

# ENGINEERSnews

VOL. 62, #9 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • SEPTEMBER 2004

# BUSH VS. KERRY

*Election 2004*



**A side-by-side comparison of the nation's  
most prominent presidential candidates**



## For The Good & Welfare

By John Bonilla, Business Manager

# Securing prosperity, fighting for the future

Defeating Prop. 68 and Prop. 70 will bring \$1 billion for transportation

After a monthlong impasse, which included California Gov. Arnold Schwarzenegger foolishly calling state Democrats "girlie men," the state legislature finally reached agreement July 26 and enacted the 2004-2005 budget.

The governor boasts of a fair, bipartisan budget, and in many ways, it is. A positive that came from it is that the state has agreed to make about \$1.3 billion available for transportation through early repayment of prior transportation loans. But overall, transportation did not fare that well.

Although the budget includes money for transportation, it is not enough to make up for years of inadequate transportation funding — we have a potential crisis on our hands in California. For the last three fiscal years, more than \$5 billion in transportation funds have been lost to the state due to loans, transfers, diversions and lower than expected federal reimbursement.

And now, faced with that slower than expected flow of federal money and the suspension of Proposition 42 funds, there is not enough money to fund any more capacity-building highway projects — no more projects scheduled in the state's five-year plan or in the congestion relief plan can be funded, and the California Transportation Commission will have to slow the funding for highway maintenance and rehabilitation unless more funding comes in.

Projects already underway will continue, but if we don't increase funding, no new projects can be started. This means we are OK for the time being, but unless we do something about it now, our future could be greatly impacted.

A large chunk of the money the state budgeted for transportation is tied into a compact between some California Indian tribes and the state. In June, five tribes signed compacts with the state, adding a projected \$300 million in annual revenue to the state's general fund and earmarking \$1 billion immediately for transportation projects, plus an estimated \$100 million annually for the next seven years.

Some are trying to eradicate this agreement by introducing two propositions to the

November ballot: Proposition 68 and Proposition 70. If passed, these propositions could override the compacts signed in June, and we could lose \$1 billion in transportation funding.

It is important for us to defeat Prop. 68 and Prop. 70, as every \$1 billion invested in transportation creates 42,000 construction-related jobs, ensuring work for our members. Although we need this funding now, unfortunately it is a quick fix and barely touches on what the state needs to upgrade its roads to acceptable conditions — California's ailing roadways are the worst in the nation.

The cost of unfunded transportation projects needed to meet the state's growing needs is more than \$117 billion. Over the next 10 years, California will face an \$82 billion to \$90 billion shortfall in its infrastructure investment. And, according to the ReBuild America Coalition, if the trend of underfunding public works continues, our children and grandchildren will be left with an infrastructure deficit price tag of at least \$853 billion.

In the last 30 years, highway travel in California has increased about 116 percent, but lane capacity has increased only 6 percent. California is still growing; it looks like it will continue to grow, and our roads can't keep up.

For the sake of our livelihood as Operating Engineers, and for our families' welfare now and in the future, we need to lobby for transportation funding. Take a stand and get involved in defeating Prop. 68 and Prop. 70; your future depends on it. Call your district to find out what actions you can take. We can't solve the overall crisis in one step, but defeating these propositions on the November ballot will be a good start to securing our prosperous future.

I look forward to seeing you at this month's Semi-Annual meeting in Sacramento.

In Solidarity,

*John A. Bonilla*

Business Manager John A. Bonilla



Job Stewards and Machinists Craig Wyllie, left, and Eddie Cruz take a break to visit with Business Manager John Bonilla and President Bob Miller. .... 12

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## In the News

# Kerry says tax code must change

Two recent reports confirmed what many American workers know first hand: Bush's economic policies are hurting working families. After four years of President Bush's tax cuts, the nation's middle class pays a larger share of federal taxes while the portion paid by the wealthiest Americans has decreased, the non-partisan Congressional Budget Office (CBO) reported Aug. 13. The amount of tax cuts the top 1 percent of the country received is nearly 78 times that of the middle 20 percent.

The CBO study, *Effective Federal Tax Rates Under Current Law, 2001 to 2014*, found the share of federal taxes paid by the richest citizens, those with incomes averaging \$182,700 or more in 2001, dropped to 63.5 percent in 2004, down from 64.4 percent in 2001. The top 1 percent of the country, those earning \$1.1 million or more, pay 20.1 percent of the total, compared with 22.2 percent in 2001.

While those at the top of the earnings scale are lowering their taxes, the nation's middle class is bearing more of the cost of paying for government services. The share of federal taxes paid by households earning between \$51,500 and \$75,600 increased, with the highest jump coming for those making \$75,600. Their share of all taxes rose from 18.7 percent in 2001 to 19.5 percent today.

For the bottom 20 percent of households, the combined Bush tax cuts averaged \$250 each. The middle 20 percent received \$1,090, while the top 1 percent gained \$78,460.

"It's time America had tax cuts that work for all Americans," said Democratic presidential candidate Sen. John Kerry. "It's time we had tax cuts that help create good-paying jobs — right here in America. And, after four years of shifting the tax burden from those with the most to those most struggling to make ends meet, it's time that America's tax code reflected America's moral code."

*The above text was compiled from the AFL-CIO article, "Bush Tax Cuts, Trade Deficits Slam Middle Class." To read the full text, visit [www.aflcio.org](http://www.aflcio.org).*

## Talking Points

By Bob Miller, President



# A few good jobs

Recently, Business Manager John Bonilla and I were discussing the national jobs picture. Our conversation reminded me of a recent *New York Times* "Op-Ed" piece by Stephen S. Roach, chief economist for Morgan Stanley. Reading this article really got me thinking about the U.S. jobs situation. I shared some of these facts with John, and I think you might be interested in hearing about them as well.

Through February of this year, the United States was stuck in the worst jobless recovery of the post-World War II era. However, there are now positive signs that the job growth situation is improving. More than a million jobs have been added to our economy since February. But what do the job numbers really tell us?

Economists are in general agreement that November 2001 marked the end of the last recession. Since that time, private sector job growth has risen only 0.2 percent. This stands in contrast to the nearly 7.5 percent increase recorded, on average, over the comparable 31-month interval of the six preceding economic recoveries.

By industry, the leading sources of hiring turned out to be restaurants, temporary hiring agencies and building services. These three categories, which make up less than 10 percent of all jobs, accounted for 25 percent of the hiring growth. Hiring also increased at clothing stores, courier services, hotels, grocery stores, trucking businesses, hospitals, social work agencies, business support companies, and personal and laundry services. This group, which makes up 12 percent of all jobs, accounted for another 19 percent of the job growth.

There has been some improvement at the upper end of jobs, with the construction industry leading the way. There's also been more demand for lawyers, architects, engineers, computer scientists and bankers. Manufacturing continues to lag.

From March to June of this year, low-wage jobs, accounting for 22 percent of the overall workforce, accounted for 44 percent of new hiring. Higher-paying jobs, accounting for 24 percent of overall employment, accounted for only 29 percent of new job growth.

In short, jobs are beginning to grow at both ends of the spectrum, but low-paying jobs are growing much more quickly. The contribution of low-wage jobs to hiring has been almost twice that of higher-paying jobs. In fact, it turns out that 81 percent of total job growth over the past year has been concentrated in low-end jobs.

The character and quality of American job creation is changing before our very eyes. This poses an important question for all of us: What are we going to do about it? As it's an election year, we should ask our politicians this very important question. Their answers should help us determine which candidates to support.



## CREDIT UNION

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

# More ways to buy union

Do you buy union whenever possible? Union products and services simply mean quality. When you buy union, you're not only keeping the union movement strong, you're keeping our local communities – and even America – strong. When you think, "buy union," what kinds of products and services come to mind? Chances are you don't think about your checking account, your car loan or your mortgage. You should. When you buy union financial products and services, you're truly getting the best products and services at very competitive prices.

You may have guessed that I'm referring to your credit union, Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU). By switching from a big bank to our credit union, many Local 3 members have saved hundreds – even thousands – of dollars in fees, loan interest and deposit earnings. How is that possible?

The earliest labor unions formed to help workers get the wages, working conditions and benefits they deserved, lifting their standard of living above the level of basic human decency. The first credit unions were formed by and for these same people. In the early 20th century, a worker could not simply go to a bank and get a loan. Loan sharks were the only entities willing to extend credit to regular folks. Credit unions were formed by workers who pooled their money to make loans to each other. The workers themselves owned the credit union. Today, credit unions are still member-owned financial cooperatives.

Our very own OEFCU was formed in 1964 by Local 3 members. When you deposit money or get a loan from the credit union, you're not just using a service, you are actually part owner of the credit union. You're supporting a union member-owned organization, you're saving money and getting the personal service an owner deserves. If you're not a credit union member yet, or if you're not buying most of your financial products from OEFCU, you owe it to yourself and your fellow union members to learn more. Call the friendly credit union staff at (800) 877-4444, visit them online at [www.oefcu.org](http://www.oefcu.org) or drop into one of our branch offices.

### 0 percent auto financing: What's the catch?

Once again, 0 percent financing is being offered by manufacturers and dealers who are trying to make room for next year's models. What could be better than 0 percent financing? It can be a good deal, but sometimes traditional low-rate financing (like you find at our credit union) can end up costing less. Keep these points in mind before deciding to take the 0 percent financing:

- When offered 0 percent financing, you generally have a choice: a rebate (typically from \$1,500 up to \$5,000) or 0 percent financing.
- If you don't choose the rebate, you're essentially paying the rebate

amount as an up-front, lump-sum interest payment. If you sell or pay off your car before the loan term is up – you can never recoup that amount.

- With traditional low-rate financing, if you pay off your loan early or sell the car, you only pay interest for the time you have the vehicle and will pay less overall.
- Fewer consumers qualify for 0 percent financing due to stringent credit approval standards.
- Frequently, shorter repayment terms are required with 0 percent financing, creating budget-busting monthly payments.

### Rates and rebates – dare to compare

Here is a sample comparison between traditional credit union financing and 0 percent financing. Of course, prices and terms will vary with the vehicle. The smart move? Ask OEFCU to do a comparison on your purchase before deciding which option is best. You can reach a loan officer by calling (800) 877-4444.

	0 percent dealer financing with no rebate	OEFCU financing with \$3,500 factory rebate at 48 months	OEFCU financing with \$3,500 factory rebate at 60 months
Purchase price (MSRP)	\$28,000	\$28,000	\$28,000
Cash back (factory rebate)	\$0	\$3,500	\$3,500
Loan amount	\$28,000	\$24,500	\$24,500
Annual Percentage Rate	0%	3.75%*	3.75%
Term	48	48	60
Monthly payment	\$583	\$550	\$449
Total payments	\$28,000	\$26,421	\$26,907
<b>YOU SAVE</b>	<b>\$0</b>	<b>\$1,579</b>	<b>\$1,093</b>

\*3.75 percent Annual Percentage Rate refers to best rate based on creditworthiness as well as .50 percent auto pay discount.

