

# ENGINEERSnews

VOL. 60, #9 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • SEPTEMBER 2002

your

✓  
vote

is your

voice

## **IMPORTANT ELECTION COMMITTEE NOTICE**

See page 16 for important information regarding the election of the Election Committee members who will conduct the Election of Delegates and Alternate Delegates to the 36th International Convention.



## For The Good & Welfare

By Don Doser, Business Manager

# An election we cannot afford to lose: Gray Davis for governor

November is fast approaching, and with it comes the election of our governor. In past issues of *Engineers News* we've highlighted the good work Gov. Gray Davis has done for labor, and we've asked for your support in his bid for re-election. Now is the time to reiterate how crucial that support is for our future as union members in California; should Gov. Davis lose, his opponent would make the next four years a living nightmare for labor. This is an election we can't afford to lose.

### Revisiting the past of Gov. Davis

As I've said before, Local 3 endorses Gov. Davis because of his long history of supporting labor. In his four years as governor, Davis has dedicated himself to the causes of working families. He's kept his promises to us and continues to support us. He's the clear choice for union members, and I believe his record proves why. Since he took office in 1999, Davis has restored daily overtime and workplace flexibility, strengthened measures that ensure workplace safety and health enforcement, increased funding for labor law enforcement, and approved legislation that allows parents to use sick leave to care for an ailing child, parent or spouse.

Just recently, Davis announced completion of the largest power plant expansion in 25 years. This addition of more than 1,000 megawatts to Duke Energy's Moss Landing facility will power 2 million homes and will play a significant role in alleviating the power crisis.

Other accomplishments are also worth revisiting. In the past four years, Davis has:

- **Expanded overtime.** The Industrial Welfare Commission, whose members are appointed by the governor to reflect the interests of the public, labor and business, extended overtime to hundreds to thousands of workers in California who never before received it. Overtime was extended to the construction, drilling, logging and mining industries.
- **Raised the state's minimum wage.** Davis approved an increase from \$5.75 an hour to \$6.25. An additional \$.50 increase was approved Jan. 1.

- **Signed an unemployment insurance bill.** Davis signed legislation significantly increasing benefits for unemployed workers in California. The legislation raises the maximum weekly benefit of \$230 to \$330 in 2002, \$370 in 2003, \$410 in 2004, and \$450 in 2005. It also increases the replacement rate from the current 39 percent to 50 percent by 2003. The bill also qualifies certain part-time employees for benefits.
- **Increased workers' compensation benefits.** In February, Davis signed bill AB 749, increasing compensation benefits for workers. The increase will add about \$1 billion (7 percent) in benefit costs next year, rising to \$3.45 billion a year (22.7 percent) by 2006. The increase in costs will be offset by structural reforms.
- **Strengthened labor law enforcement.** Davis signed legislation strengthening labor law enforcement and increasing penalties for employers who do not pay wages to their workers, and approved a measure that strengthens employment protections for people with disabilities.
- **Approved binding arbitration.** Davis approved a binding arbitration process for firefighters and law enforcement employees that preserves the rights of these employees while offering consistent protection of the public.
- **Bettered workplace safety.** The governor approved increases in funding for Cal-OSHA to improve workplace safety, targeting employers with the highest proportion of fatalities, injuries, illness and workers' compensation losses.
- **Upgraded young worker safety.** The governor approved a statewide young worker health and safety resource network that will increase the ability of young workers and their communities to identify and address workplace hazards for protecting young workers from on-the-job injuries and illnesses.



Treasurer Frank Herrera and Vice President Bob Miller take time to visit with Chuck Marines, a 60-year member at Stockton's district picnic. See pages 14-16 and 20 for more district reports.

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Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO, 1620 South Loop Rd., Alameda, CA 94502. Periodical postage paid at Alameda, CA and additional mailing offices. Engineers News is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to Address Change, 1620 South Loop Rd., Alameda, CA 94502.



Printed on Recycled paper





## In the News

### Local 3 OEFCU now offers insurance services

By Don Doser, Business Manager

As business manager of Local 3, I continually strive to bring valuable services to our members. To do this I constantly work with our providers to ensure up-to-date services as the union evolves and as members' needs change.

I recently asked the management of the Operating Engineers Local 3 Federal Credit Union (OEFCU) to provide insurance services that match your needs.

Efforts made by OEFCU management have been realized, and I am now proud to announce the availability of insurance services in California, Nevada and Oregon. Other states will soon be included in the coverage as well.

The new insurance services allow you to shop for insurance intelligently. You now can avoid dealing with insurance agents and brokers who try to sell you policies that may not be in your best interest, and instead deal with people who want to work with and for your needs.

High premiums and inadequate coverage often result from insurance that was set up without having the right questions asked by the consumer or the insurance agent. We designed OEFCU's insurance services so that the information you need to communicate your requirements is readily available and so your needs are heard loud and clear. You now have a resource enabling you to obtain the best coverage available with no pressure.

The insurance services OEFCU provides include no-obligation research of several well-established and reputable insurance providers by experienced staff. Staff members will report their findings back to you, discuss the coverage that successfully meets your particular needs, and then advise you on the best way to proceed. Several providers are represented, so there is no need to sign up for anything that does not exactly meet your needs.

To access these insurance services you can call (800) 700-7474. This toll-free number is available Monday through Friday from 8:30 a.m. to 5 p.m. I encourage you to take advantage of this opportunity to discuss and address your insurance needs. There is no fee for these services, and the time you spend will be a wise investment.

## Talking Points

By John Bonilla, President



### One year later Remember the fallen, celebrate the heroes

A year ago our nation suffered a painful loss; we now face that loss every day. But while the Sept. 11 tragedy ruthlessly seized the lives of thousands of Americans, it also made our nation stronger, bringing out the best in us, bringing us together in the pursuit of justice, peace and recovery. Millions of Americans came together, ignoring past differences or disputes, to mourn the loss of their fellow brothers and sisters and to celebrate the lives and prosperity they once took for granted.

As we contemplate the horror the hands of terrorism inflicted upon America, it is important that we take time to recognize the heroes who selflessly sacrificed their time to help get our nation back on its feet. Millions fused energy and concern, tirelessly working to help the nation recover, and many were our brothers and sisters, Operating Engineers.

Thomas Maguire, business manager of Local Union 15, said in an interview last year that Local 3 was the first to call and offer assistance. "The Operating Engineers in New York will never forget the brotherhood and character that Local 3 showed."

At least five Operating Engineers died during the rescue efforts in New York. At California's Day of Remembrance on Oct. 9, 2001, Business Manager Don Doser said, "Operating Engineers who died that day showed all of us the true colors of their work ethic: Those colors are red, white and blue."

Last year Doser said, "Over the past 43 years, my respect for working men and women has grown, but it has never been greater than it is right now."

Doser was exactly right and that is what we must remember today. We must not let the tragic outcome of the Sept. 11 attacks overwhelm us, we instead should recognize the positive outcomes, pay our respects to our brothers and sisters who died in the tragedy and honor those who made sacrifices to aid in rescue and clean-up efforts.

Some good did come from the Sept. 11 tragedies, we all came together as Americans and remembered what our strong nation is all about. As the one year anniversary arrives, we must remain strong and not lose sight of what united us then and should still unite us now — our pride, loyalty and solidarity.

# A man of honor; a humble hero

Thirty-four year member exhibits a lifetime of accomplishment

By Kelly Preiser, Associate Editor

When *Engineers News* was contacted early this spring with the idea that a 34-year member's life would make for an interesting story, it was given considerably more than a step in the right direction.

Although very humble, John Cogdell, Jr. is a remarkable man who has done more good in his career than most can boast in a lifetime.

As a Local 3 member since 1968, Cogdell trained to be the best and quickly learned the importance of working with others and being there to help those in need. Besides being an Operating Engineer, he owned his own business for 12 years, wrote a novel titled *Double Standards*, and served as a volunteer fireman, a private investigator, deputy sheriff, chief of police, city marshal, and as a deputy constable. During his tenure he did more than serve the public, he actually saved lives.

"John did a good job in law enforcement," John's wife Martha Cogdell said. "He dealt with a lot of life and death situations. It just made everything seem bigger and more real."

**Quick actions of officer  
save 7-year-old girl's life**

MINERAL SPRINGS — A seven-year-old girl is playing, laughing, crying and loving today thanks to the actions of Mineral Springs city marshal John Cogdell. In the waning hours of Halloween night, Cogdell's quick actions saved the young girl's

Her mother pulled the car over at the city park to try to help her daughter but with no success.

"I was coming around the curve when I noticed this woman flagging me," Cogdell said. "When I got to the car, the girl had already begun to turn blue in the face." "I realized that she was unable to breathe, so I got around and placed my hands around her and placed my

When Cogdell worked as a deputy sheriff in 1983, he helped deliver a baby girl when a young woman, in labor three months prematurely, showed up at the county jail with her husband. Cogdell rode with the couple to the hospital and helped deliver the baby en-route. The baby, Michelle, was only 4 pounds, 1 ounce at birth. Michelle is now healthy at 18 years old, and just graduated from high school.

"It felt good to save that little girl's life and to have helped her mother," Cogdell said. "We still keep in touch. She just graduated high school and still sends us pictures."

"It feels good to help anyone in trouble," he added.

And he should rightly know — Michelle was not the only person he saved. One Halloween night when Cogdell was on patrol in Mineral Springs Arkansas as city marshal, he saved another little girl's life. The 7-year-old girl and her mother were on their way to visit relatives in Louisiana when the girl began choking. Her mother then pulled off to the side of the road and tried to help her daughter but was unsuccessful. Cogdell then came around the corner and saw the woman waving for help.

"I was coming around the curve when I noticed this woman flagging me," Cogdell told a reporter from the local paper that night. "When I got to the car, the girl had already begun to turn blue in the face."





**GOVERNOR'S PLAQUE...** is given to Mineral Springs City Marshal John Cogdell by Mayor Thomas Bridgeman at Monday night's city council meeting. Cogdell received the award for his efforts in saving a young Oregon girl's life on Halloween night.

## Governor says 'thanks'

MINERAL SPRINGS — John Cogdell of Highland, Mineral Springs City Marshal, recently received a certificate of recognition for his life of a Oregon...

of the State of Arkansas having shown to the people of Arkansas an outstanding interest in public service to this state.

couldn't agree more. I am therefore, presenting you with the Governor's Certificate of Recognition. On behalf of all the citizens of Arkansas please accept the honor with my sincerest and best...

## Ambulance Crew, Deputy Deliver Baby

Little Michella Eads, daughter of Mr. and Mrs. and by the name Eads, who live east of Des Arc, is now off the vestal respiratory at White County Hospital, Searcy, after she was born unexpectedly enroute to the hospital Saturday, Aug. 10.

Ambulance driver Clifford Barlow, EMT Joyce Hendricks, and Deputy Sheriff John Cogdell showed that they were able to handle an emergency.

Mr. Eads brought his wife, Patry, to the county jail about a mile from the...

months prematurely, seeking assistance. Becky King on duty at the jail, called the Des Arc ambulance and in minutes Barlow and Mrs. Hendricks arrived. They could see that Mrs. Eads was about to give birth and taking Deputy Cogdell along they headed for Searcy with Mrs. Eads while her husband followed.

They had gone about two miles when little Michella decided to make her entrance. Mrs. Hendricks, an experienced EMT, but not in childbirth, had a moment of panic, but soon had everything under control and with the assistance of Deputy Cogdell, delivered the 4 lb 1 oz infant, made the necessary clamps. When no sound came from the infant that was beginning to turn blue. Barlow, who had stopped the ambulance during the delivery, lifted the infant, gave it a whack on the bottom and it immediately came to life.

Michelle is gaining weight and her parents hope to bring her home in about two weeks.

Mr. and Mrs. Eads have two other children, Scottie 10 months, and Kenneth. Grandparents of the children are Mr. and Mrs. James Alverson and Mrs. Lonnie Eads.

Cogdell gave the girl the Heimlich maneuver and saved her life. "In a few minutes she was back to normal," he said.

Cogdell remained a member in good standing with Operating Engineers while he worked in law enforcement and presently works as an operator for W.M. Lyles in Salida. Not long ago, he saved yet another life. On his way home from a job with W.M. Lyles in Piedra, Calif., he was driving down Friant Road when he came across two burning cars that hit head-on in a high-speed crash. There were four people trapped inside the fiery, mangled cars. Cogdell reacted instantly and hooked a 20-foot chain to his pick-up truck and separated the two cars. Three people died in the accident, but Cogdell was able to help save one 19-year-old boy's life.

"I feel like I was intended to be there," Cogdell said. "For some reason I think I was meant to be there."

Extraordinary as Cogdell's accomplishments are, he said his proudest moments were the births of his three sons: John, now age 39, Billy, 37, and Adam, 25. Cogdell also said that what he is most proud of in his life now are his three sons. Two are in law enforcement and one works for a local college.

Cogdell's experience as an Operating Engineer has been a very positive aspect in his life as well.

"The people you get to work with are great," he said. "I've made some good friends with Local 3."

Cogdell said that he learns something new each day in his life and gains something from each new experience.

"Everything you do helps you in the next thing you do," he said. "Anything you learn today will help you in the future."

Martha Cogdell compared the work that Operating Engineers do to the work of law enforcement, saying that something good comes from both.

"What you do portrays who you are, and if something good comes from it, it creates another horizon, something to look forward to," she said. "It lets you know there's a future, and what these people do makes a future."

