly Grisham, Larry Hartman (laborer), Jim Filomeo, Mike Gooden, Montie Huff, Eric Parent (laborer), and Safety Coordinator Cathrynn Grimm



40-hour HAZMAT class held at Rancho Murieta, April 23 - 27. Back row from left: Pete Valencia, Anthony Banchemo, Dennis Reynolds, Dave Buttler, Jack Lowe, Will Border, Wes Harris, Jerel Snapp, Favian Beltran, Marty Fairless. Kneeling: Julie Trevino, Felipe Villarreal, Tom Bastion, Ingncia Ruiz Jr., Richard Lopez, Tigberto Marciel and James Lopes in front.

HAZMAT classes, fourth quarter 2001

Eight-hour refreshers:

- | | |
|-------------|--|
| District 4 | Saturday, Dec. 8
Fairfield District office
2540 N. Watney
(707) 429 5008 |
| District 10 | Saturday, Oct. 6
Rohnert Park District office
6225 State Farm Drive
(707) 585 2487 |
| District 20 | Saturday, Oct. 27,
Friday, Nov. 16, Saturday, Nov. 17
Alameda District office
1620 South Loop Drive
(510) 748 7446 |
| District 30 | Saturday, Dec. 1
Stockton District office
1916 N. Broadway
(209) 943 2332 |
| District 50 | Saturday, Oct. 20
Fresno, Laborer's Hall
5431 E. Hedges
(559) 252 8903 |
| District 80 | Saturday, Nov. 10
Sacramento
4044 N. Freeway Blvd.
(916) 565 6170 |
| District 90 | Saturday, Dec. 15
San Jose, Electricians Hall
908 Bern Court
(408) 295 8788 |

Students must contact the district offices at the above numbers to register for the eight-hour classes.

40-hour classes:

- | | |
|----------------|----------------------|
| Rancho Murieta | Oct. 15-19, Nov. 5-9 |
| Alameda | Dec. 10-14 |

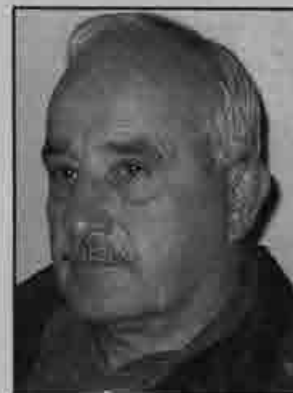
Students must contact the Safety Department (510) 748-7400 to register for 40-hour classes.

Costs

The cost of the eight-hour refresher classes is \$30 for non-members of the Local 3. There is no cost for members.

The cost of the 40-hour classes is \$250 for sponsored members of the Local 3 and \$300 for non-members. There is no charge for operators on the out-of-work-list.

FROM THE
safety
dept.



By

BRIAN BISHOP

Director

FROM teaching techs



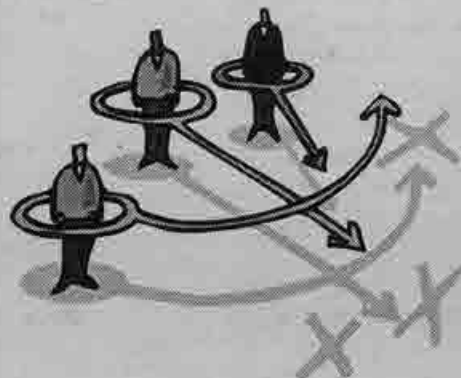
By

FLOYD HARLEY

Administrator, Northern
California Surveyors
Joint Apprenticeship
Committee

Pardon our dust: We've moved to new offices

The NCSJAC office has moved but fortunately it was not far and did not disrupt business. Effective in mid-August, we're now located on the other side of the building in the space formerly occupied by Fringe Benefits. Fringe Benefits moved into our former location. Our office is smaller but this was a good move. This is called spring cleaning at the end of summer and, wow, it was one heck of a spring cleaning.



Whose job is it?

This is a short story about four people named Everybody, Somebody, Anybody and Nobody.

There was an important job to be done and Everybody was sure Somebody would do it. Anybody could have done it but Nobody did it.

Somebody got angry about that because it was Everybody's job. Everybody thought Anybody would do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have done.

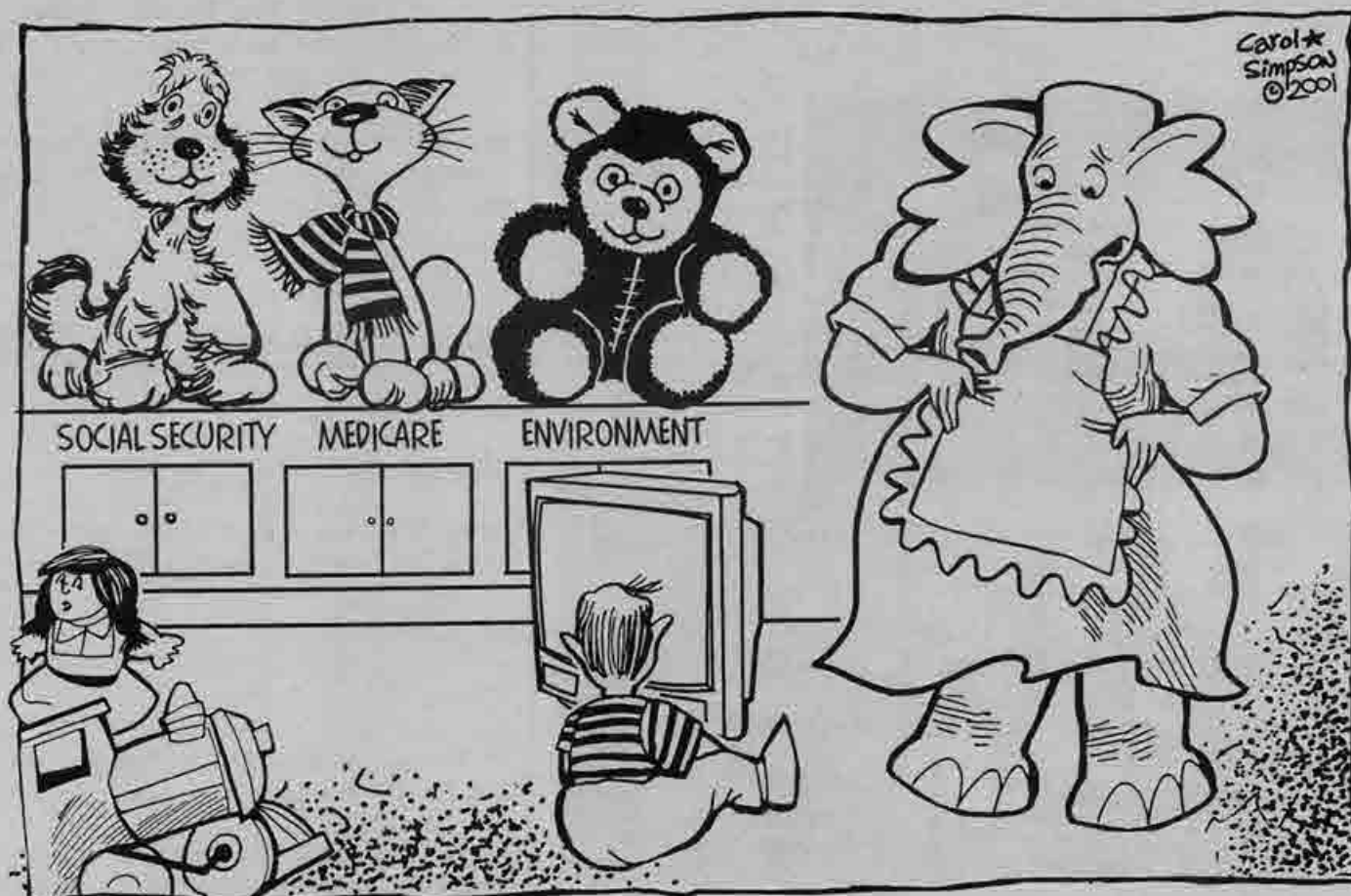
Whose job is it? It is everyone's job to do the best he or she can do today for tomorrow's future.