Remember, you can get OEFCU financing at the dealership. Ask your favorite dealer if it participates in credit union direct lending, and be sure to finance union – ask for Operating Engineers Federal Credit Union financing.

## OEFCU branch offices to serve you

### CALIFORNIA

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

**Auburn**  
1515 Grass Valley Hwy., Suite 400  
Auburn, CA 95603  
(530) 889-2969

**Burlingame**  
828 Mahler Road, Suite A  
Burlingame, CA 94010  
(650) 697-0598

**Dublin** ATM location  
7300 Amador Plaza Road  
Dublin, CA 94568  
(925) 560-9660

**Eureka**  
1213 Fifth St.  
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**  
9806 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

**Sonoma County**  
6225 State Farm Drive, 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 Drive, 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

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

### OREGON

**Gladstone**  
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







## FRINGE BENEFITS

By Charlie Warren, Director

### Using your prescription drug plan

When your doctor writes a prescription, ask if a generic drug will work for you, as it will save money. If the doctor does not want you to take a generic drug, even if available, ask that the prescription indicate no generic substitutions. This is important, because it could make a difference in your copayment when using a retail pharmacy.

When the prescription is for 34 days or less and is a one-time prescription, take it to a local pharmacy. When the prescription is for more

than 34 days and has one or more refills, have your doctor write two prescriptions – one for a 34-day supply and the other for refills up to a 100-day supply for members covered with the Pensioned Operating Engineers Health & Welfare Plan (90-day supply for members covered with the Operating Engineers Health & Welfare Comprehensive Plan). Take the prescription for the 34-day supply to a participating retail pharmacy and have it filled. Send the prescription for the 100-day (90-day) to the mail-order pharmacy.



### Reduce your West Nile virus risk

#### Avoid mosquito bites

Apply insect repellent containing DEET (look for N, N-diethyl-metoluamide) to exposed skin when you go outdoors. Even a short time outdoors can be long enough to get a mosquito bite.

Clothing can help reduce mosquito bites. When possible, wear long sleeves, long pants and socks when outdoors. Mosquitoes may bite through thin clothing, so spraying clothes with repellent containing permethrin or DEET will give extra protection. Don't apply repellents containing permethrin directly to skin. Do not spray repellent containing DEET on the skin under your clothing.

Be aware of peak mosquito hours. The hours from dusk to dawn are peak mosquito biting times. Consider avoiding outdoor activities during these times, or take extra care to use repellent and protective clothing during the evening and early morning.

#### Mosquito proof your home

Drain standing water. Mosquitoes lay their eggs in standing water. Limit the number of places around your home for mosquitoes to breed by eliminating items that hold water.

Install or repair screens. Some mosquitoes like to come indoors. Keep them outside by having well-fitting screens on windows and doors. Offer to help neighbors whose screens might be in bad shape.

#### Help your community

Clean up. Mosquito breeding sites can be everywhere. Neighborhood clean-up days can be organized by civic or youth organizations to pick up containers from vacant lots and parks and to encourage people to keep their yards free of standing water. Mosquitoes don't care about fences, so breeding sites anywhere in the neighborhood are important.

Report dead birds to local authorities. Dead birds may be a sign that the West Nile virus is circulating between birds and the mosquitoes in an area. More than 110 species of birds are known to have been infected with West Nile virus, though not all infected birds will die.

Mosquito control programs. Check with local health authorities to see if there is an organized mosquito control program in your area. If no program exists, work with your local government officials to establish a program. The American Mosquito Control Association can provide advice, and their book, "Organization for Mosquito Control," is a useful reference. A source for information about pesticides and repellents is the National Pesticide Information Center Web site, <http://npic.orst.edu/>, which also operates a toll-free information line, (800) 858-7378.

### Nurse Connections

For members covered by the Operating Engineers and Pensioned Operating Engineers Health & Welfare Comprehensive plans, a nurse hotline is now available 24 hours a day, seven days a week. Nurse Connections uses nationally accredited guidelines to provide you with timely, reliable information. Registered nurses will advise you, no matter how big or small the concern. From general health, wellness and medical information to triage or urgent issues, your nurse will help you make informed decisions. Nurse Connections is provided at no out-of-pocket expense and can be accessed by calling (866) 676-0740. Members covered by Kaiser Permanente should use Kaiser's advice nurse service.

### Retiree Association Meetings

#### CONCORD

Wednesday, Sept. 1 10 a.m.  
Centre Concord  
5298 Clayton Road  
Concord, CA

#### UKIAH

Thursday, Sept. 2 10 a.m.  
Discovery Inn  
1340 N. State St.  
Ukiah, CA

#### ROHNERT PARK

Thursday, Sept. 2 2 p.m.  
Operating Engineers Building  
6225 State Farm Drive #100  
Rohnert Park, CA

#### WATSONVILLE

Thursday, Sept. 9 10 a.m.  
VFW Post 1716  
1960 Freedom Blvd.  
Freedom, CA

#### SAN JOSE

Thursday, Sept. 9 2 p.m.  
Masonic Temple  
2500 Masonic Drive  
San Jose, CA

#### SALT LAKE CITY

Thursday, Oct. 7 2 p.m.  
Operating Engineers Building  
1958 W. N. Temple  
Salt Lake City, UT

#### MODESTO

Thursday, Oct. 7 10 a.m.  
Tuolumne River Lodge  
2429 River Road  
Modesto, CA

#### STOCKTON

Thursday, Oct. 7 2 p.m.  
Italian Athletic Club  
3514 Cherryland Drive  
Stockton, CA

#### FAIRFIELD

Thursday, Oct. 14 2 p.m.  
Operating Engineers Building  
2540 N. Watney Way  
Fairfield, CA

#### SAN FRANCISCO-SAN MATEO

Tuesday, Oct. 19 10 a.m.  
Machinists Hall  
1511 Rollins Road  
Burlingame, CA

#### NOVATO

Tuesday, Oct. 19 2 p.m.  
Unity In Marin  
600 Palm Drive  
Novato, CA

#### AUBURN

Thursday, Oct. 21 10 a.m.  
Auburn Recreation Center  
Foothills Room  
471 Maidu Drive  
Auburn, CA

#### SACRAMENTO

Thursday, Oct. 21 2 p.m.  
ILWU Local 17 Hall  
600 4th St.  
West Sacramento, CA

#### EUREKA

Tuesday, Oct. 26 2 p.m.  
Red Lion Inn  
1929 4th St.  
Eureka, CA

#### REDDING Meeting & Potluck

Wednesday, Oct. 27 1:30 p.m.  
Frontier Senior Center  
2081 Frontier Trail  
Anderson, CA

#### YUBA CITY

Thursday, Oct. 28 2 p.m.  
Sutter-Yuba Board of Realtors  
Building  
1558 Starr Drive  
Yuba City, CA

#### FRESNO

Thursday, Nov. 4 2 p.m.  
Cedar Lanes  
3131 N. Cedar  
Fresno, CA

#### RENO

Thursday, Nov. 4 2 p.m.  
Operating Engineers Building  
1290 Corporate Blvd.  
Reno, NV



## INSIDE NEGOTIATIONS

By Frank Herrera, Vice President

### You are protected by the law

Last month, I talked to you about the Rock Solid Union and the difficulties we've been experiencing in negotiating a contract with Graniterock. One of the issues I mentioned that I want to talk more about now is your right to go out on strike and your legal rights in general as guaranteed under federal law.

As a member of Operating Engineers Local 3, you have legal rights guaranteed to you by the National Labor Relations Act (NLRA). Section 7 of the NLRA states,

*Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining.*

This means you have the legal right to:

- Attend meetings to discuss joining a union.
- Read, distribute and discuss union literature (as long as you do this in non-work areas during non-work times, such as breaks or lunch hour.)
- Wear union buttons, T-shirts, hats or other union items on the job.
- Sign a card or petition asking your employer to recognize and bargain with the union.
- Sign petitions or file grievances related to wages, hours, working conditions and other job issues.

The law also protects you from employer action. Section 8(a) of the NLRA states,

*It shall be an unfair labor practice for an employer ... to interfere with, restrain or coerce employees in the exercise of the rights guaranteed in Section 7.*

This means your employer cannot legally punish or discriminate against workers because of union activity. For example, your employer cannot legally do the following:

- Threaten to or actually fire, layoff, discipline, harass, transfer or reassign employees because they support the union.
- Favor employees who don't support the union over those who do in promotions, job assignments, wages, hours, enforcement of rules or other working conditions.
- Shut down the jobsite or take away any benefits or privileges employees already enjoy or threaten to do so to discourage union activity.
- Promise employees a pay increase, promotion, benefit or special favor if they oppose the union.



## ORGANIZING

By Ras Stark, Organizing Director

### Organizing obstacles

You've often heard me talk about the obstacles encountered by Local 3's organizers. In the past, I've talked about employer anti-union campaigns, anti-worker politicians and an increasingly hostile National Labor Relations Board and court system. One obstacle I haven't discussed with you previously is language. Organizing is tough, but when there are language issues, it can be even tougher.

Throughout Local 3's jurisdiction, one of the fastest growing groups of skilled construction workforce entrants is Hispanics. We've also seen some eastern European entrants, but their numbers are small when compared to the Hispanic growth. This trend is largely due to many workers opting for indoor jobs over the outdoor work commonly associated with construction. It's now a fact of life; if you are organizing in the construction industry, you'll be organizing Hispanics.

Some Hispanic workers are unaware of their rights because of their limited command of the English language. This allows their bosses and others to take advantage of them. It also presents a challenge to our organizers when getting the word out on the advantages of union representation. We've taken some concrete steps to improve our ability to successfully organize in these situations.

Local 3 now has two Spanish-speaking organizers. We're also using Spanish language worker rights and union educational materials. By breaking down the language barrier, we've not only improved the level of communication, but we've also seen an increase in the level of trust these workers have in Local 3. Developing their trust is a significant accomplishment because many of these workers have had bad past experiences with bosses and sometimes unions they thought they could trust.

In many campaigns, we've gotten to know the workers on a personal basis. We get to know them and their families and see the situations they are in. Our organizers help them by informing them of their rights and educating them about what being a Local 3 member is all about. With our support, they can develop the knowledge and courage necessary to stand up to their boss and demand the benefits Local 3 representation will bring to them and their families.

Many Hispanic workers are learning the basic lesson that every Local 3 member has learned: Membership in Local 3 is like being in a large family with everyone dedicated to helping each other; a family that works hard to provide opportunity, bring justice and respect to the workplace, ensure decent wages and working conditions, and protect against attacks from anti-worker politicians.

When we are united in one accord, in one mind, we can achieve anything!  
¡Cuándo todos estamos unidos en un mismo sentimiento y un mismo pensamiento, podremos conquistar cualquier cosa!