John and Martha Cogdell celebrated their 40th wedding anniversary in July.

"It's been a good ride," Martha Cogdell said about her life with John. "Life always has something going, and we look forward to the future."



John Cogdell



## FRINGE BENEFITS

By Charlie Warren, Director

# Local 3 introduces a new wellness program

In January 2001 the Boards of Trustees for the Operating Engineers Health & Welfare Trust Fund and the Pensioned Operating Engineers Health & Welfare Trust Fund announced a new wellness program. TrueNorth Health, formerly known as The Center For Conservative Therapy, is a residential health care program in Penngrove, Calif. The Trust Fund will cover this program of nutritional medicine for the employees and spouses who have diabetes and/or high blood pressure, and who want to better manage their illness through improved diet and lifestyle. It is a drug-free, medical-supervised inpatient program lasting about three weeks that consists of intensive instruction in diet and lifestyle modification, and when appropriate, includes a period of medically-supervised fasting. To qualify for coverage of this program, you must meet specific criteria regarding your diabetes or high blood pressure readings, and you will need to have your doctor sign a referral form. If you are interested in this program, please call the Trust Fund Office or the Fringe Benefits Center for more information and a referral form.

The Trust Fund will cover up to three treatment programs for each eligible person. The first treatment program will be paid at 100 percent, the second at 85 percent and the third at 70 percent. The benefit will include laboratory services.

### Eye exams are important for your children

It is essential to have your child's vision checked on a regular basis. Vision exams are important in identifying vision problems that could interfere with school performance. It is generally advised that children undergo a comprehensive vision test before entering school, followed by annual exams. National statistics show that sight disorders are the fourth most common disability and the most prevalent impeding condition in children. Of the 20 percent of school-age children who have a learning disability in reading, 70 percent have some degree of vision impairment. As you and your child prepare for going back to school, remember, an eye exam could be the most important step in helping your child live up to his or her full potential.

### Using medications incorrectly can raise risk

With 75 percent of Americans age 45 and older regularly using prescription drugs, drug misuse is becoming a serious public health problem. To reduce your risk of complications, follow these guidelines:

- Keep an up-to-date list of all prescription drugs you take, along with the dose, how often you take them and the name of the pharmacy.
- Record over-the-counter products, vitamins or herbal products you take. Note allergies or reactions you have to medicines or food. Take the list on all doctor visits.
- Ask your doctor to write the medication's purpose on any prescription.
- Keep drugs in their original containers with directions.
- Read the label before each dose to be sure you have the right drug.
- Don't chew or break pills unless instructed.

- Don't store medications in the bathroom or in direct sunlight.
- Never take someone else's medication.

### Grief Support

The American Association of Retired Persons (AARP) has helped millions of people with its extensive grief and loss programs. Confidential help to everyone, not just AARP members, is available by calling the toll-free AARP Grief Support Line at (866) 797-2277. The Web site [www.griefandloss.org](http://www.griefandloss.org) details other aspects of the program, including a full range of publications.

### Retiree meeting corrections

Watsonville  
Thursday Sept. 19, 10 a.m.  
Ramsay Park  
1301 Main Street, Watsonville

Eureka  
Tuesday October 8, 2 p.m.  
Bayshore Inn  
3500 Broadway, Eureka

## HEALTH FAIR

Union families are standing shoulder to shoulder for healthier lives.

Join us Sunday, Sept. 15 at the health fair and learn how to live healthy. The fair will be held before the Semi-Annual meeting from 10:30 a.m. to 12:30 p.m., and after the meeting until 3:30 p.m.

Representatives and information will be available from Local 3 benefit providers including American Diversified Pharmacies, Addiction Recovery Program, Continuum, Health Net, Hearing Care Plan, Kaiser Permanente, TrueNorth Health, Trust Fund Office 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 be information on physical fitness and healthy eating, and information from the American Heart Association and American Lung Association. We'll also have some surprises.

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





## CREDIT UNION

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

# Free mortgage analysis: just one benefit your credit union offers

The home buying process may have you feeling as if you are in a maze, or maybe a jungle, with no clear path to take you toward your goals. Don't sweat it. The resources you need to take that path are available at your credit union, the Operating Engineers Local 3 Federal Credit Union (OEFCU). Begin by visiting the Mortgage Center at the credit union's Web site, [www.oefcu.org](http://www.oefcu.org). You can submit an online application, use a calculator to determine monthly payments, and get up-to-the-minute interest rates.

You will also want to speak to a knowledgeable and experienced real estate professional. That's why the credit union has a special real estate toll-free number, (800) 303-8887. Noted here are a few other items the staff can help you with:

- Free mortgage analysis
- FHA and VA loans
- Loans for first-time homebuyers
- Financing of up to 107 percent
- Jumbo or conforming loans
- Convertible adjustable rate mortgages

## Automatically paying your dues saves time

Late dues payment is something to steer clear of. Late payments could

cause you to fall out of good standing and lose valuable union benefits. And you do not want to face reinstatement. With the free automatic dues payment service available from the credit union, you can avoid some of the problems that could cause your dues to arrive late. For example, you won't have to remember to ask someone to mail your dues for you because you will be traveling or on vacation. And you won't have to remember to go to the mailbox either.

Instead, choose to have your dues deducted quarterly or annually from your OEFCU savings or checking account. It's secure, easy and convenient. An automatic dues payment authorization form is provided below. Complete and mail the form to:

OEFCU  
P.O. Box 2082  
Dublin, CA 94568

Or you can drop off the completed form at any OEFCU branch. Your completed and signed auto dues form needs to reach the credit union at least 10 days before your next scheduled payment date.

Annual payment of dues occurs on the seventh business day of September. Quarterly payment of dues occurs on the seventh business day of March, June, September and December.

## OEFCU branch offices to serve you

Main phone line . . . . . (800) 877-4444 or (925) 829-4400  
Internet branch . . . . . [www.oefcu.org](http://www.oefcu.org)  
Auto Buying Consultant Hotline . . . . . (800) 326-9552  
Real Estate Hotline . . . . . (800) 303-8887

### California

**Alameda** ATM location  
1620 South Loop Rd.  
Alameda, CA 94502  
(510) 748-7440

**Auburn**  
1915 Grass Valley Hwy.  
Suite 400  
Auburn, CA 95603  
(530) 889-2969

**Dublin** ATM Location  
7300 Amador Plaza Rd.  
Dublin, CA 94568  
(925) 560-9660

**Eureka**  
2367 Harrison Ave.  
Eureka, CA 95501  
(707) 441-9590

**Fairfield**  
2540 N. Watney Way  
Fairfield, CA 94533  
(707) 425-4489

**Fresno**  
4860 N. Cedar Ave.  
Fresno, CA 93726  
(559) 241-0508

**Modesto**  
538 McHenry Ave.  
Modesto, CA 95354  
(209) 525-8460

**Redding**  
20308 Engineers Lane  
Redding, CA 96002  
(530) 222-5184

**Sacramento**  
9812 Old Winery Place, Suite 5  
Sacramento, CA 95827  
(916) 369-6752

**Sacramento (Arco Arena)**  
4044 N. Freeway Blvd., Suite 150  
Sacramento, CA 95834  
(916) 565-6190

**San Bruno**  
711 Kains Ave.  
San Bruno, CA 94066  
(650) 875-1182

**Sonoma County**  
6225 State Farm Dr., Suite 102  
Rohnert Park, CA 94928  
(707) 585-1552

**San Jose** ATM Location  
798 N. First St.  
San Jose, CA 95112  
(408) 995-5095

**Stockton**  
1916 N. Broadway  
Stockton, CA 95205  
(209) 943-2455

**W. Stockton**  
1818 Grand Canal Blvd.  
Suite 1  
Stockton, CA 95207  
(209) 472-0708

**Yuba City**  
468 Century Park Dr.  
Suite B  
Yuba City, CA 95991  
(530) 742-5285

### Hawaii

**Honolulu**  
1111 Dillingham Blvd.  
Suite E1B  
Honolulu, HI 96817  
(808) 841-6396

### Nevada

**Reno**  
1290 Corporate Blvd.  
Reno, NV 89502  
(775) 856-2727

ATM at Greenbrae Shopping Center in Sparks, Nevada

**Elko**  
1720 Mountain City Hwy.  
Elko, NV 89801  
(775) 753-8585

### Oregon

**Gladstone** ATM Location  
805 E. Berkeley St.  
Gladstone, OR 97027  
(503) 655-5462

### Utah

**West Valley City**  
2196 West 3500 South  
Suite C-8  
West Valley City, UT 84119  
(801) 954-8001

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

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

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

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

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

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

Print name \_\_\_\_\_ Social Security Number \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
My Signature \_\_\_\_\_ Date Signed \_\_\_\_\_

Auto Dues, pers 2/99



## ORGANIZING

By Bob Miller, Local 3 Vice President

# The high cost of denying workers the right to organize

Last month I discussed tactics employers use to deny workers the legal right to organize and bargain with their employers. Highly-paid "union-busting" consultants, unlawful firings, captive audience meetings, threats of workers losing their jobs if they choose a union, pro-union workers being "black-balled" — all of these things have become the norm for workers trying to organize.

Unfortunately, most Americans don't realize that the consequences of failing to protect workers' rights to organize go way beyond the loss of wages, benefits and a say on the job. It's the opinion of Business Manager Don Doser and the officers of Local 3 that if this trend continues it will threaten the very underpinnings of our democracy. Illegally denying workers the right to organize is bad for Local 3 members, their families, their communities and our nation. Let me explain how we see it.

As American workers' rights to organize are obstructed, their voices in the political process are silenced. This allows corporations to have an undue influence in the political and regulatory arena. A person does not have to look any further than the front page of today's newspapers to see why this is bad for America. The newspapers are full of stories of corporate abuse against workers and investors. Would these terrible things happen if workers had stronger voices in the process? Having the ability to speak out against this abuse is central to

maintaining our democracy. But there is more to this than workers' participation in the political and regulatory processes. Let's



look at other facts that support why having workers organized is good for America.

Wages and incomes are higher in states where unions are strong than in states where unions are weak — for all workers, not just union members. In the states where unions are the strongest, average hourly earnings for

all workers are almost \$3 an hour higher than states where unions are weak. Annual pay is almost \$7,000 a year higher, annual household income is almost \$8,000 higher, and disposable income is \$4,000 higher. This is for all workers, not just union members!

Denying workers the right to choose a union has contributed to a growing national crisis, declining medical insurance and pension coverage. In 1999 (the

latest figures available) 73 percent of union members had health insurance benefits, compared with only 51 percent of

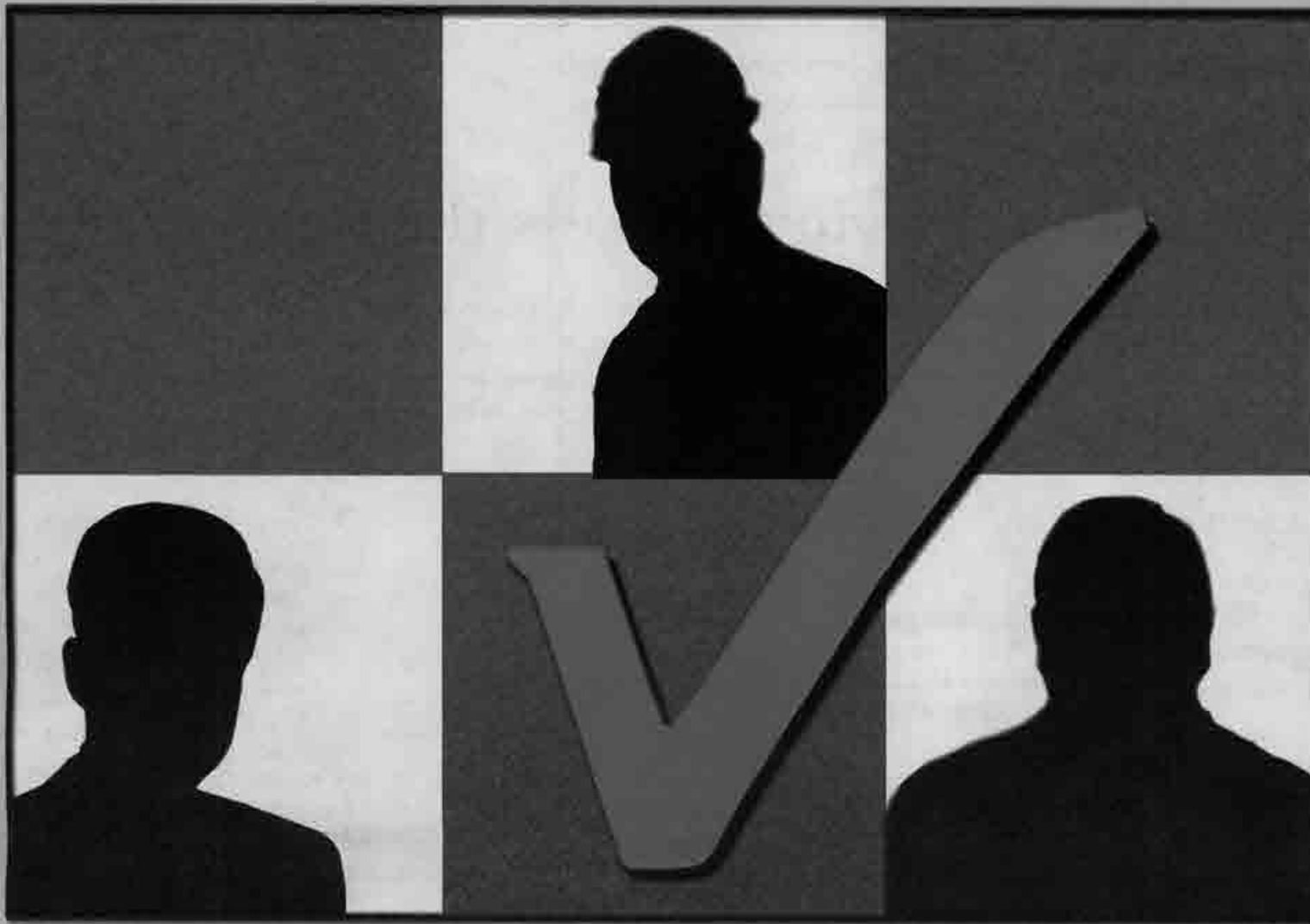
non-union workers. Seventy percent of union workers had guaranteed or defined-benefit pensions, versus only 16 percent of non-union workers. With recent national declines in union membership, the number of uninsured workers and workers without pensions has increased. Is it any wonder?