A fond goodbye

If you have called to the union building asking for Business Rep. Gerry Orme, then you know he is no longer taking calls. Orme has retired and is no longer getting up early or staying out late. The last time we talked to Orme he was enjoying his grandchildren and planning an ocean voyage.



To those that want to wish him well, don't worry. He will be around for the apprentice graduation, and he will be having lunch at our annual golf tournament. If you haven't signed up for the Arthur J. McArdle Golf Tournament, then please let us know.



"Georgie-e-e...if you want that cool new missile defense system, you're going to have to make some room on your toy shelf."

Semi-Annual meeting set for Sept. 23

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

Alameda County Fairground
Bernal Avenue
Pleasanton, CA

Remember to always carry your dues card

Recording-Corresponding Secretary Robert L. Wise wishes to remind all members to carry their current Local 3 dues card.

When attending a semi-annual, quarterly district or special meeting of the union, your paid-up dues card is proof of your good-standing status as a member of Local 3 and your right to vote in such meetings or participate in union business.

RETIREE ASSOCIATION MEETINGS

The officers of Operating Engineers Local 3 invite retirees and their spouses to the Retiree Association meetings. The meetings begin this month and offer retirees an opportunity to hear brief reports, enjoy good refreshments and catch up with friends.

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

OAKLAND

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

CONCORD

Tuesday, Oct. 2 10 a.m.
Concord Centre
5298 Clayton Road, Concord, 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

Porluek & 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

FRESNO

Thursday, Nov. 7 2 p.m.
Laborers Hall
5431 E. Hedges, Fresno, CA

WYOMING

Wednesday, Nov. 7 2 p.m.
Ramkota Inn
2111 N. LaCrosse St., Rapid City, SD

SALT LAKE CITY

Thursday, Nov. 8 2 p.m.
Operating Engineers Building
1958 W.N. Temple, Salt Lake City, UT

SAN FRANCISCO/SAN MATEO

Thursday, Nov. 15 10 a.m.
Villa Hotel
4000 S. El Camino Real, San Mateo, CA

NOVATO

Thursday, Nov. 15 2 p.m.
Inn Marin
250 Entrada Drive, Novato, CA

RENO

Thursday, Nov. 29 2 p.m.
Operating Engineers Building
1290 Corporate Blvd., Reno, NV

DISTRICT MEETINGS

SEPTEMBER 2001

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

NOVEMBER 2001

- 1st District 50: Fresno, CA
Laborer's Hall
5431 East Hedges
- 7th District 15: Rapid City, SD
Ramkota Inn
2111 N. LaCrosse Street
- 8th District 12: Ogden, CA
Marriott Hotel
247-24th Street
- 15th District 01: Novato, CA
Inn of Marin
250 Entrada
- 29th District 11: Reno, NV
Engineers Building
1290 Corporate Boulevard



meetings
&
announcements



meetings & announcements

Departed Members

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

Frank Aidnik	Yuba City, CA	7-08-01
Louis Baum	Anderson, CA	7-07-01
Fay Beaty	Penn Valley, CA	7-09-01
James Bell	Pittsburg, CA	7-18-01
Quentin Bouch	Visalia, CA	6-23-01
Jesse Brasher	Moraity, NM	6-23-01
Walter Bullard	Chowchilla, CA	6-17-01
Calvin Butler	Rackerby, CA	7-09-01
Jack Church	Riverdale, CA	7-06-01
Coyon Clemens	Shasta Lake, CA	7-06-01
Perry Coffey	Lebanon, TN	6-02-01
G. Colombana	Santa Rosa, CA	6-25-01
Robert Damron	Morgan Hill, CA	6-30-01
Cecil Greer	Salinas, CA	6-24-01
Henry Halbach	San Lorenzo, CA	7-04-01
Neil Johnson	Sparks, NV	6-26-01
Robert Kelley	Camino, CA	7-12-01
Urho Kemp	Martinez, CA	6-18-01
Luke Kruse	Otis, OR	7-03-01
Walter Leichner	Folsom, CA	7-03-01
Earl Lewis, Sr.	Silver Springs, NV	6-28-01
H. Lum	Kaneohe, HI	6-22-01
Andy Matsuyama	Kealahou, HI	7-18-01
Peter McKay	Buhl, ID	5-14-01
Bill McMurray	West Sacramento, CA	7-08-01
Melvin Mills	Yuba City, CA	6-13-01
John Oliveira	Dallas, OR	7-02-01
James Reed	Myers Flat, CA	6-11-01
Charles Ries	Applegate, CA	7-09-01
Harold Thieman	Fremont, CA	6-22-01
Leonard Young	Sonoma, CA	6-29-01