## MISSION STATEMENT

At Operating Engineers Local Union No. 3, our mission is to build and maintain an organization that provides the best possible member service by:

- Providing quality jobs through organizing and political activism
- Negotiating the best possible wages, fringe benefits and working conditions
- Providing journey and apprentice level training that is second to none







## Ballot proposition recommendations

This fall, you will have the opportunity to vote on several ballot propositions. To help you make an informed decision Nov. 2, we have included some recommendations below, along with descriptions of those propositions that directly affect working families in California and the members of Local 3. Next month, the *Engineers News* will feature a complete list of all ballot recommendations.

Proposition	Recommendation
59 Access to government information	YES
60 Election rights of political parties	YES
61 Children's hospital projects	YES
62 Primary Elections (open primaries)	NO
64 Limitations on enforcement of unfair business competition laws	NO
65 Local government funding and state mandates	NO
68 Tribal gaming compacts	NO
70 Tribal gaming compacts	NO
72 Referendum petition to overturn amendments to health care coverage requirements (Health Insurance Act of 2003)	YES

### YES on Proposition 59: The "California Sunshine Amendment"

This initiative would add the right to access government information to the state constitution. The sponsors behind the initiative argue that recent state Supreme Court decisions have weakened the public's right to access information about government decision-making. This constitutional amendment would protect the public's access to meetings and records of state and local government bodies.

### YES on Proposition 60: No Open Primaries

This measure would keep a system that guarantees seven state political parties a spot on November general election ballots, and keeps separate primary ballots based on political affiliation. This measure will maintain the current primary system and keep political parties strong. It counteracts Proposition 62.

### YES on Proposition 61: The "Children's Hospitals Bonds Act of 2004"

This measure would authorize \$750 million in bonds to fund construction, equipment, furnishing and other improvements for eligible children's hospitals. Twenty percent of the grants (\$150 million) would go to certain UC hospitals. The remaining 80 percent (\$600 million) would target hospitals whose missions focus on children with illnesses such as leukemia, heart defects, sickle cell anemia and cystic fibrosis. Prop. 61 will allow children's hospitals to access recent, expensive medical technologies available to treat childhood illnesses.

### NO on Proposition 62: "Open" Primaries

This initiative would allow an "open" primary where voters could vote for any state or federal candidate in primary elections regardless of the voter's party registration. The measure would not apply to presidential nominations or election of party central committees. This measure would significantly weaken party structure.

### NO on Proposition 64: 17200 Initiative

This measure would restrict who can bring lawsuits under the Unfair Business Competition law and what kinds of lawsuits can be brought under the law.

The Unfair Business Competition law (commonly referred to as "17200") prohibits unfair, unlawful or fraudulent business acts or practices. Many California unions file 17200 lawsuits against employers to win back wages or better working conditions for workers. The flexibility of 17200 makes it especially useful: An individual can sue under 17200 on behalf of the general public without following the requirements for a class-action lawsuit. In addition, an individual can sue without proving that s/he was personally injured by the alleged unfair business practice.

This ballot measure would place several restrictions on who can sue under 17200. This measure would require an individual to demonstrate that s/he was personally harmed by the unfair business practice. The measure would also make it more difficult and expensive to bring cases on behalf of the general public. These changes will greatly harm the ability of unions to use 17200 lawsuits as leverage against employers.

The executive council of the California Labor Federation has already taken a preliminary position opposing the qualification of the measure.

### NO on Proposition 65: Local Government — California League of Cities Initiative

This measure would require a two-thirds vote of the Legislature and voter approval for any reduction of local governments' vehicle license fee revenues, sales tax powers and revenues, and proportionate share of local property tax revenues. The measure would permit the Legislature to create tax exemptions and reduce vehicle license fees without voter approval only if legislation reimburses local government for lost revenues.

This measure would also permit local governments to suspend performance of state mandates if the state fails to reimburse local governments within 180 days for those state mandates.

### NO on Proposition 68: Tribal Gaming — Racetrack/ Card Club Initiative

This measure would require every Indian gaming casino in the state to pay 25 percent of its revenues to government funds. Indian gaming casinos would also be required to comply with certain state laws and accept state court jurisdiction.

If any tribe in the state refused to accept these terms, Indian tribes under this initiative would lose their monopoly over gaming in California. This measure would authorize 16 specified non-tribal racetracks and gambling establishments to operate 30,000 slot machines. Those racetracks and other gambling establishments would be required to pay 33 percent of their profits from the slot machines to fund public safety agencies and programs for abused and neglected foster children.

The tribes oppose this measure. Other opponents voice concerns about the negative impact of expanding gambling in the state. The measure would also impact any unions who represent members at the casinos. Public sector unions are also impacted by this measure.

Proposition 68 would override the compacts recently negotiated between Gov. Schwarzenegger and five major tribes, which were then ratified by the Legislature. The compacts offer an estimated \$1 billion immediately for state transportation projects plus an estimated \$100 million annually for the next seven years. In exchange, the tribes face no limit on the number of slot machines they can have. The compacts also contain neutrality language for casino workers seeking to organize.

### NO on Proposition 70: Tribal Gaming — Indian Tribe Initiative

The Agua Caliente Indian tribe has brought a second initiative to the ballot to counter the one supported by the racetracks. This measure would require the casinos to pay taxes on their revenues that are equivalent to the state corporate taxes — about 9 percent of total revenues. The measure would further offer 99-year gaming compacts to federally recognized Indian tribes and would protect the exclusive gaming rights for Indian land.

The governor has voiced his opposition to this measure because it does not require the tribes to contribute enough to state coffers.

This measure would impact any unions that represent members in the gaming industry, as well as public sector unions. Like Prop. 68, it would also override the compacts recently negotiated between Gov. Schwarzenegger and five major tribes, which offer an estimated \$1 billion immediately for state transportation projects plus an estimated \$100 million annually for the next seven years.

### YES on Proposition 72: Senate Bill 2 — The Health Insurance Act of 2003

This initiative places Senate Bill 2 — The Health Insurance Act of 2003 — before California voters to support or overturn. SB 2 was a Federation-sponsored bill that will provide health insurance to more than a million uninsured Californians.

A YES vote on this measure means a vote to support this legislation. A NO is a vote to overturn SB 2.



## RANCHO MURIETA TRAINING CENTER

*for Apprentice to  
Journey-level Operators*

By Curtis Brooks, Director

## Expanding mobile training

Our primary goal at the Rancho Murieta Training Center is elevating services to our members, apprentices and signatory employers to new, innovative ideas and approaches on training. We have just completed our new mobile modular classroom unit. We are geared up to take training to the jobsite and, when specific arrangements are made, we're prepared to set up training to meet the special needs of our employers.

We added two other new items to the training center's assortment of technologically advanced equipment. As part of the drive to elevate services (i.e. upgrade computer skills), RMTC completed a 12-station computer classroom and a nine-station evaluation/assessment center. The purpose of this center is to assist trainees in understanding their strengths and weaknesses and give instructors the advantage of focusing on those areas once a student is on the equipment.

The 12-unit computer classroom will be used to elevate training and increase seat time with a significant reduction in handwritten, instructor-scored nomenclature; safety materials; and last but not least, competency tests. We are a state-approved apprenticeship program with all of the rules, guidelines and bureaucratic red tape attached. Therefore, we must continually strive to be more proficient at the paper trail, record keeping, policies and procedures, all while increasing hands-on seat time. We all know that qualified operators come from the seat, and there is no substitution for seat time.

We understand that during peak season, the C-list operators come on board. To make sure all operators meet the standards set by Local 3, we have the task of developing criteria and specifications for assessing all classifications under which a C-list operator would be dispatched. This will be an ongoing process with precise policies and procedures to be followed, once approved by Business Manager John Bonilla.

As we do our part here at RMTC by continuing to maintain the high standards set by generations before us, I ask for your help, journey-level operators, to mentor, counsel and train the future of the Operating Engineers – the apprentices.

### CCO Practical Test

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

### APPRENTICESHIP GRADUATES

Danny McCoy	Crane Operator	Fairfield	Aug. 2
Gregory Driscoll	Construction Equipment Operator	Sacramento	July 1
John Herbert	Construction Equipment Operator	Sacramento	July 26
Dennis Hibbs	Construction Equipment Operator	Stockton	June 14
Michael Arellano	Construction Equipment Operator	Fairfield	Aug. 2
Efren Pena	Construction Equipment Operator	Oakland	Aug. 16
Laurie Krusi	Construction Equipment Operator	Sacramento	July 12
Donna Carter	Construction Equipment Operator	Oakland	Aug. 1



## Mechanics Corner

By David DeWilde



## Hydraulic basics

Let's step back and cover some basic hydraulics. During the dark ages of mechanical machines, before hydraulics, times were tough. We used mechanical gearboxes and U-joints to transmit power to the implements – or even worse, cables. It makes me shudder to think back on those days. If you think changing a hydraulic line is bad, try changing a worn out, broken, frayed cable that's covered in grease, and see what you think.

That's behind us now, and with the advent of hydraulics, a mechanic's life is simpler – well, maybe not simpler but easier – well, maybe not easier either. Modern hydraulic systems are very complex and confusing. Fortunately, the basics are still the basics.

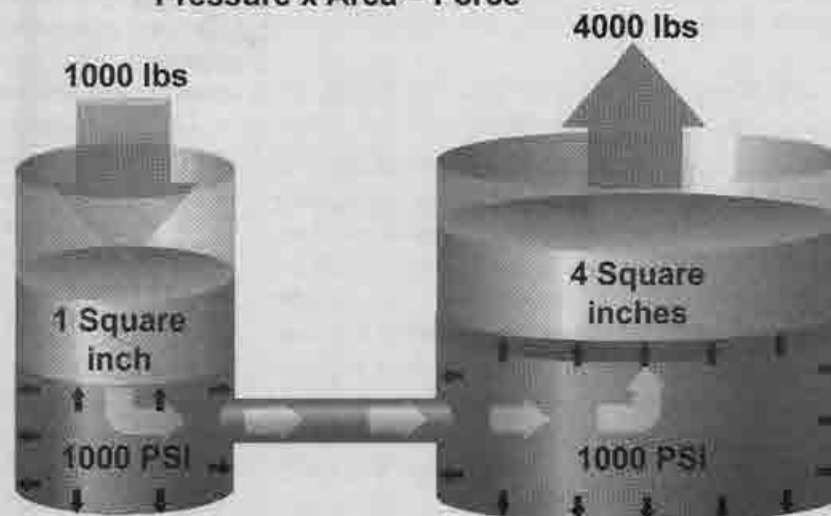
Most hydraulic systems work under the theory of confining fluid and applying pressure. Liquids don't compress much (1 percent per thousand PSI, pounds per square inch), so the compression is nominal. When force is applied to a confined liquid, it builds pressure. The pressure is expressed in PSI. This means that if the liquid is pressurized to 1,000 PSI, 1,000 pounds is being

exerted on every square inch of surface area of the liquid.