Strong union states are better for all workers in other ways as well. The pay gap between women and men is smaller in states where unions are strong. Programs such as workers compensation and unemployment benefits are better in strong union states. A smaller percentage of workers lack medical insurance in strong union states. The rate of poverty is lower in strong union states, and by various measures, education is better, including the percentage of our youth who graduate from high school. Voter participation also is higher in states where unions are strong.

Under Doser's leadership, Local 3 continues to aggressively organize throughout its six-state jurisdiction. The officers of Local 3 know that our continued ability to negotiate improvements in wages and benefits for our members depends on our ability to keep our membership strong. We must continue to increase our market share in every industry that employs Local 3 members. By doing this, we build a strong foundation for future improvements — improvements that will continue to raise the standard of living for Local 3 members and the communities they live in.

Local 3 members need to help spread the word about how anti-union employers and consultants hurt our country. Let your neighbors and friends know how everyone pays the price when employers deny workers their legal right to organize. Our nation pays the price through lower wages, fewer benefits, increased poverty, fewer educational opportunities and less civic participation. This poses a serious threat to maintaining our American democracy. This is the real story that unscrupulous employers and their sleazy "union-busting" consultants don't want told. What they do hurts our country. The time has come for our nation to strengthen its organizing laws and tell employers to keep their hands off workers trying to organize. As every Local 3 member knows, organizing improves the lives of every worker and it is good for our democracy. Help get the word out, and help your nation!





## Make your voice heard; make your vote count

By Kelly Preiser, Associate Editor and Garland Rosauero, Political Director

**A**s union members in America, Operating Engineers have many issues and rights that must be addressed by our government. The only way to ensure that our needs are properly represented is to elect leaders who stand up for our rights. Legislators must work to improve the lives of working families and the conditions we face in our work environments.

With state and local elections approaching, we must take a closer look at the issues we face and make a point of going to the polls and electing those who best represent us. In a democratic society, we all have the chance to have our voices heard through our ballots. The vast majority of the world does not have a say in how their government is run and we must be grateful for, and take advantage of, this opportunity.

With a national leader like President George W. Bush who takes money away from working families, we need

to do everything in our power to make sure we are represented at the state and local levels. We need to elect officials who will meet with union members to help define labor's up-and-coming legislative agenda and who our members can effectively communicate with about key issues and concerns. Some important issues we now face are, building support for the right to organize, having justice served in our communities and in the workplace, the availability of affordable prescription drugs, unemployment insurance, election reform and fiscal accountability.

The following officials are endorsed by Local 3's leaders and districts because they truly represent workers' rights. Now it's your turn to make your voice heard. Get to the polls and do everything possible to make sure the right leaders are elected. Solidarity is what holds our union together, and by banding together to make our rights realized, we really can make a difference.

★★★★★ **ELECTION**

**California Statewide Offices**

- Governor ..... Gray Davis
- Lt. Governor ..... Cruz Bustamante
- Secretary of State ..... Kevin Shelley
- State Controller ..... Steve Westly
- State Treasurer ..... Phil Angelides
- State Attorney General ..... Bill Lockyer
- State Insurance Commissioner ..... John Garamendi
- State Superintendent of Public Instruction ..... Jack O'Connell
- Board of Equalization
  - District 1 ..... Carole Migden
  - District 2 ..... Tom Y. Santos
  - District 3 ..... Mary Christian-Heising
  - District 4 ..... John Chiang
- State Senate
  - District 2 ..... Wesley Chesbro
  - District 4 ..... Marianne Bopp Smith
  - District 6 ..... Deborah Ortiz
  - District 8 ..... Jacqueline Speier
  - District 10 ..... Liz Figueroa
  - District 12 ..... Rusty Areias
  - District 14 ..... William Fjellbo
  - District 16 ..... Dean Florez
  - District 20 ..... Richard Alarcon
  - District 22 ..... Gilbert A. Cedillo
  - District 24 ..... Gloria Romero
  - District 26 ..... Kevin Murray
  - District 28 ..... Debra Bowen
  - District 30 ..... Martha M. Escutia
  - District 32 ..... Nell Soto
  - District 34 ..... Joseph Lawrence Dunn
  - District 36 ..... Adrienne Westall
  - District 38 ..... Phillip G. Hanneman
  - District 40 ..... Denise Moreno Ducheny

**California Assembly**

- District 1 ..... Patty Berg
- District 6 ..... Joe Nation
- District 7 ..... Patricia Wiggins
- District 8 ..... Lois Wolk
- District 9 ..... Darrell Steinberg
- District 10 ..... Katherine E. Maestas
- District 11 ..... Joe Canciamilla
- District 12 ..... Leland Yee
- District 13 ..... Mark Leno
- District 14 ..... Loni Hancock
- District 15 ..... Donna Gerber
- District 16 ..... Wilma Chan
- District 17 ..... Barbara Matthews
- District 18 ..... Ellen Corbett
- District 19 ..... Gene Mullin
- District 20 ..... John Dutra
- District 21 ..... Joe Simitian
- District 22 ..... Sally J. Lieber
- District 23 ..... Manny Diaz
- District 24 ..... Rebecca Cohn
- District 26 ..... Tom Hallinan
- District 27 ..... John Laird
- District 28 ..... Simon Salinas
- District 30 ..... Nicole M. Parra
- District 31 ..... Sarah Reyes
- District 35 ..... Hannah-Beth Jackson
- District 39 ..... Cindy Montanez
- District 40 ..... Lloyd E. Levine
- District 41 ..... Fran Pavley
- District 42 ..... Paul Koretz
- District 43 ..... Dario Frommer
- District 44 ..... Carol Liu
- District 45 ..... Jackie Goldberg
- District 46 ..... Fabian Nunez
- District 47 ..... Herb J. Wesson, Jr.
- District 48 ..... Mark Ridley-Thomas
- District 49 ..... Judy Chu
- District 50 ..... Marco Firebaugh
- District 51 ..... Jerome E. Horton
- District 52 ..... Mervyn M. Dymally
- District 53 ..... George Nakano
- District 54 ..... Alan Lowenthal
- District 55 ..... Jenny Oropeza
- District 56 ..... Rudy Bermudez
- District 57 ..... Ed Chavez
- District 58 ..... Ronald S. Calderon
- District 61 ..... Gloria Negrete McLeod
- District 62 ..... John Longville
- District 64 ..... Robert Melsh
- District 69 ..... Lou Correa
- District 76 ..... Christine Kehoe
- District 78 ..... Vince Hall
- District 79 ..... Juan Vargas
- District 80 ..... Joey Acuna, Jr.

**California Congressional**

- District 1 .....
- District 5 .....
- District 6 .....
- District 7 .....
- District 8 .....
- District 9 .....
- District 10 .....
- District 11 .....
- District 12 .....
- District 13 .....
- District 14 .....
- District 15 .....
- District 16 .....
- District 17 .....
- District 18 .....
- District 19 .....
- District 20 .....
- District 22 .....

**Local 3**

- District 1 —
- San Francisco Supervisor
  - District 2 .....
  - District 4 .....
  - District 6 .....
- Assessor .....
- Mayor of Colma .....
- Mayor of Daly City .....
- Mayor of Pacifica .....
- Mayor of San Rafael .....
- Mayor Pro Tem of Pacifica .....
- City Council Member
  - Colma .....
  - Menlo Park .....
  - Pacifica .....
- City Council, Daly City .....
- Supervisor of San Rafael .....
- San Francisco Water Bond .....
- San Mateo Union High School District Bond Measure .....
- Pacifica Village Center Measure .....
- District 4 —
- Solano Co. Supervisor .....
- Measure E, Solano Traffic .....





# DORSEMENTS



**Dorsements**  
 .Mike Thompson  
 .Robert T. Matsui  
 .Lynn Woolsey  
 .George Miller  
 .Nancy Pelosi  
 .Barbara Lee  
 .Ellen O. Tauscher  
 .Elaine Dugger Shaw  
 .Tom Lantos  
 .Pete Stark  
 .Anna G. Eschoo  
 .Mike Honda  
 .Zoe Lofgren  
 .Sam Farr  
 .Dennis Cordoza  
 .John Veen  
 .Calvin M. Dooley  
 .Lois Capps

**District 10 — Rohnert Park**  
 Sonoma Co. Board of Supervisors,  
 District 1 . . . . .Valerie Brown  
 Mendocino Co. Board of Supervisors,  
 District 3 . . . . .John Pinches  
 Santa Rosa City Council . . . . .Carol Dean  
 . . . . .Steve Rabinowitsh  
 . . . . .Marsha Vos Dupre  
 . . . . .Bob Blanchard  
 Windsor Town Council . . . . .Jeffrey Leasure  
 . . . . .Steve Allen  
 Rohnert Park City Council . . . . .Greg Nordin  
 . . . . .Amy Spradlin  
 Mayor . . . . .Armando Flores  
 Petaluma City Council . . . . .Matt Maguire  
 Rohnert Park/Cotati School Board . . . . .George Steffensen  
 Rincon Valley Unified School District Bond . . . . .Yes  
 City of Santa Rosa, Affordable Rental Housing . . . . .Yes  
 City of Sebastopol, Ballot Measure,  
 Increase in Sales Tax . . . . .Yes

**District 40 — Eureka**  
 Mayor . . . . .Peter LaVallee  
 Humboldt Co. Supervisor  
 District 5 . . . . .Jill Geist

**District 50 — Fresno**  
 Fresno Co. Clerk . . . . .Victor Salazar  
 Fresno Co. Superior Court Judge  
 Court 1 . . . . .James Opplinger  
 Court 13 . . . . .Jon N. Kapetan  
 Court 16 . . . . .John F. Vogt  
 Fresno Co. Board of Supervisors  
 District 1 . . . . .Dan Ronquillo  
 Fresno City Council  
 District 3 . . . . .Cynthia Sterling  
 District 7 . . . . .Richard Caglia  
 Fresno Co. District Attorney . . . . .Jeff Hamilton  
 Fresno Co. Measure C . . . . .Yes

## Districts

### San Francisco

.Gavin Newsom  
 .Andrew Lee  
 .Chris Daly  
 .Doris Ward  
 .Helen Fiscicaro  
 .Michael P. Guingona  
 .Barbara Carr  
 .Paul Cohen  
 .Maxine Gonsalves

.Philip Lum  
 .Nicholas P. Jellins  
 .James Vreeland  
 .Carol L. Klatt  
 .Cynthia Murray  
 .1.6 Billion Support

re . . . . .Support  
 sure . . . . .Support

### Fairfield

.John Vasquez  
 relief Plan . . . . .Yes

**District 11 — Nevada**  
 See page 12

**District 12 — Utah**  
 See page 12

**District 15 — Wyoming**  
 See page 12

**District 17 — Hawaii**  
 See page 12

**District 20 — Oakland**  
 Alameda Co. Supervisor  
 District 3 . . . . .Ralph Appezzato  
 Mayor of San Leandro . . . . .Shelia Young  
 EBMUD  
 Ward 2 . . . . .John Coleman  
 Ward 7 . . . . .Frank Mellon  
 Contra Costa Co. District Attorney . . . . .Bob Kochly  
 Castro Valley City Council . . . . .Alexandra Matteucci

**District 30 — Stockton**  
 Tuolumne Co. Board of Supervisors, . . . . .Paolo Maffei

**District 60 — Yuba City**  
 Yuba Co. Water Agency . . . . .Dan Carpenter

**District 70 — Redding**  
 Redding City Council . . . . .Mark Cibula  
 Tehama Co. Sheriff . . . . .Clay Parker  
 Siskiyou Co. Sheriff . . . . .Charlie Byrd

**District 80 — Sacramento**  
 Natomas Unified School Board . . . . .Lisa M. Kaplan  
 El Dorado Co. Assessor . . . . .Tim Holcomb  
 Sacramento City School Board . . . . .Dawn McCoy  
 Sacramento City Council . . . . .Christopher Cabaldon  
 . . . . .Carolyn Castillo