Deceased Dependents

Thelma Bankhead, Wife of James W. Bankhead (deceased)	07-04-01
Irene Burke, Wife of Buster Burke (deceased)	07-24-01
Shirley Chandler, Wife of Harold Chandler (deceased)	05-04-01
Nellie Conner, Wife of Edwin Conner	02-18-01
Thelma DeGraw, Wife of Jack DeGraw	07-19-01
Marian Good, Wife of L. E. Good (deceased)	06-11-01
Eldred Louise Hoffman, Wife of Ralph J. Hoffman	06-14-01
Wanda Hull, Wife of Fred Hull (deceased)	07-10-01
Georgetta Jakowatz, Wife of Frank Jakowatz (deceased)	07-09-01
Eleanor Kaaumoana, Wife of Richard Kaaumoana	07-14-01
Adeline Maxwell, Wife of Audley Maxwell	06-06-01
Sadie Mylar, Wife of Elton Mylar (deceased)	07-18-01
Laurel Opher, Wife of John Opher (deceased)	06-20-01
Geraldine Roberts, Wife of Edward Roberts	04-13-01
R. B. Dell Shan, Wife of Coy Shan	06-15-01
Gladys Strain, Wife of Jewell Strain	07-26-01
Virginia Walton, Wife of Everett Walton (deceased)	07-27-01

2001 \$500 Special Scholarship Winners

Local 3 wants to thank and congratulate its 2001 scholarship winners. Your hard work and dedication are already paying off. Keep up the good work through college. Parents, you've also done an outstanding job in setting an example of hard work and self-discipline for your son or daughter. We appreciate your continued support.

Reina Acacio
Capt. Cook, HI
Father: Francisco Acacio
Reg#: 1866743

Michael Davis
Elko, NV
Father: Rick Davis
Reg#: 2198136

Melissa Jones
Carlin, NV
Father: Robert Jones
Reg#: 1908060

Robert Mills
Corning, CA
Father: Martin L. Mills
Reg#: 2163593

Michael Munley
Reno, NV
Father: Daniel Munley
Reg#: 1689705

Kristen Pontes
Hughson, CA
Father: David Pontes
Reg#: 2120059

Stephanie Temme
Stockton, CA
Father: Ross Temme
Reg#: 1820872

Christine Bellew
Madera, CA
Father: Gregory D. Bellew
Reg#: 2360739

Benjamin Feldman
Ukiah, CA
Father: Irwin Feldman
Reg#: 2357614

Zachary Kearns
Sacramento, CA
Father: John M. Kearns
Reg#: 2320429

Dawn Mobley
Auberry, CA
Father: Thomas Mobley
Reg#: 1774490

Loree Newland
Ripon, CA
Father: Edward Newland
Reg#: 2163672

Kanalu Sproat
Kamuela, HI
Father: Daniel Kahawail
Reg#: 2384100

Maren Winterrowd
Elk Grove, CA
Father: Glenn Winterrowd
Reg#: 0997242

Shaun Bunch-Braun
Rohnert Park, CA
Father: Don Bunch
Reg#: 2369497

Vanessa Finlay
Rio Vista, CA
Father: Fred Cunningham
Reg#: 2346415

Jill Kumalae
Aiea, HI
Father: Alan Kumalae
Reg#: 1620773

Enjolina Moss
Seaside, CA
Father: Robert Moss
Reg#: 2387448

Tyler Pacini
Ukiah, CA
Father: Alex Pacini
Reg#: 2249552

Andrea Stammerjohan
Altaville, CA
Father: Richard Stammerjohan
Reg#: 1984884

HONORARY MEMBERS

The following retirees have 35 or more years of membership in the Local Union as of July 2001 and have been determined to be eligible for Honorary Membership effective October 1, 2001.

Don Barney	0863850
Earl Boyer	1191060
David Camacho	1238554
Leo Cervantes	1225713
Thomas Chynoweth	1230075
Jack Clegg	1251148
Abraham Crawford	1238560
Jesse Folsom	1238830
Richard Franceschi	1244968
Joseph Haia	1229827
William Hamilton	0868764
F. Mathis	1142790
Robert Myers	1136583
Phil Nay	1166550
William Ortiz	1157934
Tom Palmer	1082417
Carl Smith	0859682
Malon Webster	1235254
Herman Wong	1144859

Strategic solution

Status of pensions, benefits may soon be available online to Local 3 workers

A request to members: Can you help?

By Business Manager Don Doser

Your Local 3 officers and I months ago began developing a strategic plan for Local 3. Its goal: To build Local 3 into a bigger and stronger union to better serve its members. Whether through training, organizing, politics or service, we want to improve Local 3 so we can deliver the very best service to our members.

One worthy goal is to improve the internal operations of Local 3 as an organization. Toward that end, I have instructed our staff to upgrade and modernize our mainframe computer system.



While this may take months or more than a year to complete, we

nonetheless are actively talking with software vendors, evaluating our computer hardware, and installing new and improved network communications systems at our headquarters and in our district offices.

Local 3 has long been recognized as a leader among labor unions in computerization. Upgrading our computer system to state-of-the-art technology will enable us to better serve the members of Local 3. A new computer system also will posi-

tively impact our operations in dispatch, contracts and membership services.

For example, we are working on the possibility of members being able to access important information on retirement, pensions and medical benefits through the Internet via Web sites.

In order to best allow the transition to a new computer system, I have selected a design team of district office and headquarter's staff to analyze our current business practices and recommend improvements to automate our core business functions. We want to eliminate duplication and bottlenecks.

State-of-the-art technology and improved business operations mean a better union - which means better service to you, the member.

You can help

Our staff members, however, need your input. Since you use our systems, I trust you have valuable suggestions on how services can be improved, where there are bottlenecks and how we can be more efficient and responsive to your needs.

Please take a moment to fill out the member survey below and mail it back to our office, care of Mark Kyle, director of operations, Local 3 Alameda Headquarters, 1620 South Loop Road, Alameda, CA 94502, no later than Sept. 23, 2001. Or, you may go to our Web site at <www.oe3.org> and print out the survey on the Internet and mail it back.

Either way, we want your input. Thank you.

SURVEY QUESTIONS

Please respond no later than Sept. 23.

1. Dues: What suggestions do you have for making it easier or more efficient to pay your dues?

Did you know that you can pay your dues through the credit union?