In this example, if we put 1,000 pounds of weight on a one-square-inch piston, it would cause the oil to pressurize to 1,000 PSI, if the fluid was trapped. When connected to a larger cylinder, the larger surface area will exert more force proportionally. Multiply the PSI by the surface area of the piston to find the force or pounds the cylinder could exert. Pressure 1,000 PSI x 4 square inches = 4,000 pounds. This multiplication of force allows a 3,000-PSI system and 4,000-PSI system to produce 50,000 pounds of force or more.

These are the basics, and the basics don't change regardless of how complex the system. On a safety note, whenever fluid is pressurized, it's trying to escape. All points in the pressurized system have equal pressure, and any component could fail, allowing oil to escape with great force. This oil can be extremely hot; it can penetrate skin and, in most cases, will cause some implement to move, possibly causing damage to personnel or property.

Pressure x Area = Force







## TECH NEWS

By Business Representatives Ed Wodzienski and Rob Jones  
and Testing, Inspection and Surveying Director Dean Dye

# Local 3 engineers travel to China

In July, Senior Inspector Mike Johnson of the Smith Emery Company returned from China, where he and Leonard Cross, the structural steel manager for Smith Emery's San Francisco office, spent time working as inspectors at the Shanghai Grand Tower Fabrication Plant (SGT) in Shanghai, People's Republic of China. SGT is the largest fabrication plant in China.

Both 20-plus-year Local 3 members, Johnson and Cross worked as union members and received union wages while on assignment in China. While in Shanghai, the two witnessed and documented Weld Procedure Qualifications per the American Welding Society's D1.5 bridge code, including the supplemental fracture critical requirements. They also qualified about 50 welders to bridge code

requirements, and helped prepare a welding quality control plan.

Their work lasted about 30 days. After the procedures and manual are reviewed and approved by Caltrans, fabrication will begin, which will last about three to four months. Smith Emery will return to the SGT to administer the inspection program, assisted by SGT quality control and non-destructive testing technicians.

The contractor for the job is CC Meyers, and Smith Emery is working for CC Meyers. Smith Emery has completed the inspection of seven major projects in China and many more in other countries in Asia. All of the completed projects were fabricated steel for construction projects in the United States.



Mike Johnson, senior inspector for Smith Emery, a longtime signatory contractor with Local 3, proudly displays the Local 3 logo as he poses with three welders at the Shanghai Grand Tower Fabrication Plant in Shanghai, People's Republic of China.



## OE CAT

By Cindy Tuttle, Political Director

# Now is the time to mobilize

If you turned on the TV during the last week of July, chances are you saw some news coverage of the 2004 Democratic National Convention. Maybe you missed it? That's OK, Local 3 did not. In fact, California sent an army of labor unionists to Boston for you.

Business Manager John Bonilla, Local 3's Lobbyist Tim Cremins and myself were joined at the DNC by union leaders from the Basic Craft Alliance, the California State Building Trades and the California State Labor Federation. We were there representing you and your family and working families from across the nation.

Because Bonilla was one of 800 union members who took part in the DNC as a voting delegate, we had unlimited

access to the convention floor. It was a networking opportunity like no other - we had one-on-one time with hundreds of elected officials.

We unionists literally stood shoulder to shoulder throughout the entire four-day event, making the rounds on the convention floor, raising our issues and discussing ways to move our agenda forward in Washington, D.C., and across our jurisdictions. We talked about infrastructure, the need for quality,



Business Manager John Bonilla with California Congresswoman Hilda Solis on the convention floor.

affordable health care, retirement security and workers' rights.

We made connections, forged new relationships and we lucked out with our hotel. That's right, we stayed at the same hotel as dozens of elected officials from California. Each morning, we were able to continue our discussions from the day before over breakfast.

When we'd break for lunch or head back to the hotel at the end of the day, we'd often catch up with electeds in the lobby or in the hotel elevator. Our goal was to keep working family issues on their minds every day, morning, noon and night.

Our group had the opportunity to also network with union representatives from other states. We realized that these union folks, everyone from Tennessee to Rhode Island, were all talking the same story and pushing the same pro-worker agenda. Our discussions turned into strategy sessions about how they worked to lobby their agenda and how we moved ours. They took notes; we took notes, and together, we came up with new and improved lobbying strategies for our members.

In the end, we agreed with our union brothers and sisters that it is reassuring to know that our agenda is also John Kerry's agenda. We left the DNC united behind our candidate and fired up about the future of working families. Now we need to mobilize ourselves and our co-workers, neighbors and friends to elect John Kerry for president. Now is the time.



Business Manager John Bonilla and U.S. Sen. Joe Biden of Delaware.

# BUSH VS

## ***A side-by-side comparison of the nation's most prominent presidential candidates***

For four years, working people have been deliberately brushed aside by the nation's anti-union president.

But this fall we can change all of that. Tuesday, Nov. 2, we have the opportunity to take a stand and elect a president who understands and lobbies for our needs. The outcome of this presidential election greatly impacts our welfare as union members and as working people, as the president sets the national agenda, appoints cabinet secretaries and promotes the economic strategy for the country.

We have two very different candidates to choose from this November. On one hand is George W. Bush, the pro-big business, former governor of Texas; on the other hand is John F. Kerry, an honored war veteran with a 90 percent pro-labor voting record, who is the endorsed candidate of the AFL-CIO, Local 3 and labor unions across America.

Let's compare these candidates' positions on issues that affect American workers.



*"I don't feel like I've got all that much too important to say on the kind of big national issues."*

— George Bush, September 2000

### **George W. Bush on our issues**

#### **JOBS & BENEFITS**

*America's workers are losing ground under George W. Bush.*

- Since Bush took office, 2.8 million American jobs have been lost.
- Bush wants to end overtime pay for American workers.
- George Bush attempted to stop the extension of benefits for the long-term unemployed.
- Bush signed a prescription drug bill that allows unlimited profit for drug companies.
- Bush cut benefits for war veterans.

#### **SAFE WORK ENVIRONMENTS**

*Our futures are threatened because workplaces are more dangerous than they were just four years ago.*

- The Bush Administration reduced funding for worksite safety inspections.
- Bush repealed the nation's first ergonomic standard.
- Bush wants to allow contractors to write their own safety rules.

#### **STRONG ECONOMY**

*George W. Bush assumed office in 2001 with a booming economy and a budget surplus. In less than four years, the economy has slid, stalled and sputtered. Millions of Americans have lost their jobs.*

- George Bush supported tax breaks for companies that send American jobs to foreign countries.
- Bush vows to veto the Highway Funding Bill.
- The annual deficit is the largest ever in U.S. history and amounts to \$23,920 for each U.S. citizen.

#### **UNION SECURITY**

*George Bush has put the special interests of big business ahead of American workers and their democratic unions.*

- George W. Bush stacked the National Labor Relations Board with anti-union appointees from big business.
- He is working to eliminate all Davis-Bacon prevailing wage protections.
- President Bush signed an executive order eliminating project labor agreements on federal jobs.



# KERRY

Kerry poses with Local 3 member Debbie Smith, who is running for Assembly in Nevada, during a recent campaign visit to the battleground state.



John Kerry meets with construction workers at the Figge Art Center site in Davenport, Iowa.



"I don't cross picket lines. I never have."

— John Kerry,  
June 2004

## John F. Kerry on our issues

### JOBS & BENEFITS

*John Kerry has a long history of standing shoulder to shoulder with American workers and their families.*

- John Kerry supports highway and infrastructure investment.
- Senator Kerry has consistently voted to protect overtime pay.
- As president, Kerry will extend and improve unemployment benefits.
- Kerry's plan will expand health care for all Americans by eliminating the Bush tax cuts for wealthy Americans who make more than \$200,000 per year.

### SAFE WORK ENVIRONMENTS

*John Kerry will put our safety ahead of profits.*

- John Kerry supports mandatory ergonomic standards and safeguards.
- As president, Kerry will support full funding for workplace safety programs and inspections.
- Senator Kerry wrote legislation to protect workers who report employer safety violations.

### STRONG ECONOMY

*John Kerry's economic plan for America puts American jobs and American workers first.*

- Kerry proposes to grant tax incentives to responsible employers who create American jobs in the United States.
- Senator Kerry voted to restore \$31 billion of highway investment cut by the Bush Administration.
- As president, John Kerry will continue to support investment in America's infrastructure. Kerry will fund roads, schools, bridges, clean water plants and other infrastructure vital to our communities.
- Kerry has vowed to close tax loopholes that reward companies for shipping jobs overseas.

### UNION SECURITY

*John Kerry has a 90 percent AFL-CIO voting record over an 18-year Senate career.*

- John Kerry will appoint a secretary of labor who comes from organized labor and knows what American workers need.
- Throughout his career, Kerry has fought for the right of American workers to organize and join unions.
- Senator Kerry co-sponsored bills that protect union members by outlawing striker replacement.



## UNIT 12 STATE CRAFT AND MAINTENANCE

By Flo Davis, Unit 12 Director

### News on negotiating

Many questions are being asked about contract negotiations this year. The best description for negotiations is that they are atypical at best. No negotiations have taken place at the bargaining table; all negotiations have been between the Department of Personnel Administration (DPA) and the governor's office, with the unions agreeing or disagreeing with what has been proposed. Unit 12 agreed to this process because DPA advised Larry Dolson from Unit 12's central office that if bargaining went to the table, the state would be after all takeaways.

The first meeting of the Unit 12 Negotiating Team was July 21 at the Unit 12 Central Office. The meeting was held not only to inform the team members of the current proposal and the status of negotiations, but also to caution the team not to discuss the proposal. The negotiations with DPA and the governor's office were not completed and no agreement had been reached.

In the meantime, Local 3 brought together a Negotiation Advisory Committee (NAC). The NAC is comprised of one Unit 12 employee from each

of Local 3's districts, for a total of 11 committee members. In addition, President Bob Miller, Research & Development Director Larry Edginton and I met with the NAC and Dolson the day after the Unit 12 Negotiating Team met.

The purpose of the NAC is twofold: first, Dolson gave the NAC an overview of the state's proposal, but cautioned NAC members not to discuss the particulars because agreement needed to be reached; second, the NAC is one of the steps being taken by Local 3 to improve communications to members in the field and to educate state employees that it is essential to have member solidarity and participation in Local 3 activities.

If you have further ideas for improving communications to our Unit 12 members, please e-mail them to me at [fdavis@oe3.org](mailto:fdavis@oe3.org). If you are willing to participate in various union activities, please send me an e-mail with your name and telephone number, and I will see you are added to our Community Action Team list.

Please drive safely and work safely.