**District 90 — San Jose**  
 City of Salinas Council Member 2 . . . . .Robert Ocampo  
 Monterey Co. Sheriff . . . . .Mike Kanalakis  
 Santa Clara Co. Council Member 2 . . . . .Dominic Caserta  
 San Jose City Council Member 7 . . . . .Terry Gregory  
 Santa Cruz Co. Board of Supervisors  
 District 1 . . . . .Mardi Wormhoudt  
 Santa Clara Co. Superior Judge . . . . .Ron Del Pozzo  
 California State Senate . . . . .Fred Keelye  
 Repeal of the Utility Tax in the City of Santa Cruz . . . . .No  
 Continuation of the utility users tax  
 in the City of Scotts Valley . . . . .Yes





# ELECTION ENDORSEMENTS



## Nevada Statewide Offices

Governor ..... Kenny Guinn  
 Lt. Governor ..... Erin Kenny  
 Secretary of State ..... Dean Heller  
 State Controller ..... John Lee

## District 11 — Nevada

State Senate  
 Washoe ..... Bernice Matthews  
 Capitol District ..... Mark Amodei

State Assembly  
 District 1 ..... Tom Collins  
 District 2 ..... Merle Berman  
 District 3 ..... Peggy Pierce  
 District 4 ..... Howard Wade Bycroft  
 District 5 ..... John Ellerton  
 District 6 ..... Wendell Williams  
 District 7 ..... Morse Arberry, Jr.  
 District 8 ..... Barbara Buckley  
 District 9 ..... Chris Giunchigliani  
 District 10 ..... David Goldwater  
 District 11 ..... Doug Bache  
 District 12 ..... Genie Ohrenschall  
 District 13 ..... Mike Slater  
 District 14 ..... Ellen Koivisto  
 District 15 ..... Kathy McClain  
 District 16 ..... John Ocegüera  
 District 17 ..... Bob Price  
 District 18 ..... Mark Manendo  
 District 19 ..... Jerry Claborn  
 District 20 ..... Gene Segerblom  
 District 21 ..... Ian Harrison or Lisa Cano  
 District 22 ..... Caren Lemenson  
 District 23 ..... Richard Perkins  
 District 24 ..... Vivian Freeman  
 District 25 ..... Dawn Gibbons  
 District 26 ..... Jan Gilbert  
 District 27 ..... Sheila Leslie  
 District 28 ..... Vonne Chowning  
 District 29 ..... Joseph Bifano  
 District 30 ..... Debbie Smith  
 District 31 ..... Bernie Anderson  
 District 34 ..... William Horne  
 District 35 ..... Marcia de Braga  
 District 36 ..... Ron Mankins  
 District 38 ..... George Dini  
 District 40 ..... Stacey Wilkie

District Court Judge  
 Department 4 ..... Michael Langton

Family Court Judge  
 Department 12 ..... Frances Doherty

Mayor of Reno ..... Bob Cashell

Representative in Congress  
 District 1 ..... Shelley Berkley  
 District 3 ..... Dario Herrera

Supreme Court Justice B ..... Bill Maupin

State Senate  
 Washoe 2 ..... Joe Carter  
 District 5 ..... John Hawk  
 District 7 ..... Terry Care  
 District 8 ..... Kristen Hansen  
 District 9 ..... Terry Lamuraglia  
 District 10 ..... Bob Coffin  
 District 12 ..... Adriana Martinez

Attorney General ..... John Hunt

Washoe Co. Commissioner  
 District 2 ..... David Humke

District 3 ..... Peter Sferrazza  
 District 5 ..... Joanne Bond  
 District C ..... Galen (Mitch) Mitchell

Washoe Co. Clerk ..... Amy Harvey

Reno City Council  
 Ward 2 ..... Sharon Zadra  
 Ward 4 ..... Sherrie Doyle

Washoe Co. Sheriff ..... William (Bill) Bowen

Washoe Co. Assessor ..... Robert McGowan

Lyon Co. Commissioner  
 District 2 ..... Charles Lawson

## District 12 — Utah

House Representatives  
 District 53 ..... David Ure

Salt Lake Co. Clerk ..... Sherrie Swensen

District 48 ..... Trish Beck  
 District 22 ..... Carl Duckworth

Congressional  
 District 1 ..... David Thomas  
 District 2 ..... Jim Matheson  
 District 3 ..... Nancy Woodside

Salt Lake Co. Attorney ..... David Yokum  
 Salt Lake Co. Commission ..... Manuel Romero

## District 15 — Wyoming

Governor ..... Dave Freudenthal

## District 17 — Hawaii

County of Hawaii  
 District 2 ..... Bobby Jean Leithead-Todd  
 District 3 ..... James Arakaki  
 District 4 ..... Aaron Chung

Senate  
 District 1 ..... Lorraine Inouye  
 District 2 ..... Russell Kokubun

House  
 District 1 ..... Dwight Takamine  
 District 2 ..... Jerry Chang  
 District 3 ..... Eric Hamakawa  
 District 4 ..... Helene Hale  
 District 7 ..... Cindy Evans

Hawaii Congressional Endorsements  
 Congress ..... Neal Al  
 ..... Patsy Mink

## Oahu

County of Honolulu  
 District I ..... John Kaopua  
 District II ..... Ernie Martin  
 District V ..... Ann Kobayashi  
 District VI ..... Isaac Hokama  
 District VII ..... Romy Cachola  
 District VIII ..... Gary Okino  
 District IX ..... Cliff Loboy

Senate  
 Urban District 10 ..... Brian Taniguchi  
 Urban District 11 ..... Carol Fukunaga  
 Urban District 12 ..... Jon Yoshimura  
 Urban District 13 ..... Suzanne Chun Oakland  
 Urban District 14 ..... Donna Mercado Kim  
 Urban District 15 ..... Norman Sakamoto  
 Urban District 16 ..... David Ige  
 Urban District 17 ..... Ron Menor  
 Rural District 18 ..... Cal Kawamoto  
 Rural District 19 ..... Brian Kanno

Rural District 20 ..... Willie Espero  
 Rural District 21 ..... Robert Bunda  
 Rural District 22 ..... Bob Nakata  
 Rural District 24 ..... Albert Perkins IV  
 Rural District 25 ..... Jackie Young

House  
 Urban District 20 ..... Calvin Say  
 Urban District 21 ..... Scott Nishimoto  
 Urban District 24 ..... Jason Iwai  
 Urban District 25 ..... Brian Schatz  
 Urban District 26 ..... Sylvia Luke  
 Urban District 28 ..... Kenneth Hiraki  
 Urban District 29 ..... Jun Abinsay  
 Urban District 32 ..... Ben Cabrerros  
 Urban District 33 ..... Blake Oshiro  
 Urban District 34 ..... Mark Takai  
 Urban District 35 ..... Julie Duldulao  
 Rural District 36 ..... Roy Takumi  
 Rural District 38 ..... Marilyn Lee  
 Rural District 39 ..... Marcus Oshiro  
 Rural District 40 ..... Maeda Timson  
 Rural District 41 ..... Annette Yamagucui  
 Rural District 43 ..... Romeo Mindo  
 Rural District 44 ..... Michael Kahikina  
 Rural District 45 ..... Maile Shimadukuro  
 Rural District 46 ..... Michael Magaoay  
 Rural District 48 ..... Ken Ito  
 Rural District 51 ..... Tommy Waters

## Maui

Mayor ..... James Kimo Apana

County of Maui  
 East Maui ..... Robert Carroll  
 West Maui ..... Kimo Salcnor  
 Wailuku-Waihee-Waikapu ..... Dane Kane  
 Kahului ..... Mele Carroll  
 South Maui ..... Lehua Clubb  
 Makawao-Haiku-Paia ..... Michael Molina  
 Upcountry ..... Charmaine Tavares  
 Lanai ..... G. Ricki Hakama  
 Molokai ..... Beverly Pauloe-Moore

Senate  
 District 4 ..... Jan Yagi Buen  
 District 6 ..... Roz Baker

House  
 District 8 ..... Joe Souki  
 District 9 ..... Bob Nakasone  
 District 12 ..... Kika Bukoski ( R )  
 District 13 ..... Sol Kaho'ohalahala

## Kauai

Mayor ..... Bryan Baptiste

County of Kauai  
 ..... James Tokioka  
 ..... Daryl Kaneshiro  
 ..... Jay Furfaro

Senate  
 District 7 ..... Gary Hooser

House  
 District 15 ..... Ezra Kanoho  
 District 16 ..... Bertha Kawakami





## RANCHO MURIETA TRAINING CENTER for Apprentice to Journey-level Operator

By Curtis Brooks, Director

### Staying current: HAZMAT classes offered this fall

#### News from the Safety Training & Enforcement Division

As we approach another season of HAZMAT training, we want you to be aware of some changes affecting this department. First, Jay Bosley replaced Brian Bishop who moved back to Eureka to serve as the district representative. Second, we no longer will send individual notifications regarding the eight-hour refresher classes. And lastly, we will post the schedule of HAZMAT classes in the district offices as well as in *Engineers News*.

As we all know, you need a 40-hour credential and annual refreshers if you want to become or remain employable on a HAZMAT site. If 12 months have lapsed since you obtained the credential or the refresher, you are not in compliance with the regulations permitting you to be employed at the site. If more than 24 months lapse, the 40-hour training must be recompleted. Maintaining this credential is your personal responsibility, but to assist you in keeping your credentials current, the training schedule will be accessible through *Engineers News* and the districts.

#### HAZMAT classes, fourth quarter 2002

##### Eight-Hour Refreshers

District 4	Oct. 19
Fairfield Office, 2540 N. Watney	(707) 429-50008
District 10	Dec. 14
Rohnert Park Office, 6225 State Farm Dr.	(707) 585-2487
District 20	Nov. 1, Nov. 2
Alameda Office, 1620 South Loop Rd.	(510) 748-7446
District 30	Nov. 9
Stockton Office, 1916 N. Broadway	(209) 943-2332
District 50	Oct. 26
Fresno Office, 4856 N. Cedar Ave.	(559) 252-8903
District 70	Dec. 21
Redding Office, 20308 Engineers Lane	(530) 222-6093
District 80	Oct. 12
Sacramento Office, 4044 N. Freeway Blvd.	(916) 565-6170
District 90	Dec. 7
San Jose Office, 760 Emory St.	(408) 295-8788

##### 40-hour classes

Rancho Murieta Training Center	Dec. 16 - 20
7388 Murieta Dr.	(916) 354-2029
Alameda	Dec. 16 - 20
1620 South Loop Rd.	(707) 748-7446

HAZMAT training is essential to Business Manager Don Doser's disaster response program as part of his commitment to California Governor Gray Davis for Homeland Defense. Those who participate in this program must be current in all the critical skills of disaster response and emergency assistance.

#### Enrollment and registration

Individuals interested in the eight-hour classes need to contact their district offices. To enroll in one of the 40-hour classes, please call the Safety Training & Enforcement Division at (916) 354-2029.

Fees for the eight-hour classes are \$50 for non-members, and no cost to members of Operating Engineers. The cost to attend the 40-hour class is \$300 for sponsored members of Operating Engineers and \$400 for non-members. Members on the out-of-work list may enroll at no charge.

Will your CCO Certification expire by these dates?	Then you need to apply for re-certification by these dates:	To be eligible to take the re-certification exam on:
November, December 2002	Sept. 13, 2002	Oct. 13, 2002
March 2003	Oct. 10, 2002	Nov. 10, 2002
March and April 2003	Jan. 10, 2003	Feb. 9, 2003
April and May 2003	Jan. 31, 2003	March 2, 2003
July and November 2003	April 4, 2003	May 4, 2003

### Apprenticeship graduates

Operator	Branch of training	District	Date of completion
Demar Smith	Construction Equipment Operator	Fairfield	July 15
Jason Tressler	Construction Equipment Operator	San Jose	July 15
Joe Woods	Construction Equipment Operator	Fresno	July 15
Matt Villegas	Heavy Duty Repairman	Santa Rosa	July 1
Melvin A. Bailey	Construction Equipment Operator	San Francisco	July 15
Nizam Bean	Construction Equipment Operator	Oakland	July 3
Pau Che	Construction Equipment Operator	San Jose	July 15
Raymond Guevara	Construction Equipment Operator	Sacramento	July 10
Ricardo Horta	Construction Equipment Operator	Sacramento	July 10
Robert W. Mack Jr.	Heavy Duty Repairman	Yuba City	July 8
Theron Wiggins	Construction Equipment Operator	San Francisco	July 22



### CAT Planetary Transmission Control

For years, Caterpillar scrapers, dozers, loaders and off-highway trucks have used the planetary transmission to control the engine power to the rest of the drive train. Internally, planetary gear sets (generally two at a time) connect together to deliver the power to the output shaft of the transmission. These planetary gear sets are activated by multi-disc wet clutches packs. In turn, these clutch packs are engaged by pressured transmission oil. There is a complete hydraulic system that controls which planetary gear sets are engaged via the clutch packs. The combination of planetary gear sets engaged determine direction (forward/reverse) and which gear (first, second, etc.) is selected. The system is generally a low-pressure system, usually in the 350-psi range.

The hydraulic system directs the oil to the clutch packs either by manually operating the control valve, or by energizing an electric solenoid that opens a hydraulic valve and directs the oil. With the manual control, the operator moves the spool valve through mechanical linkage. With newer scrapers and off-highway trucks, an electric solenoid directs hydraulic oil to a vane cylinder that rotates the main control valve (pilot system) that would direct the oil to the clutch packs that engage the planetary gears and send the power to the transmission's output shaft.