☐ Yes ☐ No

2. Job Placement Center: What suggestions do you have to improve the dispatch system?

3. Application process: What suggestions do you have to improve the application process?

4. What suggestions do you have for improving Local 3's internal administrative operations?

5. What suggestions do you have for improving Local 3's computer conversion?

6. Do you have a home computer?

☐ Yes ☐ No

Do you use e-mail?

☐ Yes ☐ No

Do you use the Internet?

☐ Yes ☐ No

Have you ever visited Local 3's Web site?

☐ Yes ☐ No

If it were possible, would you pay your dues over the Internet?

☐ Yes ☐ No

Do you have a fax machine at home?

☐ Yes ☐ No

7. Demographic Information

Gender ☐ M ☐ F

Age ☐ 20 or younger ☐ 21 - 30 ☐ 31 - 40 ☐ 41 - 50
☐ 51 - 60 ☐ 61 - 70 ☐ 71 or older

How many years have you been a member of Local 3? _____

Are you ☐ Active ☐ Retired ☐ Apprentice

Do you work in

☐ Construction
☐ Rock, Sand & Gravel
☐ Public Employee
☐ Unit 12
☐ Other, please describe _____

What District do you live in? _____

Clip out and mail back in inserted envelope to:
 Mark Kyle, director of operations,
 Local 3 Alameda Headquarters,
 1620 South Loop Road, Alameda, CA 94502.



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: Lot in Pahrump, Nevada, \$15,000, golf, hospital, casino, museum plus much much more nearby. Only 45 minutes from Las Vegas! 530-642-2497 Reg. #2077297.

FOR SALE: Newfoundland black pups, gorgeous, gentle AKC, champion lines, vet check and health certificate, shots, dewormed. Family raised (not kenneled), ready for a new home on 9-19-01. \$1,200, accepting deposits, call 559-322-6230 Reg. #45524488.

FOR SALE: Tilt trailer with 2-Truehauf 18K lbs. Axles, 8 good 7.50X15-12 ply tires, vacuum brakes, 4" x 12" diam. Pin the hitch, 8" x 16" bed, custom built by Local 3 welder, \$3,300. 415-435-4727 Reg. #0286152.

FOR SALE: 1989 Winnebago, 33 ft., 454 engine, excellent condition, lots of storage extras, 4 wheel disc brakes, air ride, 3 air electric step and jacks, new mufflers, driver door side entrance, TV, microwave, shower, queen bed, 4-burner stove, stainless sinks, Onan generator, VCR, tires like new, Smogged and 2002 license, 68,000 miles. \$25,500 OBO. 925-458-3525. Reg. #0732157.

FOR SALE: Collectable Browning automatic 12-gauge shotgun, full choke, 32" barrel, made in Belgium. Excellent condition, \$500.00. Reg. #1022395.

FOR SALE: 2001 Montana Mountaineer trailer, 28 ft., all aluminum structure, fiberglass exterior with slide-out, \$24,800. Call 559-732-6458. Reg. #1749997.

FOR SALE: 1066 International tractor with terrace blade and posthole auger. All for \$6,250 OBO, Los Banos 209-826-9465. Reg. #1043556.

FOR SALE: Harley's, one 1946 original 43 flat, new original springer; one 1980 80-in. shovel 96-in. stroker w/trailer to tow. 559-935-3879 ask for Mike. Reg. #550274217.

FOR SALE: 1998 Avion 5th wheel trailer, all leather, cherrywood safarai room, generator, take over payments, like new. 559-935-3879 ask for Mike. Reg. #550274217.

FOR SALE: 1994 Dodge Cummins, automatic, power, tow package, exhaust break, limited slip, Bilstein shocks, many extras. Immaculate, \$13,500 OBO. 541-954-6831 or 541-688-0395. Reg. #11124045.

FOR SALE: D4 track rails, \$400. Underwater breathing equipment for gold mining, \$125. 24V rebuilt starter for 92 Series Detroit, \$100. Weedbadger hydraulic hoeing machine, excellent condition, make reasonable offer. 530-346-2918 or e-mail farmerj@cwnet.com Reg. #1271053.

FOR SALE: 27Ft. Sierra 5th wheel, bunkbeds, sleeps 8, couch & dinette slide, new awning room included. 16 Acres in Jamestown, \$110,000 bring all offers. Call 209-984-3923 or 209-604-9116. Reg. #2344245.

FOR SALE: 1977 Tioga RV, 20 ft., \$2,500. 1981 Kawasaki LTD 1000 very clean, one owner, \$1,500. 1990 Suncrest RV, 30 ft., Class A, \$23,000. For more info please call 707-451-4740. Reg. #2113147.

FOR SALE: Antique Fairbanks-Morse engine, 3 HP, Model "Z", Style C, s/n #808087 on nice shopmade cart. Runs and looks good, \$600. Call 530-243-0801 or e-mail enginemark@earthlink.net Reg. #674918.

FOR SALE: Caterpillar D8 dozer, 46A, heavy duty, 12 Ft. Ateso sloper, good condition, owner operator. Best offer. Call 209-826-8196, Reg. #0899307.

FOR SALE: 1950 Desoto, 2-door coupe, good restorable car, \$2,500, extra parts also for sale, fender, backglass, etc. A 1958 Dodge pickup, body only, straight body, sweep side, \$1,500. Call 530-743-5235. Reg. #1555544.

FOR SALE: Two Brush rakes, 9 ft. 7 inch wide, teeth 42 inches long (20" to moldboard), \$750. One home-made (Hang On) 10 ft. 3 in. wide, teeth 16 inches, arms 79 inches (outside), \$500. (You may need to change to fit added length) For complete info call 541-336-2909. Reg. #0725471.

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: 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: 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: 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: 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. #66133756.

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: 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: 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: 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.

Under the Dome



September battle

Redrawing new boundaries for California lawmakers promises to impact workers nationwide

By Garland Rosauo, Local 3 political director

SACRAMENTO, Calif. — Whether it's called redistricting or reapportionment, odds are your eyes glaze over because it sounds boring and bureaucratic.

While it's true it may sound awful, the fact is the results of this once-a-decade chore to draw new districts for state and federal lawmakers has the potential to touch the lives of every worker in California — and promises to tip the scales of political power nationwide, Business Manager Don Doser said.

"More than anything else done by the Legislature, redrawing California's legislative and congressional districts determines who wins and who loses elections," Doser said. "It's in the best interests of our members that these new boundaries fairly reflect longtime residents and the more than 4 million new residents California gained during the 1990s."