## Utah CAT dealer employs 350 Local 3 members

Wheeler Machinery, one of the largest CAT dealers in the United States, keeps 300 to 350 Local 3 members working year round. Based in Utah, Wheeler Machinery supports the entire Caterpillar product line and provides sales, service, leasing and parts. Wheeler Machinery's Parts Department houses about \$20 million in parts, including 50,000 line items.

As pioneers in the heavy equipment rental business, the company's owners take pride in their knowledge and experience. The company is also proud of its safety record — its accident rate has decreased by 50 percent during the last four years.

Wheeler Machinery has become a family affair, as it is now owned by three brothers, Scott, Paul and Rob Campbell. Each brother began his career with Wheeler on the floor. Scott began as a mechanic and is now the vice president of Product Support. Paul, who began as a forklift salesman, is now vice president of Sales and Rental; and Rob, who began as a parts puller, is now president of the company.

Business Manager John Bonilla and President Bob Miller recently enjoyed the opportunity to tour the Wheeler Machinery headquarters in Salt Lake City, Utah, and to visit with the owners and Local 3 members.



From left: Business Manager John Bonilla, Wheeler Machinery Vice President of Product Support Scott Campbell, Wheeler Machinery President Rob Campbell and Local 3 President Bob Miller.



Business Manager John Bonilla and President Bob Miller with the entire Wheeler Machinery crew. At left: The Parts Department crew gathers for a photo op.



## FROM RENO

**Hours and membership numbers up in District 11**

Nevada's work picture has never been so good. Hours are up – new members are up. Everyone's working! Nevada has been struggling to fill job orders since April. Many projects close to Reno make it tough to fill orders in the rural areas of Nevada. Predictions are that growth will continue for at least two more years. With the large growth in population, we are almost guaranteed the infrastructure in the area will improve, which means more jobs. We can

already see it with Hwy. 395, a Kraemer and Sons project; Ames Construction's Carson City bypass; and the downtown Reno train trench, a Granite project.

The Nevada District office is looking to our members for help in the upcoming elections. If you are unable to volunteer your time, make sure you are registered to vote, and check with the union to find out who we've endorsed. We only endorse candidates who share the same

concerns as working men and women – candidates who have working men and women in mind when making decisions.

The November ballot will include many initiatives. We must remember that once an initiative is made law, good or bad, the only way it can be changed is with another initiative. It is important to understand what you are voting for on these initiatives. Get involved – attend your next district meeting.

## FROM FRESNO

**Membership asked to help with upcoming elections**

Local 3 member Raymond Ruz of Kroeker Inc. and Business Rep. Sam Uhler pose for a picture on a demolition job in the city of Merced.

Along with the work picture in the Fresno District, we expect to be busy in the political arena. There are several important local races and, of course, a very important presidential race in November. We ask the membership to help as much as possible. The district will be divided into three areas to minimize travel time for volunteers. With the high cost of fuel, we are trying to make it more convenient for the membership. If you want to volunteer in your home area, please contact your business representative. The upcoming election is very important to Local 3, so any time that can be volunteered will be

greatly appreciated. Every bit helps! We look forward to working together with our members on precinct walks and phone banks to promote the issues that will benefit us.

**Fresno staff serving you!**

Ras Stark, district representative  
Ray Ronell, asst. district representative/Fresno area  
Sam Uhler, business representative/Northern area  
Gerald Searle, business representative/Southern area  
Denise Alejo, dispatcher  
Kathy Tarango-Smith, member services

**District 50 Notes**

The Semi-Annual meeting is Sunday, Sept. 26. A charter bus will be provided from Fresno to the Sacramento Convention Center. Contact the district office to reserve your seat.

The Fresno Golf Tournament is Sunday, Oct. 3 at the Airways Golf Course. Join us for a great time!

Kelsey Thompson works for CDM at the treatment plant in Merced.



## FROM UTAH

**Geneva Rock's first 50 years called a success**

Geneva Rock had a prosperous season to cap off its first 50 years in business. The company's success came from many small to medium jobs to finishing the \$85 million 12300 South joint venture with W. W. Clyde on time

and on budget in the fall of 2004. At peak, this job will keep busy 52 Geneva hands and 12 W. W. Clyde hands. Geneva also has the \$32 million I-15/10600 South to county line well on its way to completion. Sand and gravel and

ready mix are also busy. It is the top-quality, productive Local 3 operators working for our signatory employers that keep employers competitive in the very tight construction market in Utah.



Job Steward John Averett works for Geneva Rock.



Apprentice Misty Cordova operates a roller for Geneva Rock.



Geneva Rock's jobsite on 12300 South in Salt Lake City.

## FROM SAN FRANCISCO

**District picnicgoers enjoy cool weather and hot barbecue**

We had a great turnout for our district picnic at the Coyote Point County Park in San Mateo July 25. The weather was cool, and the barbecue was hot with sizzling tri-tip, sausage and hotdogs. A special thanks to 27-year Local 3 member Harry Pali for his help on the grill. Members and guests spent the day visiting with each other and with President Bob Miller and Vice President Frank Herrera while the kids enjoyed playing in the Astro Jump. The raffle drawing – always a big hit – attracted a large crowd again this year and ended the day's festivities.



Twenty-nine-year member Philip Luna and his wife, Jerene, visit with District Rep. Ken Oku.



Twenty-seven-year member Harry Pali takes a break from his duties at the grill to share a laugh with President Bob Miller.



Vice President Frank Herrera visits with JAC Coordinator Forrest Hendricks.



Joe Cruz, a 27-year member, and his wife, Frances, hang loose at the picnic.



Business Rep. Pete Figueiredo refills a barbecue tray for members in the serving line.

## FROM ROHNERT PARK

**District 10 work holds steady with some overtime**

Dispatcher Marshall Bankert reports 32 people on the District 10 A-list for out of work. Work has been steady with some overtime.

A few ongoing projects include:

**Hermes Paving** is doing improvements to the football, track and baseball fields at Piner High School.

**Siri Grading & Paving** is working on the self-storage project in Rohnert Park. Richard Siri Jr. said the company is picking up more work and may need more operators from the hall.

There is a \$20 million project in Petaluma at Kenilworth Junior High School.

**Argonaut Constructors, Brelje and Race, Western Stabilization and R. E. Maher** are some of the good union subcontractors on the job.

**North Bay Construction** was the low bidder on the \$2.9 million street rehabilitation project in Petaluma.

In Lake County, **Sonoma Engineering** is working on Hidden Valley Lake, and **Baldwin Construction** of Marysville was low bidder on the Hwy. 20, \$1.7 million curve realignment job. Speaking of Lake County, **Frank Barradas**, owner of **Engineering Concrete Placement (ECP)**, reports a good year so far. Although none of his jobs are in the area, he is keeping three to four operators busy. In June, ECP supplied concrete for the footings for 84 miles of tower power lines. The company is continuing work at the gas-fired power plant near the Rancho Seco Consumes power plant project, working for **Fru-Con**. The owner is SMUD. ECP will soon start the Caltrans tunnel rehabilitation project in San Francisco. ECP's motto is, "Have batch plants; will travel."

In Sonoma County, there is promising news regarding the tiger salamander. The government downgraded the salamanders endangered status to "threatened." This should alleviate some of the detrimental effects the more severe endangered classification had on new developments.

On November's ballot there will be another 1 cent sales tax measure dedicated to transportation for Sonoma County. This is an important measure for us to pass, because without it, the county does not qualify as a "self-help" county and therefore cannot get matching funds from state or federal governments to improve transportation needs. Passage of the measure should create local jobs for our members.

District 10 is busy with negotiations. Vice President **Frank Herrera** is



Apprentice Victor Villarreal works for Sonoma Engineering at Hidden Valley Lake in Lakeport.

doing a good job leading the talks with Waste Management and hopes to have them wrapped up soon. Treasurer **Russ Burns** successfully renegotiated the **Syar Industries** agreements. Special Rep. **Steve Stewart** led the team in negotiating another **Nortrax** contract. Special Rep. **Doug Corson** is working on reaching an agreement with **Solid Waste of Willits**. District 10 recently signed an agreement with **E.A.C. Electric**. If you see them, let them know you are a Local 3 member and welcome them aboard.

Make certain you have re-registered to vote. Before you can make your voice heard on Election Day, you must register

to vote. The rules for registering are different for every state, so check with your local elections board for the rules that apply in your area. If it is not done properly, you may not be able to vote on Election Day. To prevent that, you must take special care to ensure you are properly registered. There are seven things you can do to ensure you are registered.

- 1.) Register now, so that if there are any problems, you will have time to fix them.
- 2.) Read and follow the registration instructions carefully. If you do not understand the instructions, ask for help.
- 3.) Provide valid ID when you register.
- 4.) Sign your registration the way you sign any important document.
- 5.) Follow up with your local board of elections (voter registrar's office) to make sure you are registered to vote.
- 6.) Know your polling location before Election Day.
- 7.) Notify the voter registrar's office if you're not registered or your concerns are not addressed.

If you have not registered to vote, do so now, and take the first step toward being counted. **Martin Luther King Jr.** put it so well: "Voting is more than a badge of citizenship and dignity, it is an effective tool for change."

Congratulations to **Jason Noe** and his wife, **Toni**, on the June 17 birth of their son at **Sonoma Valley Hospital**. **Shane Allen Noe** weighed 9 pounds, 8 ounces at birth. The family resides in Sonoma.

THINK SAFE – WORK SAFE – BE SAFE



## FROM YUBA CITY

**County predicts no new projects until summer 2005**

Work in District 60 got off to a late start. Contractors are saying it is an unusual year. So far, it doesn't look like any records will be broken. There are some public works projects in progress. However, there are no other impending, large contracts on the horizon. Sutter County Public Works reports its 20-year road-work plan was pushed back even further by the state's delayed budget. They predict no new projects until July 2005, which is consistent with the state's forecast of no new projects until October 2005.

The quarries are working normal hours for this time of year. However, the demand for base rock is down, causing producers to sell cheaper

in order to compete. The sand market has doubled for the producers with good sand. The Mining Safety and Health Administration has been very aggressive in enforcing safety regulations. When a violation is discovered, hefty fines are levied. Two non-union producers in the area have experienced this first hand.

Although Caltrans keeps changing the plan for traffic merging onto the new stretch of Hwy. 70 south of Marysville, DeSilva Gates has the project on track for completion in November. Baldwin will complete the Hwy. 99 project south of Yuba City this fall. The private work in south Yuba County is where the action is. Teichert is working five-10s and eight hours on

Saturdays. The homes are being sold before they are completed. The developers want their projects done yesterday. They are all racing the rising interest rates that will surely price some homebuyers out of the market.

The political season is upon us, and this month the Community Action Team needs volunteers to phone bank and walk precincts. As always, we have some important upcoming local, state and federal races. The politicians in office have a tremendous effect on our ability to earn a living. We need to support those politicians who support our pocketbook. Please call your business representative to volunteer.