On late-model equipment, electronic processors energize the solenoids. Some transmission controls have an individual solenoid for each clutch pack and bypass the intermediate directional control valve. John Deere has used a similar method for years.

**Next month's question:** How the heck does she/he cut so good? Does your oxy-acetylene torch cutting of steel need improvement?

#### CCO Tests for New Candidates

2002 CCO Written Test dates:  
Sept. 22, and Dec. 15

2002 CCO Practical Test dates:  
New CCO candidates and candidates who have passed the written portion of the CCO exams should contact Kim Carrillo at (916) 354-2029 ext. 229 to schedule an appointment or obtain CCO information on the Practical Test dates.

## FROM UTAH

**Contract negotiations settled successfully**

July was a busy month for rock, sand and gravel. Our three major contracts with Geneva Rock, Construction Products Company (CPC) and Fife Rock were up for negotiations. Local 3, with the help of Vice President Bob Miller and three excellent negotiation committees, settled with two of the three companies.

Ron McCleary, Ken Prescott and K-Leb Poulsen did an excellent job representing members in negotiations with CPC (Granite Construction). They ended up with several beneficial language changes, improved grievance procedures and wage and fringe increases totaling 80 cents in 2002, 75 cents in 2003 and 75 cents in 2004.

The Geneva Rock negotiation committee comprises John Everett, Dominic Spainhower and Bryon Bailey. These stewards did an excellent job representing Geneva's members in sand and gravel, maintenance construction and ready mix. With their persistence they were

successful in getting the first allocation language in that agreement, improving grievance language, and getting wage and fringe increases of 80 cents in 2002, 75 cents in 2003, and 75 cents in 2004, along with several other important changes.

Fife Rock Products' contract is still outstanding because it was not ratified by the membership. The negotiating committee, made up of Roger Barela and Hal Higgs, is working hard to make sure members' issues are presented to the management team. We hope for contract ratification in the near future.

With sand and gravel negotiations almost complete, we can prepare for next year's construction agreement.

The negotiation committees thank Bob Miller for dedicating his time and talent to these negotiations. His presence and expertise had a positive impact on the final outcome of these negotiations.

## FROM EUREKA

**Eureka starts an OE CAT program**

Eureka is starting an OE CAT (Operating Engineers Community Action Team) program for the district. Members of the team will be called upon to assist with voter registration, phone banking, walking picket lines, precinct walks, and attending meetings, rallies and other events. We seek assistance for making phone calls to members, advising them of upcoming district meetings and events. OE CAT programs have taken off very effectively in other districts and we hope some of you will volunteer to help get Eureka's program off to a running start. Please contact the district office for more information or volunteer forms.

Business Manager Don Doser and Northern California's Apprenticeship Administrator Curtis Brooks are assisting Gov. Gray Davis' efforts to have the state prepared for emergencies and disasters like the Sept. 11 tragedies. They asked the districts to assist by designating employers with equipment and areas where emergency teams could assemble. Mercer Fraser and Granite in Eureka volunteered to assist in this area. We will look for other employers' assistance in the future. It does not do a lot of good to have the



Vice President Bob Miller presents 52-year member Ray Fredrickson with his Local 3 50-year membership watch.

equipment setting without qualified operators, and that is what we are now looking for. Please contact the Eureka office and request the form so we know what equipment or services you can provide in case of an emergency or disaster. Advise if you are HAZMAT qualified. Special thanks to Dennie Reynolds, Dennis Reynolds and Monte McKenzie, our first volunteers.

Pictured above is 52-year member Ray Frederickson receiving his 50-year watch from Local 3 Vice President Bob Miller at the July 23 district meeting in Eureka. Fredrickson was initiated in 1950 and was a member of Eureka's grievance committee. Later in the 1970s and 1980s, he was an Executive

Board member from District 40. Fredrickson operated cranes, dozers, loaders, graders and concrete pumps. His wife Joyce passed away three years ago; they had been married for 52 years. Fredrickson has two daughters, Pam Smith and Lynnea Jones, and loves to hunt and fish. He spoke at the ceremony, expounding on the benefits Local 3 members receive. He told the membership that he remembered when nothing went into health, welfare or pension and how Local 3 has improved our lives with all the changes it has made over the past 52 years. He then cautioned us to not forget what we have and what we could lose.

The Eureka office expresses

its deepest sympathies to the Sherman Heath family. Heath passed away on July 15 at the age of 81. He was an Honorary Member of Local 3.

Our sympathies also go out to Rocky LeRoy and family for their loss. Janice Arlene (Partout) LeRoy passed away July 18. Rocky and Janice would be married for 53 years this August.

**CHANGE OF CREDIT UNION HOURS IN EUREKA**

To better serve members in the area, Eureka's Credit Union branch is extending its hours on Wednesdays, its "late nite." On Wednesdays, instead of opening at 8:30 a.m., it now opens at 10 a.m. and stays open until 6:15 p.m. The Credit Union lunch hour is still from 1 p.m. to 2 p.m. These extended hours should allow more members to take advantage of our Credit Union's benefits. The Credit Union office will stay on its current schedule the rest of the week, opening at 8:30 a.m. and closing at 4:45 p.m. with lunch from 1 p.m. to 2 p.m.



## FROM SACRAMENTO

**A prosperous season for District 80**

There were a number of members from Caltrans at our last district meeting in Sacramento. We really appreciate their attendance. The Caltrans members work very hard at keeping our highways, road-sides, landscapes and fences in good shape for all of us to enjoy. We thank them for all their hard work and participation.

Work is really starting to pick up. Teichert picked up work at Empire Ranch off East Bidwell. Western Engineering (a non-union company) is still there but can't compete with our signatory companies, so Teichert will move approximately 2.2 million yards of rock and dirt in the coming months. Teichert also works in Elk Grove and in the subdivisions of Poppy Hills,

Arcadian and Shadow Brook. Teichert also will work in the downtown area doing numerous overlays. **Lund Construction** works on a Broadstone Unit 3 project which works about 12 operators. **Granite** works on the final phases for the Watt Avenue extension. **Teichert-Perkins** works three shifts and estimates that 4 million tons of rock will be put on the ground. **Ford Construction** works hard at the Wastewater Treatment Plant off of Franklin Boulevard on a \$12 million job. **Navajo Pipelines** also is there putting in pipe.

**Foundation Construction**, **Albert Zayas Excavating** and **Schnabel Foundation** crews are hard at work on the Calpers project in downtown Sacramento. **Balfour**

**Beatty Construction** works at the \$54 million Fairbarin Project near Sacramento State University. The 7th Street extension project just started and **FCI Constructors** is there starting the first phases. This is a two-year project that will connect 7th Street with Richards Boulevard. **Herzog Construction** and **Azteca** continue to work on the light rail project in various locations from Hazel Avenue to Power Inn Road. **Benco** and **Azteca** also are working on the light rail project in the Meadow Vista area.

We hope all members have a safe and productive year.

## FROM ROHNERT PARK

**Rohnert Park stays busy in spite of slow start**

As the work season heads into the later part of the year, District 10 finds all of its local contractors busy after a very slow start. This was mostly because of late rains, permits and funding.

**Ghilotti Construction** has about eight operators on private developments in the Sonoma Valley. Foreman **Rich Derricco** said the project should keep about six operators going for the next two to three months. The company also works on the underground and finish work on a 90-lot subdivision in Cloverdale. They also are finishing a small commercial job in Windsor.

In mid-July, **North Bay Construction** started a \$3 million pond restoration job for the Sonoma County Water Agency. **North Bay** has about eight to 10 operators working on that project, and has a lot of finish work left on the River Rock Casino job in Alexander Valley.

**Argonaut Constructors** finished the site work in old downtown Windsor in late July. It now has started the site preparation and rough grading for a commercial business park on 8th Street in Sonoma.

**Argonaut Constructors** was low bidder at \$568,500 on the water main replacement for the community of El Verano.

**Ghilotti Brothers Construction**, based in San Rafael, began construction on a private reservoir for Ferro-Cerrano in Geyserville. It hired four operators by mid-July from the out-of-work list, and had seven operators working total.

**Taylor-Bailey Construction** in St. Helena had some hands working on a private reservoir off of Calistoga Road. General Superintendent **Jerry Eastman** reported that the company had two to three private jobs on the book and were waiting for the final permitting.

In the northern part of the district, **Granite Construction** works on the Hwy. 101 Caltrans project near Hopland. The majority of the dirt was hauled off by the beginning of August. The bridge at Pietta Creek was completed and the approaches were taking shape. The underground crews were busy on storm drainage, and subcontractor **Mendocino Construction Company** placed sub base on the sections of the Southbound lanes.

**Granite Construction** should finish the Willits Ridge Hwy. 101 realignment project by winter. The project stopped last year because of continuous rock slideouts. Caltrans engineers made some design changes and Foreman **Paul Koich's** crew began work around the first week of July.

The Caltrans Hwy. 20 passing lane job on the Mendocino-Lake County line also had some design changes. Operating Engineers Foreman **Dan Cutter** and his crew are laying back all of the slope with excavators and a slope-board dozer. The project has kept about five to eight operators busy for the last four months.

District 10 welcomes aboard two newly-signed companies that recently signed to Local 3: **Terracon Pipeline**, based out of Healdsburg, and **AKEFF Construction Services** located on the North coast.

**Congratulations from District 10 — Rohnert Park**

Operating Engineer **Adam Holtzinger** and wife **Tresa** had a baby boy, **Andrew**, on July 6 who weighed 6 pounds, 9 ounces at birth. The family resides in Petaluma, Calif. Operating Engineer **Harold Holtzinger** is the proud grandpa.

Local 3 member **Dan Maners** and wife **Susan** had a baby boy, **Austin**, on Feb. 2 who weighed 8-pounds, 11 ounces at birth.

Operating Engineer **Gregory Mawn** married **Rachel Young** on June 15. They have two sons, **Jacodie Young-Thompson** and **Talon Mawn**. The family resides in Cotati, Calif.

Local 3 member **Victor Flores** and wife **Irma** had a baby girl, **Sofia Flores**, on May 22.

Congratulations to all! We wish you joyful memories in the years to come.

## FROM FAIRFIELD

**A job well done for Fairfield apprentices**

Third-period Crane Apprentice Danny McCoy, Jr., oils on a 450-ton crane for Bragg Crane. Senior Coordinator Tammy Castillo said McCoy is an excellent apprentice. "He participates in all union activities and is a joy to work with," she said.

Fourth-period Crane Apprentice Leo Villegas operates a 35-ton hydro crane, placing a sculpture in San Francisco while employed by Bragg Crane. "Leo is an excellent apprentice," Castillo said. "He and his family attend all union functions, and he will be an asset as a journey-level operator."



## FROM WYOMING &amp; SOUTH DAKOTA

**New Health and Welfare Plan now in effect**

We are very grateful to all the participants in Wyoming and South Dakota for all their patience and understanding over the past 10 months as we put the new health and welfare plan into place. We are still working out some of the kinks, but overall it has been a very successful and smooth transaction.

One of the areas causing the most concern over the past few months is the vacation plan payout. With previous Trust Fund administrators, checks were cut twice a year and sent to eligible participants. However, as of Oct. 1, 2001, the Wyoming Operating Engineers Vacation and Holiday Pay Plan came into effect, and the payout changed. Vacation and holiday funds are issued during the November payout for work from March to August, and again during the May payout for work from September to February. If you would like a check sent to you, you will need to call the Wyoming Fringe Benefits Office at (877) 720-9100 and request a semi-annual payout card. The cards must be received by Oct. 1 for a November payout, and by April 1 for a May payout. If no card is received and you have more than \$60 on account, the moneys will transfer into your account at the OE3 Credit Union at the end of November and May.

In addition to these two payouts, you are entitled to one emergency withdrawal during each accumulation period. Accumulation periods are hours from March to August, and hours from February to September. You may call the Fringe Benefits Office for more information on the emergency withdrawal cards.

The best way to access your vacation and holiday pay is to set up a monthly Credit Union transfer. In this case, as funds become available, they will transfer to your Credit Union account on the 10th day of each month. If you are a member of Local 3 in good standing, then you qualify for membership in the Credit Union. You must have a Credit Union account and a monthly transfer form on record. The phone number for the Credit Union is (800) 877-4444. However, if you are set up for the monthly transfer, you cannot use the emergency withdrawal as stated above.

If you have any questions regarding your health and welfare, pension, or vacation and holiday pay, please call the Wyoming Fringe Benefits Office at (877) 720-9100 or the Trust Fund at (800) 251-5014.

**Primary election endorsement**

Local 3 endorses Dave Freudenthal as the primary election heats up. Local 3

and District 15 made an early commitment to endorse Dave Freudenthal, Democratic candidate for governor, for the 2002 election cycle. Freudenthal contacted District Rep. Travis Tweedy early in his campaign to get Local 3's support. It's time to elect a governor for the state of Wyoming who will stand up for working people. Wyoming workers know that they will win with Freudenthal. His economic plan is to create new jobs with higher wages and to raise wages for all of Wyoming's workers. He is committed to collecting the unpaid oil and gas business taxes to keep worker's taxes low, protecting our environment and helping to provide a better education for our children.