Add to the mix a Sept. 14 deadline, the usual partisan politics, rising minority populations, term limits and 1,500 pending bills, and the Legislature could be a battleground impacting workers and worker rights.

Here's why

Once every 10 years, state lawmakers draw new lines for Assembly, state Senate and congressional districts reflecting population increases.

This year's deadline to equalize districts is Sept. 14, and Gov. Gray Davis has until Sept. 26 to sign any plan into law. Adding to the urgency is Sept. 28, opening day to file 2002 primaries.

Also this year, California's congressional delegation will grow by one to 53. With Democrats in control of the majority party in both the Assembly and state Senate, party leaders hold a mere

(Dems have a How the new redrawn to reflect ers will largely in power.

The bottom line: regain control in anti-worker philosophy of would effectively be held shower.

"California can't be ignored, and congressional delegation," Doser said. "If candidates are elected to office, the impact Washington, D.C., could be huge."

The current makeup

At present, Democrats hold a 50-to-30-seat edge in the Assembly, and number 26 in the 40-seat Senate. In California's congressional delegation, 32 of its 52 members are Democrats.

Those kinds of numbers mean a pro-Democratic redrawing could reach Davis' desk.

Politics being politics, however, means party leaders must be careful not to run roughshod over Republicans, who could seek retribution through legal challenges or a ballot referendum.

Furthermore, by taking a bipartisan approach that garners at least some GOP votes, the plan would go into effect immediately, rather than January. This would allow lawmakers worried about term limits more time to plan their next campaigns.

"It's in everyone's interest to work together," Doser said.

Where the new congressional seat will be placed is a key issue. It will likely be either in the Inland Empire area of the Southland or at the Southern end of the Central Valley. Both these areas have soaring Latino populations, reflecting the 43-percent increase in Hispanics during the 1990s. Latinos now make up 31 percent of California's population, and one of the Legislature's challenges will be ensuring these growing numbers are fairly represented.

Whatever the lawmakers decide, the results promise to impact workers for the near term and the next decade.

Worker issues

That's because other items of interest are expected to be voted on before the Legislature adjourns in September. These include plans to increase benefits for workers injured on the job, require non-government firms doing state jobs to pay prevailing wages, and the first proposed rise in unemployment-insurance benefits since 1988.

As Doser said, if the majority of incumbent lawmakers can't see the value of treating workers fairly, perhaps next year's officeholders will.

"The 2002 elections will be key for us, so we'll be watching events closely," he said.

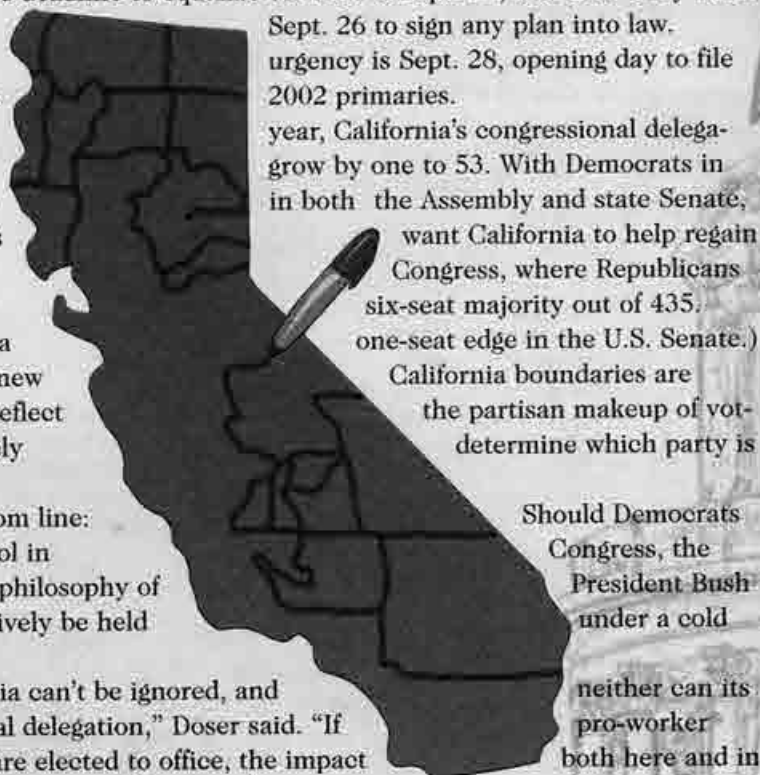
In other Dome-related news:

Slow Fast Track: Unions nationwide are issuing a "call to action" to galvanize opposition to Fast Track legislation when Congress reconvenes in September. Activities culminate with Global Justice Week Sept. 26-Oct. 1 in Washington, D.C. with a rally and march Sept. 30.

Controller's victory? Twenty years after former President Reagan broke the Professional Air Traffic Controllers Organization by firing strikers, a wave of retirements could lead to a 50-percent turnover among current air controllers. The rescue plan? Ironically, it's the continued rehiring of the once-fired controllers.

Membership up: According to the California Labor Federation, union membership in the Golden State increased by 19,000 last year, bringing union membership to more than 2.1 million among 1,300 local unions statewide. Those numbers include 1,200 new members of Local 3.

Just wait until this year, eh?



FROM THE districts

FROM HAWAII

Go for the gold

By Allan Parker, stabilization fund administrator

HONOLULU, Hawaii – On June 26 - 30, the 2001 AAU/USA National Karate Championships were held in New Orleans, Louisiana. The International Karate Federation event included participants from Hawaii and Sacramento, California. Both teams did well.

Torin Kringel, 8-year-old son of Hawaii J.A.C. instructor Jerry Kringel, was among the 27 participants from the islands.



Torin who has been taking Karate lessons for less than a year, picked up two Gold and three Bronze medals.

The International Karate Federation was founded in 1966 by Sensei Chuza Kotaka, currently a 9th dan black belt and considered one of the best karate instructors in the world. He is pictured here with Jerry Kringel (left) and Torin.

Labor Coalition

Trustee and District Rep. Harold K. Lewis has initiated a new cooperative effort with the Laborers Union. Committees for both legislative and organizing activities have been established.



The Legislative Committee stands behind Harold K. Lewis and the Laborers Business Manager Ben Saguibo. From left are Mel Kalama of the Laborers, Allan Parker of the Operating Engineers Stabilization Fund, Tony Saguibo and Mel Cramer of the Laborers, Colin Kaalele of Local 3 and John Monis of the Operating Engineers Stabilization Fund.