## FROM SACRAMENTO

**Fall looks busy for Sacramento District**

The Franklin/Bilby Ranch area has a lot of work with Teichert, Independent Construction and Lund Construction still going strong in both finish grading and underground.

Teichert is busy working on the East Stockton storm water drain, working six 10-hour days.

Some Bay Area contractors are doing well in the Sacramento District with all of the private work in the area.

DeSilva Gates picked up some good jobs to keep our members busy, including part of the Anitolia subdivision. Kiewit, Teichert, Mountain Cascade and Marques Pipeline are also working on the Anitolia subdivision.

The Cosumnes Power Plant is going strong with members there working 40 hours a week. It looks like the project will keep them busy well into summer 2005.

The 20-inch gas pipeline that runs from the Cosumnes Power Plant to

the water treatment plant off Franklin Boulevard and Sims Road in Elk Grove is near completion.

Kiewit picked up the \$114 million wastewater treatment plant project. There will be two plants, one in the Natomas area and one off Jefferson Street by the river. Both plants will be going at the same time. It is about a three-year project with 20 to 25 operators.

Mountain Cascade picked up a \$60 million sewer/flood control pipeline project in West Sacramento. The project was just awarded, so the start date for construction has not been set. When the project gets started, it will be a good job for our members.

September, October and November are going to be very busy. District 80 will start phone banking in late September. If anyone would like to help, please call District 80 at (916) 565-6170. Thanks to everyone for the hard work and help.

## FROM EUREKA

**Members busy on water treatment facility in Hoopa**

Local 3 President Bob Miller (far right) poses for a picture with John N. Petersen's crew on the water treatment facility in Hoopa. From left: a construction laborer, Operating Engineer Victor Knight, Operating Engineer Randy Moore, laborer, Operating Engineer Forman Kim Therkison and Local 3 President Bob Miller.

I would like to thank the members who attended our last quarterly district meeting. We look forward to seeing you all at our next meeting Oct. 26 at 7 p.m. at the Red Lion in Eureka.

It's almost Labor Day, and we hope to see as many members and family as we can at the Labor Day picnics in Eureka and Crescent

City. The city of Eureka's picnic is Labor Day, Sept. 6, at Sequoia Park from 11 a.m. until 2 p.m. Admission is a can of food for the needy. All will have a good time.

The Del Norte County Democratic Central Committee will host the Crescent City picnic on Labor Day, Sept. 6, from noon to 3 p.m. at the Gazebo at the

Beachfront Park in Crescent City.

It's election time again. Soon all the signs will be popping up around the district, and we want to make sure our members are registered to vote and get out and vote. Transportation will be available to anyone who needs a ride to the polls Election Day - just call the hall at (707) 443-7328. District 40 will take an active role in the election, and all volunteers are welcome. Again, come by or call the hall, and we will be happy to have your assistance.

As of this writing, the Humboldt State University Science Building is barely getting started, and we are waiting to see which subcontractors will be awarded.

The new Fisherman's Pier in Eureka should be underway soon, and we will keep you posted on the award on that one.

John N. Petersen is keeping a few folks busy in Hoopa, constructing the community's new water treatment facility. That project will continue for a few more months. President Bob Miller recently visited the hands on this project with District Rep. Steve Harris. We thank the guys for taking the time to talk with us about the project.

Be safe. Until next month,  
Steve, Carol, Bran and Tina



Randy Moore operates an excavator for John N. Petersen in Hoopa.

**DISTRICT MEETINGS****SEPTEMBER 2004**

- 2nd** District 20: Oakland, CA  
Warehouse Union Local 6  
99 Hegenberger Road
- 2nd** District 10: Rohnert Park, CA  
Engineers Building  
6225 State Farm Drive
- 9th** District 90: San Jose, CA  
Masonic Hall  
2500 Masonic Drive
- 14th** District 17: Honolulu, HI  
Washington Inter. School Cafeteria  
1633 So. King St.
- 15th** District 17: Kona, HI  
King Kamehameha  
Kona Beach Hotel  
75-5660 Palani Road
- 16th** District 17: Maui, HI  
Maui Beach Hotel  
170 Kaahumanu Ave.

**OCTOBER 2004**

- 7th** District 12: Ogden, UT  
Marriott Hotel  
247 24th St.
- 7th** District 30: Stockton, CA  
Italian Athletic Club  
3514 Cherryland Drive
- 14th** District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way
- 21st** District 80: West Sacramento, CA  
ILWU Hall  
600 4th St.
- 21st** District 01: Novato, CA  
Inn of Marin  
250 Entrada
- 26th** District 40: Eureka, CA  
Red Lion Inn  
1929 4th St.
- 27th** District 70: Redding, CA  
Engineers Building  
20308 Engineers Lane
- 28th** District 60: Yuba City, CA  
Sutter-Yuba Board of Realtors  
1558 Starr Drive

**NOVEMBER 2004**

- 4th** District 11: Reno, NV  
Engineers Building  
1290 Corporate Blvd.
- 4th** District 50: Fresno, CA  
Cedar Lanes  
3131 N. Cedar

## Hawaii Pre-retirement Meetings

Planning for your retirement is important. Your Local 3 retirement benefits will generally comprise a major portion of your retirement income. We encourage you and your spouse to attend this meeting and familiarize yourselves with all aspects of your retirement benefits. These benefits have a direct bearing on your financial security and deserve your attention. All meetings begin at 6 p.m.

**HONOLULU**

Tuesday, Sept. 14  
Washington Intermediate School Cafeteria  
1633 South King St.  
Honolulu, HI

**KONA**

Wednesday, Sept. 15  
King Kamehameha Kona Beach Hotel  
75-5660 Palani Road  
Kailua-Kona, HI

**MAUI**

Thursday, Sept. 16  
Maui Beach Hotel  
170 Kahumanu Ave.  
Kahului, HI

## OE3 welcomes new members

Local 3 is proud to welcome the following new members who were sworn in at the July district meetings.

**District 04 - Fairfield**

Paul Anderson  
Samuel Boyd  
Michael Graves  
Mickey Hampton  
Joshua Irving  
Gary Maigret  
Chad Sisson  
Aaron Small  
Steve Smith  
Eben E. Stevens

**District 30 - Stockton**

Mike Doderio  
Branden Gaines  
Leo Manzo  
Thomas Marroquin  
Richard Mott  
Mike Rivera  
Jonathan Stark  
René Tellez  
C. Wong

**District 40 - Eureka**

Derek Smith

**District 60 - Yuba City**

Zack Duggins  
Lovejeet Johl  
Stephen Teesdale

**District 80 - Sacramento**

Brian Costanzo  
John Crawford  
Brian DeWeese  
Aaron Gibson  
Tonja Hickey  
Heidi Mills  
Roshun Moore  
Nibrhay Nandan  
Aaron Parbs  
Robert Snow  
Felix L. Timas  
Paris Ware

## Operating Engineers Local 3 welcomes the following new contractors

**Equipment-Trucking-Contracting**

District 04 - Fairfield

**360 Backhoe**

District 20 - Oakland

**BB's Backhoe Service**

District 20 - Oakland

**KWR Services Inc.**

District 40 - Eureka

**KW Construction**

District 80 - Sacramento

**Pavement Recycling Systems**

District 80 - Sacramento

**Dan Labare Excavating**

District 90 - San Jose

**Western Quality Concrete**

District 12 - Salt Lake City

**Garner Construction WBE**

District 17 - Hawaii

## HONORARY MEMBERS

The following retirees have 35 or more years of membership in Local 3 as of July 2004 and are eligible for Honorary Membership effective Oct. 1, 2004, unless otherwise noted (\*).

Charles Alawine	1238689
Lionel Averett	1382323
Otis Black	0921384
William Blomquist	0800899
Robert Chrestenson	1256935
Francis Coit	1229778
William Custer	1059653
Ralph Delatorre	1245055
Clarence Demello*	1355131
Daniel Deponte	1386845
Leroy Fuller	1101999
David Haggard	1351606
Rodney Holtwick	1208446
Fred Moreno	1382419
Marcelo Oyamoto	1374968

\*Effective July 1, 2004



## SEMI-ANNUAL MEETING

Rec. Corres. Secretary Robert L. Wise announces that the next Semi-Annual meeting of the membership is Sunday, Sept. 26 at 1 p.m. at the following address:

Sacramento Convention Center  
1421 K St.  
Sacramento, CA

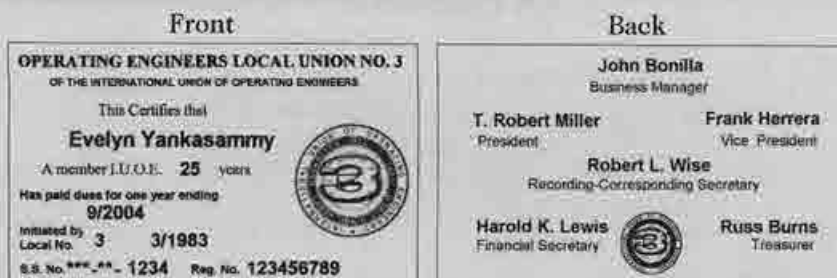
## Reminder: Membership Card

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

## Out with the old, in with the new

It's time to say farewell to the old Local 3 green embossed cards. After several years, our trusty old card printer, faithful and dedicated to our mission, bit the dust and was put to rest.

But never fear, a new card machine is on its way. The new cards have a different look and feel but contain the same vital information. Members who pay their dues annually and receive the Year Card, as well as Executive Board members, Grievance Committee members and Job Stewards, will no longer get the green embossed cards with stickers on the back. The new cards will be white with black lettering and smooth to the touch. This change will go into effect Sept. 1. The new card is pictured below.