If Freudenthal is elected as governor, he will do whatever it takes to help Local 3 members. Local 3 staff and OE CAT activists have precinct walked to more than 1,500 homes and left information in Natrona, Converse, Carbon, Sweetwater, Campbell and Crook counties. We want to thank some of our members who went beyond the call of duty and helped us. Special thanks to Lloyd Welty, Dan Estes and his family, Steve Parker and his boys, and Justin Cloward.

We need everyone's help. Let's go to the polls and get Freudenthal elected so that everyone's standard of living will be raised.



# OFFICIAL ELECTION COMMITTEE NOTICE:

## 36th International Convention — Delegates and Alternate Delegates

Robert L. Wise, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3(b), Elections, and Article XIII, Section 1(b), International Convention Delegates, of the Local Union Bylaws, elections will be held at regular district meetings in each district during the months of September, October and November 2002 for members of the Election Committee, which will conduct an election in February 2003 of International Convention Delegates and Alternate Delegates.

The election of Delegates and Alternate Delegates shall be held during the month of February 2003 by mail referendum vote of the membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

The election shall be conducted by a committee known as the Election Committee, composed of one member from each district in which nominations will be made. The member shall be nominated and elected by secret ballot at the regular quarterly or specially called district meetings by vote of those members present whose last known address, as shown in the records of the Local Union 10 days prior to the first such district meeting in September preceding the election, was within the area covered by the district. Each nominee shall be a registered voter in the district in which he or she is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one year next preceding his or her nomination and election, and shall not be a candidate or nominator of a candidate for Delegate or Alternate Delegate to the 36th International Convention.

The nominee for committee member in each district receiving the highest number of votes shall be elected, and, in the event he or she is unable or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he or she, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

### MEETINGS TO ELECT THE ELECTION COMMITTEE

#### September 2002

- 3rd District 17, Maui Beach Hotel  
170 Kaahumanu Ave., Kahului
- 4th District 17, Honolulu  
Washington Intermediate School Cafeteria, 1633 S. King St.
- 5th District 10, Rohnert Park  
Engineers Building, 6225 State Farm Dr.
- 5th District 17, Hilo  
ILWU Hall, 100 W. Lanikaula St.
- 17th District 20, Alameda  
Engineers Building, 1620 South Loop Rd.
- 19th District 90, San Jose  
Masonic Hall, 2500 Masonic Dr.

#### October 2002

- 3rd District 30, Stockton  
Waterloo Gun & Bocci Club, 4343 N. Ashley Ln.
- 8th District 40, Eureka  
Best Western Bayshore Inn, 3500 Broadway
- 9th District 70, Redding  
Engineers Building, 20308 Engineers Ln.
- 10th District 60, Yuba City  
Sutter-Yuba Board of Realtors, 1558 Starr Dr.
- 17th District 80, Sacramento  
Engineers Building, 4044 N. Freeway Blvd.
- 23rd District 15, Casper  
Engineers Building, 4925 Wardwell Industrial Dr.
- 24th District 12, Ogden  
Marriott Hotel, 247 24th St.
- 24th District 04, Fairfield  
Engineers Building, 2540 N. Watney Way

#### November 2002

- 7th District 50, Fresno  
Cedar Lanes, 3131 N. Cedar
- 7th District 01, Novato  
Inn of Marin, 250 Entrada
- 14th District 11, Reno  
Engineers Building, 1290 Corporate Blvd.

## HONORARY MEMBERS

The following retirees have 35 or more years of membership in the Local Union as of July 2002, and are eligible for Honorary Membership effective Oct. 1, 2002.

Kiyoto Aoki . . . . .	1257067	Donald Johnson . . . . .	1245143
Karl Carter . . . . .	1229990	Robert P. Kamaka . . . . .	1257086
Lee R. Ceccotti . . . . .	0947013	Joseph Kauhahao . . . . .	1256971
Michael Costa . . . . .	1291249	Richard Kim . . . . .	1284773
Phillip Cox . . . . .	1225932	Robert Nelson . . . . .	1291402
Warren Fujimori . . . . .	1291295	Hiroshi Oekawa . . . . .	0987305
David Gardner . . . . .	1159546	Ishmael Peoples . . . . .	0935450
L. Gronley . . . . .	1242960	Robert Rivera . . . . .	1257019
Robert Hakala . . . . .	1226021	Carl Smith . . . . .	0654917
Harold Harmon . . . . .	1238587	Wayne Weiss . . . . .	1276866

## SEMI-ANNUAL MEETING ANNOUNCEMENT

Rec. Corres. Secretary Robert L. Wise announced that the next Semi-Annual meeting of the membership will be held Sunday, Sept. 15 at 1 p.m. at the Alameda County Fairgrounds on Bernal Avenue in Pleasanton, Calif.

## DISTRICT MEETINGS

All meetings convene at 7 p.m.

## SEPTEMBER 2002

- 3rd District 17: Maui, HI  
Maui Beach Hotel  
170 Kaahumanu Ave.  
Kahului, HI
- 4th District 17: Honolulu, HI  
Washington Intermediate  
School Cafeteria  
1633 So. King St.
- 5th District 17: Hilo, HI  
Hilo ILWU Hall  
100 W. Lanikaula St.  
Hilo, HI
- 5th District 10: Rohnert Park, CA  
Engineers Building  
6225 State Farm Dr.  
Rohnert Park, CA
- 17th District 20: Alameda, CA  
Engineers Building  
1620 S. Loop Rd.  
Alameda, CA
- 19th District 90: San Jose, CA  
Masonic Hall  
2500 Masonic Dr.

## OCTOBER 2002

- 3rd District 30: Stockton, CA  
Stockton Waterloo Gun & Bocci Club  
4343 N. Ashley Ln.
- 8th District 40: Eureka, CA  
Best Western Bayshore Inn  
3500 Broadway
- 9th District 70: Redding, CA  
Engineers Building  
20308 Engineers Ln.
- 10th District 60: Yuba City, CA  
Sutter-Yuba Board of Realtors  
1558 Starr Dr.
- 17th District 80: Sacramento, CA  
Engineers Building  
4044 N. Freeway Blvd.
- 23rd District 15: Casper, WY  
Engineers Building  
4925 Wardwell Industrial Dr.
- 24th District 12: Ogden, UT  
Marriott Hotel  
247-24th St.
- 24th District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way

## NOVEMBER 2002

- 7th District 50: Fresno, CA  
Cedar Lanes  
3131 N. Cedar
- 7th District 01: Novato, CA  
Inn of Marin  
250 Entrada
- 14th District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.  
Reno, NV 89502

Reminder:  
Bring your dues card

Rec. Corres. Secretary  
Robert L. Wise reminds you to  
carry your current Local 3  
membership card as proof of  
your good standing and  
identification as a member of  
Local 3. Having a current card  
with you allows you to partici-  
pate and vote at meetings.



## Departed Members

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

William Baird .....	Jackson, CA .....	06-12-02	Lee Roy Jenkins .....	Stockton, CA .....	05-25-02
Louis Baldwin .....	Novato, CA .....	06-20-02	Joe Jennings .....	Cheyenne, WY .....	07-01-02
Raymond Beach .....	Wickenburg, AZ .....	06-19-02	Alvin Johnson .....	Rough & Ready, CA .....	12-09-99
Don Brown .....	Clearlake Oaks, CA .....	07-13-02	Charles Jordan .....	Mountain Ranch, CA .....	06-17-02
Nemesio Castillo .....	Honolulu, HI .....	05-07-02	Merlin Kern .....	Campbell, CA .....	07-09-02
C. Castro .....	Pearl City, HI .....	07-03-02	Wesley Kinney .....	Gold Hill, OR .....	06-23-02
John Cox .....	Diamond Springs, CA .....	06-30-02	Pierre Legras .....	Middletown, CA .....	07-04-02
Loyall Ferdig .....	Lower Burrell, PA .....	07-11-02	Claude Lish .....	Downey, ID .....	07-06-02
Victor Fergerstrom .....	Hilo, HI .....	06-08-02	David Madrigal .....	Antioch, CA .....	06-30-02
L. Funderburk .....	Oildale, CA .....	06-11-02	James Malmassari .....	Martinez, CA .....	07-03-02
David Gordon .....	Olathe, KS .....	06-29-02	William McMorrine .....	Santa Rosa, CA .....	07-03-02
Warren Harelson .....	Tucson, AZ .....	04-11-02	John Minke .....	Marysville, CA .....	07-16-02
Harold Hayes .....	Price, UT .....	07-10-02	John Mote .....	Chico, CA .....	07-09-02
Donald Henderson .....	Miwuk Village, CA .....	07-16-02	James Nodine .....	Port Orford, OR .....	06-21-02
Lloyd Hennes .....	San Jose, CA .....	06-25-02	Erwin Olivera .....	Springfield, OR .....	06-28-02
J. Hershman .....	Centralia, WA .....	06-06-02	Harry Orton .....	Auburn, CA .....	06-11-02
Howard Herzog .....	Elko, NV .....	06-25-02	Joseph Pahio .....	Honolulu, HI .....	06-24-02
Clyde Hewitt .....	Fremont, CA .....	06-11-02	Donald Peck .....	Sacramento, CA .....	06-20-02
David Hooper .....	Monterey, CA .....	07-15-02	George Ratkay .....	Petaluma, CA .....	05-15-02
Lorraine Husman .....	Soledad, CA .....	07-13-02	James Rodgers .....	Sonora, CA .....	06-23-02
Ronald Jacintho, Jr. ....	Kahului, HI .....	06-28-02	Glen Sasser .....	Tracy, CA .....	07-11-02

## Deceased Dependents

Lovdahl, Jeannie, wife of	
Lovdahl, Sheldon .....	07-01-02
Perry, John, husband of	
Perry, Donna .....	06-22-02
Trumbull, Gail, wife of	
Trumbull, Thomas .....	05-16-02
Gramstad, Mercedes Grace, wife of	
Gramstad, Glenn .....	07-03-02
Harlan, Frances, wife of	
Harlan, William .....	04-28-02
Long, Janet, wife of	
Long, Donald .....	07-03-02
Milliken, Patricia, wife of	
Milliken, George (Dec) .....	06-22-02
Murphy, Beverly, wife of	
Murphy, Duane .....	03-26-02
Newberry, Florence, wife of	
Newberry, Marion .....	06-08-02
Sweaney, Nadine, wife of	
Sweaney, Charles (Dec) .....	07-16-02
Zehnle, Katherine, wife of	
Zehnle, Herman J. (Dec) .....	06-15-02



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

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

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

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

Or e-mail to: [www.oe3.org](http://www.oe3.org)

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

FOR SALE: Home for sale in nice neighborhood in Cottonwood, AZ. 3 bedrooms & 2 baths with good views. 1 acre fenced with splitable lot. House has attached double garage, horse barn with a shop garage combination with RV hookups. Large laundryroom. House is 1500 sq. feet. \$180,000. Call Chester at (775) 847-7120 or email at [petrojo@aol.com](mailto:petrojo@aol.com). Reg#1157834

FOR SALE: Asphalt trench paver, 6 inches to 6 feet wide. Call (559) 732-7828. Reg#1058404

FOR SALE: Want clear sky? 1500 sq. ft. 4 bedroom house, 3 car garage on 1/3 acre in Eastern Idaho. Call Dick Davis at (208) 663-4802. Reg#1003457

FOR SALE: 1999 Honda Aero 1100cc, 6900 miles, excellent condition, black & teal with orange pinstripe, leather saddlebags, Cobra exhaust (installed), stock exhaust (available, not installed), \$7500. Call (707) 494-0786. Reg#2241835

FOR SALE: 1972 Dodge motor home, self-contained, good tires, 318 engine, 3 tanks and no leaks, good condition, doesn't need smog, sacrifice \$1195. Also, Lincoln Continental Mark IV, all power, good tires and engine,

low mileage, \$1895. Call Joe at (530) 243-4302. Reg#0865537

FOR SALE: 1986 Toyota 21 ft. Rouge Motor Home, low miles, very clean, \$7000. Also, 1979 half-ton Ford with camper, 460 engine, new rubber and windshield, \$2500 with or without camper. Call Dwight at (307) 237-7938. Reg#1009576

FOR SALE: Garmin GPS Model 65 plus antenna and mount. \$75. (707) 725-5334. Reg#0939694

FOR SALE: Generator, 13 HP, 7500 watt, never been used, still in box, \$3000. Also, Campbell Haeeld compressor, 5 HP, \$250 OBO. Call (408) 286-9178. Reg#0750523

FOR SALE: 1998 Jayco Eagle, Class C, 28-1/2 foot, Ford V-10, onan gen.4KW, wide body base-ment, outside shower, frig., rear twin beds, split bath/shower, dinette, couch, microwave, stove, dual A/C, TV, awning, oak cabinets, electric step, hydraulic levelers, breakmaster for tow-car, turquoise interior, lots of storage, 2 pass-throughs, drives like a dream, 6675 miles, \$45,000. Call until 9 PM (925) 757-7933. Reg#1142868

FOR SALE: 1975 International 4300, 4000 gallon water truck. 8V71 engine just infirmed, 9-speed transmission, newly rebuilt Hendrixson pad suspension, new brakes all around, PTO driven water pump, self-drafting option, sprays front, rear and gutter. Also plumbed for hoses. Tank and baffle good condition. \$12,500. Call Carl at (707) 864-6950. Reg#2264390

FOR SALE: 1993 30 foot Prowler 5th wheel, completely self-contained, has all amenities, including the hitch. Queen-sized bed, extended living and dining area, and awning too. Very clean and in excellent condition. Needed college fund forces sale. \$10,500 OBO. Call evenings or leave message at (209) 984-4092 - Sonora. Reg#2086980

FOR SALE: GM Fender Flares, new in carton, unpainted, for 89-98 Chevy body style, \$300. Also, 4, 16x7, 6-lug aluminum rims with center caps, off of '98 Chevy Silverado 4x4, great condition, \$300. 1971 Honda CL175, 11K original miles, new battery, needs coil to run, otherwise great condition, \$350. Call Dale in evenings (925) 862-2249. Reg#1820562.