FROM UTAH

A personal tale: Local 3's "family" pickup becomes bittersweet drag-racing heirloom

By Business Rep. Dale Cox

SALT LAKE CITY, Utah – In 1971, the father of 20-year Local 3 member Frank L. Hirsch bought a gleaming new Chevrolet pickup truck off the showroom floor with the highest-output engine available.

Little did Irvin D. Hirsch know then that this same four-wheeled workhorse would become a family heirloom destined for quickness, Local 3 sponsorship – and bittersweet sadness.

In the beginning, Irvin put his shiny pride and joy to work humbly towing the family camper on out-of-state vacations for he and his wife, Inez Hirsch.

Irvin eventually gave the truck to his only son Frank, who drove it to work almost daily for eight years, and then parked it.

Later on, recalling his father's example, Frank bequeathed the aging half-ton Chevy to his own only son, former Local 3 member Cody D. Hirsch. Cody was 12 years old.

"He got in a little trouble in school so I gave him the truck," recalled Frank, a mechanic for Geneva Rock. "I told him, 'There's the tools in the garage, go build it.'"

Cody goes to work

The transformation then began. Cody, with youthful enthusiasm, went to work with a near obsession as he went far beyond mere restoration. His goal: Have the truck ready to fly when he turned 16.

Originally equipped with a 350-cid engine mated to a manual transmission and a 4.11 ratio positraction rear end, the

pickup shedded its skin. Out came the aging tranny and tired V8, which had logged 229,900 dutiful miles.



Cody Hirsch racing his pickup

With help from family and buddies, Cody rebuilt key running gear. For those interested in specifics, Cody installed 12:1 compression, 0.030-oversized Keith Black pistons, an Eagle stroker crank, Dart Iron Eagle heads, and a solid

cam that is 257 intake 269 exhaust duration at 0.050 with 0.510 intake 0.521 exhaust lift.

He also put in Harland Sharp full roller rockers and a Weiland tunnel ram with two 450 cfm Holley carbs.

Completing the transformation, Cody installed an automatic transmission built by Larry Asheroft at Aameco Transmissions with a 4,000-stall converter and Richmond 4:11 gear ratio with an Eaton positraction differential. Pro Machine performed the machine work.

The result: Cody races the the nearly 490-horsepower, jet-black beauty Friday nights at the local racetrack. His best time to date on the quarter mile is a 13.369-second elapsed time at a blistering 101 mph.

The Hirsches estimate they have at least \$6,000 invested in the longbed pickup, which includes a \$300 sponsorship from Local 3. Cody, in return, proudly flies Local 3 stickers on the tailgate.

And it ain't over

Cody's goal is to get his street-legal truck to run at least a 12.80 ET by next year. Other plans include installation of a

fiberglass hood and fenders to lighten the 4,500-pound truck.

Sadly, however, patriarch Irvin never saw grandson Cody race the third-generation truck; he died July 11, 2000.

"We always figure he (grandpa) is sitting over there in the (passenger) seat," Frank said philosophically.

Cody's long-term plans call for keeping the truck in the family.

"If he has all daughters, the oldest is going to get it," Frank said.

Meanwhile, the following is painted on the pickup's tailgate, between two large Local 3 stickers:

"In memory of Irvin Hirsch."

Apprenticeship news

On July 10, seven apprentices from Wyoming arrived in Salt Lake City to begin training to become Operating Engineers as members of Local 3. They were John Bubla, Lea Beavers, Cory Loerch, Leonard Fisher, Kary Murray, William Gotfriedson, and Cody Coppock.

The apprentices said they were excited not only to begin work in a trade they had dreamed about, but to be represented by a union that had their best interests at heart. Most of these new apprentices left jobs where they had no representation and were working under another's thumb, where safety was too often a joke, and working conditions were not geared toward employee comfort.

After two weeks in training site, the apprentices departed with a forklift certificate, safety training, and experience on several different types of equipment. As important, they left looking forward to a career with Local 3.

In closing, it must be said that Travis Tweedy and his staff are doing a great job in Wyoming. Keep up the good work.

– Phil McChesney, training administrator



Public Employee News

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The grievance procedure: step by step



The most important step in the grievance procedure is the first step. It is the informal step. Simply, basically, fundamentally, it is the verbal question and answer that either resolves the issue or leads to the initiation of a formal grievance.

It is universal in union contracts that grievances are settled in an orderly fashion, usually called the grievance procedure. In contracts covering large numbers of employees, the procedure can have several steps, from immediate supervisor to the next level of management. At each level, some form of interaction between the union and management takes place. Sometimes this is in written form and sometimes a meeting is required. Most commonly there is a meeting between the union, the

aggrieved and management involving personnel or human resources. Some employers will have lawyers.

The last step of a grievance procedure should be a final and binding decision by a neutral arbitrator. In the public sector, some jurisdictions claim there are legal prohibitions on such a decision being final and binding on the parties.

A step called a "board of adjustment" or "grievance panel" is common in many industries. Most Local 3 contracts in the private sector contain this step. Essentially, a board is formed with equal numbers of union and management acting as judge and jury on the issue presented to them. Contract language outlines who can serve: Union - full-time union repre-

sentatives, same union, same local; Management - same company, same industry association.

Each side presents its case. Management presents its case first in discipline cases and the union in contract interpretation issues. Each side is free to call witnesses and present documentation to support its position. Each side can ask questions of the other's witnesses. After each is done, the board goes into private session where the four to eight members discuss and see if there is a majority position. If a simple majority agree to anything, the decision is final and binding on the parties.

The ultimate step of the grievance procedure is an arbitration. The same

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NEWS FROM THE public employees



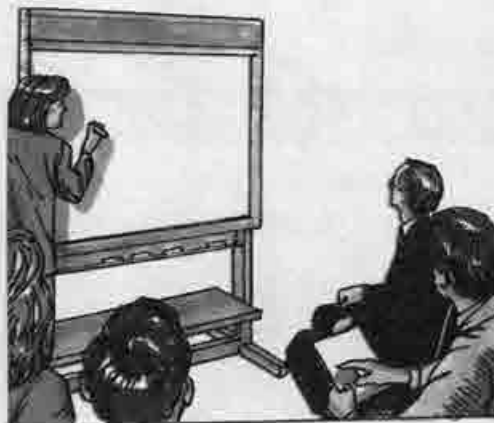
by
STEVE BOOTH
director of public
employee division

Labor's impact: A lesson to learn

The annual arrival of September marks two important rituals in American life: the Labor Day holiday weekend and the return of kids to school.