## DISTRICT 90 HAS MOVED

Beginning Sept. 10, District 90 will be working out of a new office. The new address is:

325 Digital Drive  
Morgan Hill, CA 95037

## Departed Members

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

Barker, W Weatherford, TX 06-26-04	Eastin, O'Neil Salinas, CA 05-23-04	Owensby, Jess West Point, CA 06-25-04
Bodam, Hugh Rancho Cordova, CA 05-04-04	Flores, Fernando Olivehurst, CA 06-20-04	Price, William Newport, AR 06-06-04
Brogden, Robert Berkeley, CA 05-31-04	Galyean, Samuel Carlin, NV 06-20-04	Puu, Jared Honolulu, HI 06-18-04
Brown, Edward San Jose, CA 05-31-04	Hardman, Earl Marina, CA 06-08-04	Rector, Oscar San Clemente, CA 06-02-04
Cheskey, Sam Palo Alto, CA 05-18-04	Jenkins, Curtiss Lodi, CA 05-25-04	Reeves, Ernest Sun Valley, NV 06-17-04
Cragholm, Walter Livermore, CA 06-16-04	Lankford, Willard Santa Rosa, CA 06-11-04	Rodriguez, Robert Oakley, CA 06-14-04
Creamer, John Winters, CA 06-03-04	Lommel, Jay Sparks, NV 06-07-04	Shive, Jesse Shingletown, CA 06-18-04
Duffner, Josef Fremont, CA 06-25-04	Odowd, Donald Alameda, CA 06-19-04	Tonn, Clarence Santa Rosa, CA 06-19-04
Dye, Rex Wales, UT 06-15-04	Osterberg Jr., William Felton, CA 05-19-04	

## September 6-11, 2004 Union Label Week

**Support Good Jobs - Buy Union** During Union Label Week we make a special effort to create a better understanding of how unions and union members contribute to America's prosperity and security:

- Building roads, offices, homes and schools and the things that go into them
- Administering and operating transportation systems
- Delivering vital services - from education to communications, from public safety to health services, from entertainment to public administration

**Union jobs add value to America's communities.**



## Deceased Dependents

Grimes, Tina, Wife of Grimes, Troy	05-25-04
Pila, Marvis, Wife of Pila, C.	04-29-04
Anzar, Lucille, Wife of Anzar, Eugene (Dec)	06-08-04
Beam, Ramona, Wife of Beam, Ronnie	05-09-04
Hucker, Sue, Wife of Campbell, John (Dec)	06-28-04
Carter, Lavona, Wife of Carter, James (Dec)	05-26-04
Decker, Judy, Wife of Decker, Danny	06-11-04
Denning, Myrtle, Wife of Denning, Albert (Dec)	05-27-04
Dunham, Fern, Wife of Dunham, Milburn	05-25-04
Gnadig, Anita, Wife of Gnadig, Edward	06-01-04
Haia, Sandra, Wife of Haia, James	05-30-04
Harris, Dorothy, Wife of Harris, W.C. (Dec)	06-09-04
Johnson, Harry, Husband of Johnson, Mary Sue	05-18-04
Jones, Elizabeth, Ex-Wife of Jones, Sidney	06-18-04
Kuchta, June, Wife of Kuchta, Louis	06-28-04
Omija, Ellen, Wife of Omija, Clyde (Dec)	06-11-04
Richardson, Felicia, Wife of Richardson, Rex	05-22-04
Roma, Helen, Wife of Roma, Anthony	04-28-04
Shriver, Diana, Wife of Shriver, Wayne (Dec)	05-26-04
Womack, Myrtle, Wife of Womack, J.D. (Dec)	09-03

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

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

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

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

Or e-mail to:  
webmaster@oe3.org

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

FOR SALE: Dragline part. Single clutch disc. Part number A6057. New. \$2,500. 916-489-3960. Reg. #2159278

FOR SALE: Backhoe, 1992 case model 590. Cab, air, 4wd, 4 in 1 bucket, clean, runs good. \$23,500. 209-826-9465. Reg. #1043556

FOR SALE: Harley Davidson Tonneau cover, fits Ford 150 Supercab. Like new, cost \$350. Sell for \$175. 707-448-4252. Reg. #0904929

FOR SALE: 1995 22' Hilo Classic Travel Trailer. Sleeps 4, roof air, forced air furnace, full shower/bath, stove, top range & micro. 12volt gas/electric refrigerator. Couch folds to a queen bed, awning, new batteries & tires. Electric front jack. New \$21,000, asking \$9,000. 925-634-5588 or 925-858-0405. Reg. #1315719

FOR SALE: 1991 26ft. Mallard 5th Wheel Travel Trailer. Sleeps 6, queen bed, shower/bath, awning, stove top range/oven & micro. Very Clean \$7,500. 408-264-3606 or 408-927-0575. Reg. #0622866

FOR SALE: Jeep 1946 Willys, All Original. \$7,500. Jeep 1947 Willys \$4,500. 707-994-9224 or 707-994-2048. Reg. #0418439

FOR SALE: 10 wooded acres Southern Oregon. 2bd/2ba brick house w/ attic, central heat & cooling, woodstove, pantry, 2 storage buildings, chicken coop,

garden area, room for horses, seasonal creek, low taxes zoned "forest". Mild Weather. 5 min. from trout-stocked Lake Selmac, 25min from Grants Pass. \$199,500. 650-726-7810. Reg. #2023990

FOR SALE: 1946 Harley Davidson Knucklehead 74 CI Engine rebuilt by HD dealer. Mostly stock & good running. Very clean unique motorcycle. \$18,500. 707-442-5263. Reg. #1620480

FOR SALE: 1994 Custom built 40ft. Country Coach motorhome, like new, loaded parked in cooled shop low mileage includes AV92 computerized engine. All new batteries 15 kw diesel generator satellite vcr's, tv's remote controlled to bedroom & living, upgraded carpets, window coverings, & furniture, + much more. 559-275-5772 or 559-277-2719. Reg. #0566421

FOR SALE: 1995 Dutchmen travel trailer, 13ft. slid-out dual air (one is ceiling ducted), floor ducted heat, queen bed, built in micro, am/fm/cass. 40 gal. hot water heater, full size washer, computer work station in rear room, full size jetted tub, can sleep 5; ideal live in unit. Reduced to \$12,500/obo. 775-329-0806. Reg. #1369144

FOR SALE: Mobile home on 2.5 acres near Elko, NV. Fenced & cross-fenced, water to each area (good well), quiet, secure, neighborhood, near BLM (open) land, ideal retirement, horse property, or hunting base. Trailer is 14x 66 w/ 3br, 2 ba, roomy kitchen/living area. 8 x 12 sun room on front, mud room on back, storage sheds, chicken coop, etc. Reduced to \$60,000/obo. 775-329-0806. Reg. #1369144

FOR SALE: Factory Safety Cab with mounting brackets, heavy duty for Catapillar, like new. \$1,250/obo. 1928-29 Case Tractor, runs. Ford 9N needs work. \$3,500/obo for both. Tandem boat trailer for 15 to 20ft boat. \$500. 1992 Chevy V8 Caprice, good condition. 110,000 miles. \$3,600. Rowe Jukebox good condition with records. \$800. 916-991-1530. Reg. #486196

FOR SALE: 2003 Yamaha 1100 Classic motorcycle, silver color like new. 4600 miles. Windshield and extras. \$6,500. 59-834-2541. Reg. #1413853.

FOR SALE: 2001 Pt. Cruiser white w/ blk t-bra. Fully loaded, leather heated & powered seats, cd/cass, cruise, a/c, front wheel drive, disc brakes, 16" chrome wheels w/ new tires, auto tinted moon roof, lug rack, tinted windows, elec defrost side mirrors, 57k miles. Asking \$13,500. 775-233-6033.

Reg #2051516

FOR SALE: Carlin, NV 3 bd 2 ba on 1 acre. Circular asphalt driveway landscaped w/ sprinklers. Foundation for 2 car garage w/ power/sewer and another hook up for mobile home. All new windows w/ grits, slate floors, new paint & carpet. Asking \$95,500. 775-233-6033. Reg. #2051516

FOR SALE: Ditchwitch Case model DH4 w/ backhoe attached, runs good. \$8,500. 209-826-9465. Reg. #1043556

FOR SALE: 1988 Ford 4dr. sd, ps, pb, at, v6. \$1,100. 707-253-7627. Reg. #0908640

FOR SALE: No. Cal. Trinity County. Multiple structures including a main house, cabin, pole barn/shop on 13+ acres of heavily forested property at the confluence of 2 crystal clear, mountain fed creeks. Asking \$265,000. [www.arachide.org/ca.htm](http://www.arachide.org/ca.htm) 530-628-5030. Reg. #1490348

FOR SALE: Siesta cabover crankup camper for full size longbed pickup. Top section lowers for transport. 10ft. mainbody + 4ft. overhead. 2 bds, 3 way fridge, 3 burner stove & oven, water tank & kit sink, toilet & holding tank, folding step inc. \$1,200/obo. 530-283-3318. Reg. #1870433

FOR SALE: White fiberglass pickup camper shell. Was on an '82 Ford full size longbed pickup. Will fit some older and newer models. \$300/obo. 530-283-3318. Reg. #1870433

FOR SALE: 2000 36ft Tahoe 5th wheel, 3 slide outs. In great shape, never traveled in! 22k/obo. 916-789-1775. Reg. #270279

FOR SALE: 1996 Alpenlite 36ft 5th wheel trailer. 2 slideouts, awning, central air and heat, new 15,000btu air conditioner. Built in microwave, refrigerator, entertainment center, tv, vcr, stereo w/cd. Excellent condition. Glass door closets in bedroom, oak wood cabinets. Lots of storage. \$26,000/obo. 925-686-5017 or 925-383-1881. Reg. #225929

FOR SALE: 1968 Buick 430 motor. All complete motor, trans, carb, starter, etc. \$1,000. 925-685-1389. Reg. #1136381

FOR SALE: Two burial lots, vaults and marker in veterans section in Fresno Memorial Gardens. 208-682-3507. Reg. #0969094

FOR SALE: Property in Willow Creek Estates, Amador County. Approximately 6ac, 3bd/3ba, central a/c and heat, ceiling fans, wood stove, 3 stall barn, RV parking, work shop, 30x40 garage, apartment or mother-in-law quarters, 2bd/1ba, too many ameni-

ties to list. 209-245-3532. Reg. #1812603

FOR SALE: 12ft aluminum boat, truck tool box, twin box spring & mattress, all baby items, fire truck toddler bed, dinnet set, 5 man tent (Wentzel), exercise equipment. 209-245-3532. Reg. #1812603

FOR SALE: 4 tires like new P225/60 R16. 408-266-1058. Reg. #835689

FOR SALE: Flat bed dump 8'x8' steel bed, Sherman brand \$1,000. 1972 Dodge 1ton no bed \$500 or trade. TD9 transmission free. 530-346-2918 or e-mail [farmerj@cwnet.com](mailto:farmerj@cwnet.com). Reg. #1271053

FOR SALE: AMC 390 CID engine bored 30 over less than 5000 miles since rebuilt and balanced all papers. Can be had with fuel injection or 4BBL Holly. \$1,500/obo. Tohatsu outboard 5hp motor long shaft like new with cart and gas can. \$500. 650-494-2009. Reg. #1242916

FOR SALE: '72 Commando convertible hard top 304 eng. Auto tranny and power steering, power buster and new seats. Needs some work. Runs good. \$4,500/obo or trade for a motorcycle or a boat. This car is in Fresno. Call after 5:00 p.m. or leave a message at 559-252-1372. Reg. #2443714

FOR SALE: Two burial lots in Oakmont Memorial Park in Lafayette, CA. Call Earl or Erma at 209-823-8416. Reg. #1181671

FOR SALE: Jeep '66 CJ5. 1200ml on complete frame off rebuild. Many extras, gears, lockers and more. \$7,500. Jeep parts for sale. 925-580-5878. Reg. #238252