FOR SALE: Horses, horses! Reg. Quarter horse mares, sorrel and brown. Also, yearlings same. Reg. Paints, brown and whites. All ages. Mares, gelding and yearling stud colt. Yearling breeding stock mare, liver bay. Call (801) 254-6682 or (801) 694-2980. Reg#2210002

FOR SALE: 1979 Int'l Bobtail dump. 97K, diesel, vac brakes. 1989 Zieman, 2650 trailer. \$10,000 OBO. Call (510) 758-3339. Reg#1754899

FOR SALE: 95 acres, Gentleman's Ranch, horse boarding, hunting, fishing, 5 acre lake and 4 ponds on property. Adjoins forest service land on two sides. Located at the foot of the Sierra Nevada Mountains; 20 miles from Reno/Tahoe International Airport. Approximately 5000 sq. foot house, 2 barns and stables: one 120ft.x30ft., second one 50ft.x14ft. 10 acres in Alfalfa. \$980,000. Call (775) 677-1710. Reg#0925055

FOR SALE: 1998 Sandpiper 5th Wheel, three slide outs with more bells and whistles than you could think of, including generator and queen size air bed. Buying a home and need to sell. \$15,000 (\$10,000 under value) for a quick sale. Call (925) 679-2232. Reg#2254040

FOR SALE: 1990 Airex RV, 29-1/2 ft., has all the extras with one solar, awning, jacks and in a very good condition. \$22,500. Call (831) 476-2781. Reg#1425292

FOR SALE: 1953 Buick Super, 2-door, hard top, straight 8 auto trans, both seats recovered, have rest of material, except headliner, car in primer, shaved door handles and hood and trunk. \$4000 firm. Call (925) 432-6576.

FOR SALE: 4 bedroom, 2 bath home, walk in pantry, 2900 sq. ft., indoor swimming room with new Jacuzzi, 2160 sq. ft., new metal building, auto door 20ft.x50ft., 4000 sq. ft. of new fence. 40 acres, all fenced, good pasture, pecan and oak trees, excellent fishing and hunting. 45 minutes to Oklahoma City. Priced to sell \$175,000 (returning to CA). (405) 289-1228. Reg#1148375

FOR SALE: 1979 John Deere 410 extendahoe, 3 buckets, rebuilt engine, new tires, \$12,000 OBO. Call (707) 894-3580. Reg#0625759

FOR SALE: 1979 Caribbean Day Cruiser, 26 foot, excellent condition inside and out, has been garaged. \$8000 OBO. Call (707) 894-3580. Reg#0625759

FOR SALE: 1981 Camara Z28, California Classic, leather interior, t-top, rally wheels, rebuilt 350 engine, \$3500 OBO. Call (209) 333-2506 Lodi. Reg#1774822

FOR SALE: 1995 Class A Ford Flair Motorhome, 32 ft. 7.5 EFI Ford Engine and chassis. 19,000 miles. Walk around queen sized bed, 19 inch TV, VCR, solar, couch makes full size bed, coffee table comes up for dining, awning, 2 air units, \$30,000 OBO. (209) 293-7074. See at [www.100rvs.com](http://www.100rvs.com) ad (#54117). Email [leavelle@volcano.net](mailto:leavelle@volcano.net). Reg#1440664

FOR SALE: Marlin 1986 Cabin Cruiser, 19 ft., 2; OMC stern drive, GMC V-6 fresh water cooled, Raytheon, fish finder, SL70 radar, auto pilot, Garmin GPS, ship-to-shore transmitter, 2 down riggers, Lomac two axel trailer, \$6500 (707) 887-2590 or FAX (707) 887-2072. Reg#625884

FOR SALE: 2000 Interstate Cargo Trailer, 20 foot, used for shop tools of all kinds. Too many to list. Power equipment. Come see at 1400 Yosemite Blvd., Sp#102, Waterford, CA or call (209) 969-9956. Reg#1597767

FOR SALE: 1996 Damon Day Break RV, 31.5 ft., only 23,000 miles. RV in great condition. Gas powered, sleeps 6, has two TV's, queen sized bed, oversized shower for tall persons, awnings on all windows, very nice, must see. \$37,000 OBO. Leave message at (209) 772-3112. Reg#1963705

FOR SALE: 3 city lots on gentle slope, close to Klamath Falls, OR. Store/bus - 1 block; golf - 3 blocks. Low taxes, good income property, increasing at 8%, all utilities except sewer, \$18,200. (541) 798-1073. Reg#0728471

FOR SALE: 1979 Triumph TR-7, very clean and low miles. New tires, upholstery, radiator, battery, needs top (convertible) and paint. \$1650. (541) 798-1073. Reg#0728471

FOR SALE: Mighty Mac Sprayer, 20 gallon capacity. Can be used to spray liquid sulphur or weed killer. Excellent condition. \$500. 250 gallon fuel tank. Asking \$100 OBO (707) 252-1073 - leave message. Reg#845478

FOR SALE: 1995 Terry Trailer, park model, 39 foot with 2 slide outs, awning, slide out deck, excellent condition. \$20,000 or make offer. Call (530) 357-4208. Reg#2290906

FOR SALE: Equipment trailer, 3 axle, electric brakes, folding ramps, rated at app. 9 ton, needs six tires. \$2450. Call (707) 557-3256 or (707) 529-6740. Reg#22782744

FOR SALE: 2001 HD Road King Classic, 1550 Big Bore, 5k miles. Lots of chrome, must see to appreciate. \$27,000. Call (707) 863-9066. Reg#179716

FOR SALE: 1964 2-door Cadillac Deville, \$6500 restored. Also, 1996 Coachman Ranger, self-contained camper, TV, microwave, etc. Fits three-quarter ton truck, electric jacks, \$10,500 OBO. 1957 Shasta Travel Trailer, 6x12, new wiring, \$1000 OBO, pulls easy. Call (209) 532-5489. Reg#0870910

FOR SALE: air tools, three-fourth DR.IR 260 impact, Ridget pipe tools, tri-stand, vice cutter, reamer, OOR ratchet and one-eight-one inch pipe dies, hydraulic jacks, CAT, Cummins and Detroit tools, jake brake for 743 CID Cummins, old CAT parts and service books, much more. Call (209) 745-2574. Reg#1826078

FOR SALE: Miller AEAD 200 LE welder, 10 piloted adjustable reamers, 15/32 to 1-3/16 inch, 5 adjustable reamers, 1-3/16 to 1-7/8, large taps three-quarters to 2 inches, stud and dowel remover sets, 24 inch, chain wrench, battery cable, make-up kit, 3/8 through .75 drive sockets, 36 inch rigid pipe wrench, more. Call (209) 745-2574. Reg#1826078

FOR SALE: 70 ft. by 14 ft. Governor on two 50 ft. by 135 ft. lots. Completely fenced, automatic sprinklers and lots of trees. Full-length patio with cement floor and aluminum awning, 25 ft. by 30 ft. garage with 10 ft. high overhead door. All new furniture and ready to live in. Located in Jerome, ID. \$59,000 Firm. Call (801) 280-8404. Reg#1057619

FOR SALE: Storage container for sale (30 ft. x 8 ft. x 9 ft.). Located in Petaluma area. You can move it or leave it on private farm where it is now. Call (707) 647-0480. Reg#1644299



## FROM HAWAII

**Directional drilling class completed**

After the completion of the first directional drilling class, Financial Secretary Harold K. Lewis commended the staff and participants on a job well done. "I have to tip my hat to JAC Administrator Nelson Umiamaka and his staff for the job that they've done in completing their first directional drilling class," Lewis said. "This is a big step in Local 3's training program. More than ever, this underscores Business Manager Don Doser's commitment to training and improving our members' skills."



Above from left: Training site instructors Daniel Nelson, Administrator Nelson Umiamaka, Assistant Administrator Alan Kumalae, Kealii Colburn and Nelson Colburn.

At left: Directional drilling class participants take a break. From left: Kneeling are Renee Rapoza, Cherrise Hurley and Kamela Akiona; Standing are Ronald Colburn, Lorelei Bors, Kawika Benjamin, Jaime Harvest-Silva, Gerie Cash, Adrian Hoopai and Michelle Crawford.

**Faces in the field**

Above: Harry Medeiros works on the 275 Dozer.

At left: On the GPS cart are Daniel Kahawai and Leloa Canda Alvarez.



Above: Cyril Nahina pauses alongside his 825B Compactor.

## FROM SAN JOSE

**Route 152 and Hwy. 25 improvements underway**

The much sought after and eagerly anticipated Route 152 and Hwy. 25 improvements are well underway. Hwy. 25, the main connector from the city of Hollister to U.S. 101 is undergoing a much-needed shoulder widening and an addition of several turn pockets. The hope is that this will help the traffic flow in and out of Hollister. Hwy. 25 is known by a lot of local residents as a very dangerous stretch of blacktop. There have been about eight fatal accidents this year alone. Some locals think of this renovation project as just a temporary fix, and that Hwy. 25 still needs to be widened to two lanes in each direction. Who knows what the future will bring. Right now Granite Construction, Watsonville Branch is keeping at least eight of our operators employed.

Granite Construction soon begins working on the Route 152 improvement project a couple miles North of the Hwy. 25 exit. This project aims to:

- Improve the U.S. 101, Route 152 interchange, including a loop on-ramp for the Westbound Route 152 to Southbound U.S. 101, and realigning the Northbound U.S. 101 off-ramp;
- Install a traffic signal on Route 152 at the Northbound U.S. 101 off-ramp;
- Widen Route 152 from U.S. 101 through the Llagas Creek Bridge from two to four lanes;
- Align the existing Westside Transport, Inc. entrance with Gilroy Foods' East entrance, and install a traffic signal at this site;

- Improve the intersection at Route 152 and Ferguson Road;
- And build \$1.5 million of retail space to coincide with the Route 152 U.S. 101 freeway expansion.

This project will be very beneficial to many of our union brothers and sisters. The capitol cost and project funding will be \$23 million — \$17.5 million from the 1996 Measure "B" funding, and \$5.5 million from the city of Gilroy.

There is plenty of work to be had throughout the district. In North San Jose, Ryan Engineering lays the groundwork and infrastructure for a new power plant that will supply power to one of the country's largest computer servers when completed.

Have a safe and great rest of the season.



# Public Employee News

VOL. 3, #7 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • SEPTEMBER 2002



## Successful negotiations in the central valley

By Joe Santella, Business Representative

In these uncertain socioeconomic times, a small ray of light shines on the members of Oakdale, Calif. The Oakdale Irrigation District and the city of Oakdale concluded negotiations and have ratified their contracts. In the valley the big concerns are the ever-escalating costs of medical and pharmaceutical coverage and the always-ominous cost of living. Then when wage surveys, equity and parity requests and the rising costs in all benefit coverages are factored in, negotiations can become arduous affairs.

To tackle these common issues facing all Public Employee groups, the members in Oakdale resorted to inventive ways of addressing their concerns. On the issue of medical coverage for example, when confronted with the reality of cost sharing on the medical premium, the city employees of Oakdale elected to roll a portion of the city's contribution into the salary line, and then have that and the employee portion withheld. Besides some tax advantages, the way it is set up provides an added benefit to the annual salary reported to PERS for retirement.

At the Oakdale Irrigation District, employees were confronted with a wage and benefit survey that had them below the median by as much as 30 percent or more. There the employees agreed to take small incremental increases over the life of the contract and agreed to look at schedule modifications as a means to hold down costs.

Another big issue that most bargaining units are confronting in negotiations are the new PERS enhanced-retirement formulas. Some employers are eager to explore these new options while many are not, citing an uncertain economy and concern over the large budget shortfalls at the state level and the impacts that may have on their own budget outlook.

The challenge that we in the Public Employee Division must be ever mindful of is that flexibility and an open mind will be tremendous aids as we negotiate in this uncertain economic climate. That type of willingness has served our members well in Oakdale and can work throughout our organization.

NEWS  
FROM THE  
**public  
employees**



by  
**KURT BENFIELD**

**Director of public  
employee division**

## There is no 'I' in TEAM

The title of this article may sound familiar. Like many of you, I have participated in team sports most of my life and have coached many team sports such as basketball, football, baseball, soccer and softball. My two children have been involved in team sports since the age of five. The one consistent thing in my playing or coaching and the coaching my kids receive is that a team only succeeds if its members play and work together as a team. If the team is not cohesive and a couple players think they are bigger than the group as a whole, the team suffers. I have played on and coached teams with less talent than their opponents, but in the end, the victory over these opponents resulted from excellent and unselfish teamwork.