Traditionally, Labor Day marks the end of summer for most people. As close together as Labor Day and the start of school appear on the calendar, does it strike you as odd that schools never teach anything about the origins of Labor Day or, for that matter, labor in general? It should strike you as more than odd, it should strike you as tragic. The sad fact is that American schools do not teach anything about labor history, with the possible exception of making a few brief references to labor disputes in history and railroad strikes that received presidential attention.

Our schools do not teach our children about how organized labor changed America during the last century and a half. They do not teach that organized labor is responsible for child labor laws that ended centuries of business taking advantage of our nation's youth. They do not teach that organized labor brought about the federal



and state laws creating the 40-hour work week. They do not teach that organized labor is responsible for worker's compensation benefits in California and many other states that provide continued income and medical care for workers who are injured or become ill at work. They do not teach that employees of businesses and governments that are unionized earn substantially greater wages, are more likely to have health insurance for their families and are more likely to earn a pension that will keep them financially solvent during their retirement years. Our schools do not teach that unions pro-

tect workers from unlawful workplace practices. They do not teach that unions are responsible for most court decisions over the years that have provided workers with job security, due process protection against unwarranted dismissal and the right to be heard on issues affecting them in the workplace.

Our schools unfortunately do not include any of those lessons in their curriculum. You fortunately have the opportunity to teach your kids about unions. You can provide them with important lessons each and every day. For example, you can remind them of the value of unions each time you have a family outing during your paid vacation time. You can explain that the food on their table and the roof over their heads are enjoyed in large part because your union has guaranteed you will be paid appropriately for your hard work. When you have your family gatherings on Labor Day or any holiday, explain that your union has negotiated a paid day off so that you can be with your family. Teach your kids that you are proud to be a union member. It's a lesson they won't forget.

What makes a good boss?

By Tom Starkey CEMA, business representative

I have been the business representative for middle managers and supervisors in Santa Clara County since 1994. Before that I represented rank-and-file employees in city and county government for more than 15 years. I also have been a school board trustee for a small school district. I know that the workplace is much better for managers and union members when an employee has a good boss. The boss can make the job more rewarding and fun when employees are recognized for the value they bring to the job. A good boss will foster a sense of pride for his or her staff.

CEMA has been a constant voice for Santa Clara County management to offer training and professional development opportunities for all levels of management to ensure supervisor and managers know good supervision techniques and how to manage positive employee performance.

The following are the main points that supervisors must focus on to be effective and successful and not create conflict with staff.

- Supervisors need to model the behavior they expect from their subordinates. They also must follow through and do what they say they will do.
- Supervisors must treat others with respect and truly value and honor the differences and diversity each employee brings to the job.

- Supervisors need to be strong listeners and seek first to understand and then to be understood.
- Supervisors must be clear about defining the roles and responsibilities and the expectations of their staff and then be firm but fair holding employees accountable.
- Good supervisors include staff in the decisions that affect them.
- Supervisors must have integrity, be credible, knowledgeable and lead with vision of the big picture.
- Good supervisors must clearly understand their role within management and be an advocate for their subordinates.
- Most important, good supervisors will consistently and sincerely recognize positive results of their staff.

If all supervisors follow these principles, CEMA believes that labor-management relationships will have more depth, which in turn will foster increased understanding that can lead to less conflict and more focus on quality service to the public.

How to survive bureaucracy

By Chuck Smith

Remember when your parents said you get ahead by showing initiative?

Unfortunately, initiative isn't always valued in public employment, particularly if supervisors or co-workers suspect you are trying to get ahead at their expense.

It is a very real, albeit very sad, fact that intelligence, creativity and initiative can land you in hot water if your co-workers and supervisors misunderstand your motives. Failure on your part to understand the dynamics of your workplace and the limited ability you may have to change those dynamics can lead not only to attempts to discipline you but to stress-related conditions that can ruin your health.

So how do you survive workplace jealousies and other common problems that often develop in a bureaucratic workplace environment? Here are some common sense survival tactics:

1. Always remember that to your employer you are a human resource and not, necessarily, a human being. After all, it's called the Human Resources Department. Resources are to be used, exploited. Only progressive organizations invest in human resources by providing sufficient training, pay, benefits and opportunities for advancement. If you understand that almost all public agencies are non-progressive, and not just the one you work for, you may avoid developing unreasonable expectations that can lead to stress-inducing frustration.

2. Always remember the Japanese saying that the nail that raises its head gets hammered down. You may be encouraged by your employer to show initiative. But before you go making changes in the way the organization operates, or before you take on a task that has not been assigned to you, get approval from your supervisor. Also, respect the opinions and experience of those who have been in the workplace longer than you. If you are smarter than they are, don't let them know that you know you are smarter than they are. It does not matter anyway. And most people do not react well to change. That's when the hammering starts.

3. Remember that it is not always a good idea to worry about what other people are doing on the job. A highly qualified, hard-working Local 3 member was having trouble with his co-workers, who ostracized him and fed false, negative information about him

to his supervisor. Things got so bad the employee was moved to another department and, although he would like to go back, believes he will not have the necessary support of his supervisor and co-workers in his old department. What went wrong? It turns out that the employee was frustrated by what he perceived as inappropriate fun and games at work that he mentioned it to his department head, who cracked down on an activity that had been enjoyed by other employees.

4. Always remember that bureaucracies thrive on the written word. Counseling memos, written reprimands, and evaluations accumulate in your personnel file and will be used against you if your employer seeks formal discipline. Protect yourself by keeping a diary, or at least making notes on a calendar, and always respond in writing to counseling memos, written reprimands and negative evaluations. Your response can only be considered at a disciplinary hearing today if you did not file a response years ago when the issue was first raised by your employer.

5. Always remember to participate in your union. At union meetings, you can discuss problems in your workplace. Local 3 recently sent a letter to the Marysville Joint Unified School District demanding a halt to continued attempts by supervisors throughout the district to illegally obtain confidential medical information when employees put in leave slips for personal leave time. The existence of this problem became known to the union at meetings with union employees.