### Team provides better service

Recently, among many other positive changes and improvements to the Public Employees Division, I implemented a team concept in regards to business representative assignments. In the past, many members, agencies and associations were acquainted with and primarily dealt with only one representative. This worked fine except when that representative became ill, injured or retired. Generally the members, executive boards and stewards were then concerned about service and wondered who would be the new business representative. The implementation of the teamwork concept alleviates this concern and improves service to the members. Let me explain. Each unit will have a designated primary business representative and two assigned backup business representatives. All representatives will be required to stay familiar with all units they are assigned to, as well as the ones they serve as backup. Depending on the issue, we may have a business representative who specializes in it. Many of our business representatives are experts and



may be more knowledgeable in these areas than your assigned primary representative. These experts would handle your case.

### Local 3's service is second to none

No other provider or specialty law firm provides this type of service. I know this because I am very familiar with specialty law firms as I once worked for one, and my association was represented by two others years ago during previous employment. Where the largest of the firms can provide a maximum of five attorneys and three-and-a-half labor representatives, the others can provide approximately three attorneys and one representative. This does not count the workers compensation or personal injury attorneys they have on staff who provide no help in a labor dispute. In contrast, Local 3 has 38 seasoned labor attorneys and 16 experienced business representatives.

Our representatives have worked in the trenches as K-9 handlers, in public works, as linemen and mechanics, on patrol, as range masters, as training officers or background investigators, in water treatment, internal affairs, custody, retail, motors, DRE's, stewards, detectives, clerks or association leaders. Since Local 3 has 16 business representatives, it provides a wealth of expertise and experience to choose from to service the members. In addition, our 38 hungry labor attorneys make us unmatched with the expertise and experience available to service our members.

### How does this affect you?

In the next three to five months you will not just see and deal with your assigned primary representative, you instead will on occasion, see the backup or specialized representative working alongside your primary representative. On some occasions you will see two or more reps at the same time handling or assisting in a critical incident, arbitration, internal affair, privatization, griev-

ance or other issue. The team concept allows us not only to take advantage of the specific talent of our representatives' expertise, but also to help pick up the ball when the assigned primary representative is temporarily swamped. This creates a more prepared and informed staff and membership.

### Talented staff

The new team concept only works if the team wants to participate. I have to say that the current Public Employee Division's team of representatives and organizers is the most talented the division has seen. You can read about two new talented representatives in this issue of *Public Employee News*. As I stated in my article a few months ago, the Local 3 Public Employee Division is looking to advance and improve in many areas. We are not satisfied with keeping the standard — we want to set the standard! I believe that in the last five months we already have done just that. We will not sit on our laurels; I have more ideas in the bullpen. It is the hard work of the people in this division, the innovation, forethought and the continued support and leadership of Business Manager Don Doser and the Local 3 officers that have placed us back on top. There are a few who rumor or say otherwise as they try or say anything to obtain your business. Be sure to get informed as a team member to avoid falling prey to malcontents.

Lastly, although we have an all-star team of business representatives and organizers, we rely heavily on you, our talented team of members throughout Local 3. We rely on you to inform us of the inequities of the employer, or to stand up for your rights so we all can be heard. If you see an unfamiliar face with your usual representative, stop and say hi or attend a membership meeting you have been missing. You might find there is a new game in town — that game is Local 3, and we're ready to play.

## CEMA realignment negotiations completed

By Tom Starkey, Business Representative

CEMA recently concluded negotiations on salary realignments and several major reclassifications and special salary adjustments that impact more than 700 members within the CEMA bargaining unit with Santa Clara County.

All CEMA members will receive a 6 percent salary adjustment on Aug. 19. In addition, more than 450 members will receive salary realignments because of internal or external market comparison. Many of the realignments were in the 5-percent range, but several classifications received adjustments between 8 percent and 12 percent.

CEMA represented classifications in the pharmacy, and diagnostic imaging at Valley Medical Center received salary adjustments ranging between 15 percent and 17 percent because of continuing problems recruiting and retaining employees.

More than 250 members will receive salary adjustments because of major reclassifications studies. These classifications are in the Health and Hospital Agency. These salary adjustments ranged from 2 percent to 12 percent with a majority getting salary increases in the 2-percent range.

Given the pending downturn of Santa Clara County's budget, CEMA believes these adjustments continue to keep many middle managers adequately paid to perform their roles in county government.

Thank you to the many members who assisted with the negotiations that resulted in salary increases for our membership: Elaine Larson, Richard Simon, Keith Garvey, Delia Ho, Edna Esguerra, Terry Ota, Vickie Meyer, Barbara Lang, Pat Ericsson, Karen Bolding, Barbara Whittingtham, Dan Loyd, Eunice Rojas and Carlos Leglu.



## Monterey County Deputy prevails through arbitration

By Don Dietrich, Business Representative

Monterey County Deputy Sheriff Joseph Palazzolo always went the extra mile to do a good job. He personally provided many pieces of equipment that he thought were necessary to be an effective public safety officer, things his department did not provide. Anyone in law enforcement knows what I'm talking about. Cameras, tape recorders, extra handcuffs, an extra flashlight — all at the officer's own expense.

One item Palazzolo provided was a 35mm camera. The department did not provide this item and we all know the value of pictures in cases like domestic violence disputes in which the victim later recants any physical injury.

But you know what they say: No good deed shall go unpunished.

Palazzolo works in a small police department that calls the Sheriffs Department for assistance and backup because of its limited staff resources. This small department encourages good relations by extending the use of its facilities to

deputies working in the area. It is the small department's common practice to lend equipment and supplies to other agencies.

In July 2001, Palazzolo borrowed some 35mm film from the small department because the Monterey County Sheriffs Department was out of film. This is when the nightmare began.

Palazzolo then was placed on administrative leave accused of theft. He returned to work only to be served with a notice of a 300-hour suspension for misappropriation of property, and more specifically, the film.

On May 21, Attorney Alan Crowley from Van Bourg, Weinberg, Roger & Rosenfeld presented the case before Arbitrator Edward Scholtz on behalf of Operating Engineers Local 3. The hearing lasted two days.

On July 12 Scholtz reversed the notice of punitive action and recommended that Palazzolo be reimbursed for any and all lost compensation, including interest.



On July 12 the right thing occurred and that is what your union is all about.

Remember, the employer has the burden of two things in disciplinary matters:

- 1) It must establish just cause for taking punitive action. The employer needs to prove that you have done something wrong.
- 2) It must apply the appropriate level of corrective action based on the need to ensure that violations of workplace rules or policies do not occur again.

Local 3's professional business representatives are here to make sure your employers operate under these guidelines, and our attorneys are here to make sure unjust punishment is corrected.

In closing, I would like to thank Alan Crowley from Van Bourg, Weinberg, Roger & Rosenfeld. We are very fortunate to have the professional services of attorneys like Crowley to right the wrongs that occur. I would also like to commend Palazzolo who hung in there and prevailed. Union members need to stick up for what is right. It is the only way to keep employers from abusing employee rights.

NEWS  
FROM THE

public  
employees

## Plumas County employees fired after reporting sexual harassment

By Chuck Smith, Business Representative

It's been a long spring and summer for two Plumas County employees who were fired after reporting what they believed to be sexual harassment of a third employee.

Binding arbitration was scheduled to conclude in early August and the employees, Tim Ball and Nancy Yeager, hoped to be reinstated sometime in September with full back pay. The two employees are represented at arbitration by Operating Engineers Local 3 and the Van Bourg law firm of Oakland.

Ball, the coordinator of the "Friday Night Live" youth drug and alcohol prevention program, and Yeager, a fiscal assistant, were fired in April by Alcohol and Drug Services Director Bob Minert after reporting the behavior of one of the male alcohol and drug counselors toward a female employee under Ball's supervision.

According to Ball, the female employee, then age 19, complained that the male counselor "creeped her out," and that she pretended to be on the telephone when the counselor came to her office to avoid talking to him. On at least two occasions, Ball witnessed the male counselor "leering" at the female employee's backside.

On another occasion, Ball and the department's fiscal officer witnessed the female employee leave her chair and

crouch down behind a desk when the male counselor walked down the hallway. "Don't let him see me," the fiscal officer quoted the woman as saying. "I don't like the way he looks at me."

The woman also complained about the male counselor to Yeager and other employees.

After Ball reported the behavior to his department head, Minert directed that he, Yeager and a third witness, counselor Carol Lee, put their concerns in writing. Upon receiving the complaints, he placed all three on administrative leave pending an investigation. Minert demanded a written statement from the fiscal officer but he was not disciplined.

Claiming that no sexual harassment took place and that the three were conspiring against the male counselor, Minert initiated disciplinary action. After Skelly hearings, Carol Lee was reinstated. Ball and Yeager, however, were fired and appealed under the binding arbitration language in the Memorandum of Understanding between Local 3 and Plumas County.

Minert, a former Los Angeles police officer with no training in alcohol and drug abuse prevention, was hired about a year ago, and according to an investigator from

the Equal Employment Opportunity Commission, was given instructions by two county supervisors to get rid of Ball as soon as possible. Minert denied that he was given such instructions.

Minert said that when he interviewed the female who was the subject of the statements provided by the employees, she denied that any sexual harassment occurred. While the woman admitted the male counselor "creeped her out," she said there was no sexual harassment on his part and that Ball, Yeager and Lee were making things up.

Minert said that the three employees who filed the written complaints engaged in a criminal conspiracy against the male counselor. He cited as evidence the fact that all three used the term "leering" in their statements to describe the behavior of the male counselor toward the female employee.

The female, who was the subject of the alleged harassment, now has the job previously held by Ball.

The EEOC has issued right-to-sue letters to Ball, Yeager and Lee.



**NEWS FROM THE**  
**public employees**

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**Veteran cop and union activist joins Public Employee Division**

By Kurt Benfield, Director

I once again am pleased to announce an experienced new face joining the Public Employee Division team, Doug Gorman. The Public Employee Division is glad to now have Gorman on board. He started his career in law enforcement in 1976 for the city of Placentia. After moving around to places such as Casper, Wyo., Desert Hot Springs, San Diego and Bell Gardens, Calif., he finally settled in the city of Montebello. Gorman spent time in the mounted enforcement unit and in the gang unit, and has extensive experience as a K-

9 Handler, a range-master and as a patrol and field training officer.

During his years of service, Gorman served as president, vice president and treasurer for various associations handling grievances and many other labor-related issues. When he retired from law enforcement, he followed his calling to union representation and became a labor representative for the California Organization of Police and Sheriffs. Gorman then joined Local 3 with the desire to spend more time with the front-line union members and to get

involved on a much larger membership and political scale. Gorman already has made an impact on many members of the San Jose office and looks forward to meeting and representing many more members.

Gorman lives in the San Jose area with his wife Sara, son Wyatt and daughter Taylor.

He loves spending time with his family and enjoys training horses.

Take some time to talk to or say hi to Gorman at your next membership meeting or when stopping by the San Jose office.

**Another new face in San Jose**

By Kurt Benfield, Director

Joining Business Rep. Doug Gorman in San Jose is Robert "Bob" Highbaugh. Highbaugh is an 18-year veteran law enforcement officer of the Hayward Police Department. Highbaugh hailed from the Alameda County Sheriff's Department before moving to Hayward. He is a true union loyalist and has held several positions such as president, vice president, treasurer and director of various associations in

the nine-plus years he has been actively involved in the union. Highbaugh has been extensively involved in contract negotiations, grievance and other labor issues. Highbaugh, like Gorman, is very familiar with the Internal Affairs and Skelly processes. During his time in law enforcement, he worked as a field training officer, school resource, on patrol and walking patrol and as a bicycle patrol officer. Highbaugh looks

forward to working with and helping his fellow brothers and sisters in their union membership. Highbaugh lives in Hayward with his son Tom and enjoys golf, mountain biking and spending time with his son.

Please join me in welcoming Highbaugh to the Local 3 team and don't be surprised to see this activist at your next meeting, Skelly or hearing.

**Violence against union activists: It's the real thing**

By Chuck Smith, Business Representative

From time to time, we are asked about the origins of unions and why they are necessary.

Most modern-day union members have little knowledge of the rise of unionism and how corporate America used the courts, the cops, the Chambers of Commerce and hired thugs to attempt to destroy the union movement.

But once they read about the proliferation of child labor, 16-hour days, seven-day work weeks and mass murders of striking workers in the United States, our members develop a greater appreciation for all of the hard work that has gone into the union movement during the past 150 years.

There is a bumper sticker that reads: "Organized Labor, The Folks Who Brought You The Weekend." Unfortunately, such a standard American concept as the weekend had to be fought for with the blood of workers.

To develop an understanding of unionism in the United States, our members might want to follow the reports out of Colombia where over the past 15 years, more than 4,000 union labor leaders have been slain, and 99 percent of those murders remain "unsolved." A majority of the murdered union activists were organizing and repre-



senting public employees in Colombia. Similar atrocities occur in Guatemala, Indonesia, Haiti and other countries across the world where workers endure episodes of violence similar to those experienced by workers in the United States in the late 19th and early 20th centuries.

There was a time in the United States when union organizers were beaten, tortured and murdered. Fortunately, the American criminal justice system today protects union organizers and union members to a greater degree, but they are still routinely threatened with violence.

Why? Because American businesses still do not want workers unionized. Neither do many department heads in local and state government. The fundamental notion of collective bargaining is a threat to their authority and wealth.

Our members often have said that American companies are no longer this way.

But ask the Colombians. Last year the United Steelworkers of America and the International Labor Rights Fund sued the Coca-Cola Company for allegedly ordering the murders of union leaders at a Coca-Cola subsidiary in Colombia.

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