6. Always remember that bullies did not go away when you graduated from school. Some supervisors and co-workers are downright abusive because they simply can be. Do not allow workplace bullies to go unreported. Hostile working conditions can force you to quit a job you otherwise like or, worse, ruin your health due to stress. Check with your union representative to determine what administrative or other legal action you can take to deal with a workplace bully. In Lake County, the union wrote a letter to the Personnel Director complaining about bullying in the assessor's office. When the letter hit the newspaper, the elected assessor quit.

GRIEVANCE

continued from page 1

format as the Board of Adjustment is the same with significant differences. The cases are usually presented by lawyers. There is usually a verbatim transcript of each word spoken at the arbitration. The witnesses are usually sworn to tell the truth before testifying, and the arbitrator's ruling is final and binding on both management and the union.

Why is the first step, the informal step, the most important? The inter-

action between the steward and the supervisor can determine whether tens, if not hundreds of hours are going to be spent on processing a grievance through the procedure.

The steward, acting on behalf of a member, goes to the supervisor and tells him or her that Mike wasn't paid for call-back for the second call-back on a holiday. They pull out the contract and the steward points out the section violated. The supervisor

responds in one of several ways. He or she can either look into the matter and respond, or ignore it.

This is still the most important step for the simple reason that some issues that arise can be explained. Many times there is clear language in a contract that once looked at can lead to a mutual recognition of the solution.

NEWS FROM THE public employees

OPERATING ENGINEERS LOCAL UNION #3

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Business Manager

John Bonilla
President

Max Spurgeon
Vice President

Rob Wise
Recording-
Corresponding
Secretary

Darell Steele
Financial Secretary

Bob Miller
Treasurer



The right to choose

The right to choose your treating doctor is the most important right you have in controlling your future if you get hurt at work. Read on if you would like to know why, how and when.

The doctor who treats an injured worker is presumed correct under the law as it now stands. That doctor can state a number of things, which can have a potentially devastating effect on the future of you and your family. Assume that the court will follow the opinion of your treating doctor who states that:

You can no longer do your job and should be retired.

You have no permanent disability and you do not require any further medical treatment, notwithstanding the fact that you are in constant pain every day and are popping tons of pain killers just to get through the day.

Any further disability or need for medical treatment is a result of non-work-related factors and are your responsibility.

The judge who hears this case, and it will probably wind up in front of a judge, is required not only to give that treating doctor's opinion great weight, but is also required by law to presume that doctor's opinion is correct, notwithstanding the opinion of any subsequent doctors. "He who pays the piper calls the tune" applies not only to musicians but to doctors as well. It therefore becomes vital that you have chosen your treating doctor. Here's the drill.

First of all, if your doctor is not interested, or has no time to listen to what you have to

tell him or her, you need to find a new doctor. The priority here is your well-being, not the doctor's schedule or convenience. That also goes for your lawyer.

Next, once you have formed a relationship with a doctor that you trust, that is, a doctor who you believe is dedicated to keeping you and your family healthy and is willing to believe that what you say, you then need to inform your employer, in writing, of your choice.

If you do not do this, your employer will send you to the doctor of their choice. Chances are that you are not the first employee your employer has sent to this doctor, nor will you be the last. The obvious implication is that there is a long lasting and mutually beneficial relationship between your employer and that doctor. Of course, that might not be the case. Your employer may have chosen a wonderful doctor, but why take the chance?

Assuming that you have allowed your employer to make the choice of who will be your treating doctor, you are now stuck with that doctor for a minimum of 30 days. Meanwhile, that doctor can issue an opinion that can ruin your workers' compensation claim, if not your life.

We strongly urge you to select an individual doctor or medical group to provide treatment for any future work injury. All that is necessary is that the doctor or medical group has seen you at least once prior to the industrial injury. The doctor can be selected on a special form provided by your employer, or on any form which gives the

employer notice of the selection. Keep a copy.

What if your family doctor is not a specialist in orthopedics, cardiology or pulmonary disease? That is a valid question because none of us have a crystal ball or are able to predict the kind of injury or illness the future brings.

The answer is that is not a problem. Your treating doctor can refer you to the appropriate specialist and that specialist will enjoy the treating doctor presumption. What if you have not made a prior choice and your employer sends you to their doctor following an injury? Are you stuck?

The answer is "maybe".

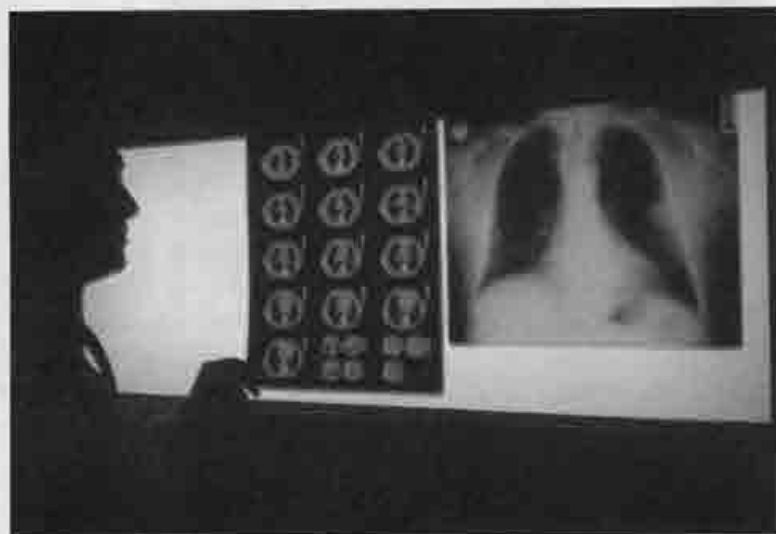
You have the right to change doctors after 30 days from date of injury. If the company's treating doctor has not declared that your condition has stabilized and that you do not need any further medical treatment within that 30 days, you may change doctors after the 30th day.

Are you stuck with that choice forever? No. Within reason, you may switch from your previously chosen doctor to another doctor if there is a good reason.

The list of possibilities and questions are endless. The thing to remember is that if you are in this deep, you should seek expert advice. This is not a user-friendly area. Big bucks are at stake. Your employers will do what it needs to do to minimize their losses. That is why they employ expert claims personnel. Their performance is judged on the basis of how well they do their job. Remember, their job is to minimize your employer's losses. They are not bad people, and it is nothing personal, just business as usual.

(This article was reprinted from RAP SHEET, written by Attorney Don Pekich, produced by the Long Beach Police Officers Association.)

Researched by Bob Titus, who joined Local 3 in May 2001. He serves as an organizer and business representative for Fresno.



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