FOR SALE: Like new! 2001 National Seaview 31ft Class A motorhome, wide body, basement model, 25k miles, slides, Ford V-10, generator, back-up camera, jacks, a/c, awning, slide covers, tow package, queen bed, two tvs, tub/shower, microwave, convection oven, extended warranty, negotiable resort membership. \$64,995. 916-207-3803. Reg. #1265340

FOR SALE: 1995 Terry 29.5 5th wheel trailer. Electric and gas water heater, microwave, 18ft awning, 28amp Onan generator completely self-contained. Direct tv, satellite antenna. \$8,000. 916-361-8333. Reg. #1447143

FOR SALE: The Mayan Palace Resorts Vacation Club Suite, one week and additional two weeks per year in a 2bd/1ba suite at the Vidafel/Sea Garden Mazatlan Resort, Vacation ownership give

you access to the golf course with a minimum of 20% discount off green fees and cart rental. Motivated seller, make an offer or call for more information. 650-712-1733 or fax 650-712-1778 or e-mail [CIMDonna@aol.com](mailto:CIMDonna@aol.com). Reg. #2149166

FOR SALE: Safari Ranger Scooter with oxygen tank holder and front basket. \$1,800. Like new. Also Pride Power Wheelchair used twice. \$1,900. 408-683-4376. Reg. #0707267

FOR SALE: Meade EDT-90EC Astro Telescope with tripod and electronic controller. Recently upgraded and realigned. Accessories include electronic focuser, Canon ring, 64 camera adapter, 8x25 range finder, EZ finder reflex, carrybag. \$950 value, sell \$550. Grass Valley 530-477-8837 any time. Reg. #0865600

FOR SALE: Dodge motorhome, 318 cubic inch engine. Very low mileage and good tires and a very good unit. Doesn't have to be smogged each year. Yours for only \$1,895 cash. Located in Redding, CA. 530-243-4302 after 6:00 p.m. Reg. #0865537

FOR SALE: Family farm with 2 houses (1 rented) 27 miles NW of Eugene, OR in scenic valley. 44+ acres, year-round creek, pasture hills, 20 year old trees, barn, shop, bunkhouse, walnut grove. \$349,500. Motivated seller. 541-925-4137. Reg. #1494208

FOR SALE: Koehring horizontal jack and boring machine with 12" to 24" casing and 120ft of augers. Used very little and ready for work. \$9,500. 707-664-1784. Reg. #1047032

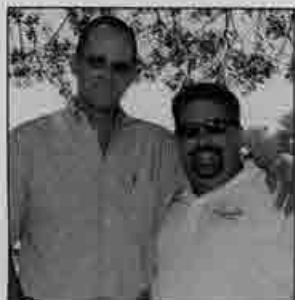
FOR SALE: Texoma model 600 foundation drill. 25ft drilling depth, auxiliary hoisting winch, 610 hours on drill, mounted on all wheel drive fwd truck with 45,000 miles. Unit is ready for work and asking a bargain price of \$49,000. Will consider backhoe trade. 707-664-1784. Reg. #1047032

FOR SALE: 2003 Skyline Layton scout model M276 w/slide. Has power jack, scissor stabilizer, 15,000btu a/c, microwave, sleep 6, am/fm cd cassette stereo with surround sound, luggage rack with ladder, skylight in bathroom, cabinet upgrade with protect and carpet also has protectant. Lots of storage. Too many amenities to list. Willing to sacrifice for \$25,000/obo. Owner must sell. 707-678-2071 or 707-678-3185. Reg. #2268774



## FROM OAKLAND

## District picnic attracts big crowd



Rec. Corres. Secretary Rob Wise and Executive Board member Andy Lagosh.



Everyone enjoys the wonderful food provided by District 20.

Christine Guide paints the face of Maria Chinchilla.



From left: Member Charles Dowling, Executive Board member Tacho Zavala and President Bob Miller.



Local 3 member Roger Chavarin with his wife, Regina, at the SELEC booth.

## FROM HAWAII

## Spotlight on Journeywoman Danette Nakooka



Danette Nakooka

For many years, Local 3 has taken the lead to ensure women have an equal opportunity to learn the trade and advance in their chosen field. Danette Nakooka is one woman who took that opportunity and turned it into a better life for her family. She has gone through some tough, trying times but managed to stay the course. She is the proud mother of five children and has four grandchildren.

There was a time when Danette was homeless and had to live with family and friends to survive. Danette has worked hard to not let adversity bring her down, taking advantage of every opportunity to advance herself and build a better life for her family. She worked at Sears for several years in a position where she supervised nine employees. It was a good job, but the pay was low. She made the decision to go back to school and learn the necessary skills to obtain a better-paying job in the trades.

Danette went to the Honolulu Community College Trade School. Because she had no one to provide day care, she took her two children to school with her. In the classroom, she sat close to the door, so she could keep an eye on her son and daughter, who were in the hall playing with toys. When she was sent out to train on equipment, her classmates took care of her young daughter. Her son, who was 10 at the time, would go out on jobs with her. She is extremely grateful to everyone who helped her be a successful trainee by assisting her with childcare.

Danette has been a member of Local 3 since April 1990. She completed the apprentice program and journeyed out in May 1994. At first it was difficult for her on the job, because several guys gave her a hard time. But after a few months, they acknowledged her hard work, and now she is accepted as one of the gang.

Danette continually works to upgrade her skills. She can operate a boom truck, loader,

hoptoe, RX60 spreader, and has had her own utility truck with five employees assigned to her. Her current goal and passion is to become a tower crane operator, and she has taken every opportunity to train on the equipment – even getting into trouble on one job, because she would sneak onto the crane at lunchtime in an effort to become familiar with the equipment. She has trained on various cranes, including a parking-deck tower crane, a 150-ton link belt mobile crane, a tower crane on tracks, an 85-ton truss crane, an ECH 420 and a 620 Liebherr series crane.

She is currently working nights for Hawaiian Dredging on the Nimitz Highway road crew, operating a boom truck, laying a 16-inch water line and training on the tower crane on Mondays, during the day, with Richard Lacar at the Koolani Condominium project.

Danette is extremely grateful to the members of Operating Engineers Local 3 who helped her upgrade her skills. She is especially grateful to crane operators Miki Coelho and Richard Lacar; both encouraged her to learn to operate the tower crane. She is bound and determined to become certified as a tower crane operator, and we have no doubt she will attain her goal.

## Homeland security training

Twenty-two District 17 members are certified in homeland security. After completing their last training session July 17, these members became certified in 40-hour Hazmat, 16-hour homeland security and 10-hour OSHA. This training will ensure that if these members are involved in any type of emergency response, they are well prepared. JAC training staff certified to instruct homeland security include Administrator Nelson Umiama, instructors

Danny Nelson and Alan Kumalae and District Rep. Allan Parker. Homeland security training is consistent with Business Manager John Bonilla's belief that "this is something we have to do."

In addition to training our members, JAC staff recently provided training for Urban Search & Rescue Team members at the Kahuku training site.

The Hawaii Operating Engineers Industry Stabilization Fund hosted an Urban Search & Rescue Conference July 27. More than 80 attendees were present from the State Civil Defense, the city and county of Honolulu EMS, the General Contractors' Association, and military and signatory general contractors. The conference provided the impetus for the development of a cooperative effort for emergency response between the State Civil Defense, the General Contractors' Association of Hawaii and Operating Engineers.



From left: Engaging in conversation at the conference are Delta Construction President and CEO Ken Kobatake, Local 3 District Rep. Allan Parker, JAC Administrator Nelson Umiama and State Department of Education Disaster Response Director Rodney Goo.



Crane Instructor Danny Nelson teaches members of the Urban Search & Rescue Team how to safely rig a load.

## FROM STOCKTON

## November election hot topic at district picnic

Once again, our district picnic at Micken Grove Park was made complete with all of the necessary ingredients: perfect weather, excellent food and great camaraderie. Some people were concerned with the stifling heat we experienced in late July, but we were blessed with a cooling trend that dropped the temperature to about 85 degrees. About 350 people enjoyed an excellent meal of New York steak, Bob Blagg's beans and corn on the cob with a tossed green salad. We had some great raffle prizes that drew

considerable interest and a 50/50 cash drawing that was even more popular.

To make our picnic even more special, we were fortunate to have Business Manager **John Bonilla**, President **Bob Miller** and Vice President **Frank Herrera** join us for a fantastic day. Bonilla gave an informative speech, telling everyone what is so important about the national election this November. Further explaining the importance of the election, state Sen. **Mike Machado** shared his thoughts with our mem-

bers. A few of our senior members received 30- and 40-year pins from our business manager, which made the day even more extraordinary.

On behalf of the Stockton District staff, I thank all of the volunteers who helped make this year's picnic another smashing success. Few people realize how much work is involved in making a successful picnic, and I am fortunate to have a great team of staff and volunteers who make it look easy.

Thank you, one and all.



Mike Hamilton, pipeline job steward on the SMUD project in District 80, visits with Vice President Frank Herrera.



Above: Members Rene and Don Beach visit with President Bob Miller, Business Manager John Bonilla and former Local 3 President Jerry Bennett. At left: Leonard and Jan Dunkel look over their raffle tickets.



Lunch is served to retired dispatcher Joyce Bridges and 23-year member Rodger Bridges.



Mike Burch, a 14-year member, throws a ringer while warming up for the horseshoe tournament.

## FROM REDDING

## Picnic a great success, work picture busy

District Rep. **Jim Horan** and the Redding District staff thank everyone who attended the District 70 picnic. More than 400 people attended this year, and it was a great success. On Friday at about 10 p.m., we put 845 pounds of beef in the pit, and it was taken out of the ground Saturday at 9:30 a.m. By all accounts, this was by far the best meat we've ever cooked. We could not have done it without all of the great help Friday night and Saturday. A special thanks to **John Hinote**, who has been supervising the meat for 33 years. It gets better each year. Thank you, John, and thanks to your posse!

It has shaped up to be a busy year in District 70. **Dalecon** is finishing the Big League Dreams project and working on some subdivisions around town. These are the first subdivisions bid union in a long time. **Dalecon** picked up a waterline job in Red Bluff valued at about \$5 million. **Meyers Earthworks** finished the Shasta County Fairgrounds job and now works at Eagle Lake and in Mineral, and the company just got a job in District 60 at the Chester Airport.

**Mercer Fraser** started work at Callahan and picked up a bridge job on Hwy. 36 near Platina. **Blaisdell Construction** finished the bridge at

Hallelujah Junction and started its project in Weaverville, Calif. **Roy Ladd Construction** continues to work with J.F. Shea at Big Bar and started moving dirt for J.F. Shea in McArthur. **Steelhead Constructors** started a bridge in Lewiston and is calling for a few members. **Steve Manning** is working on Hwy. 139 north of Susanville with Granite, and **K.G. Walters** is working in Herlong. **Ron Hale Construction** and J.F. Shea have a number of jobs going throughout the district with **Shasta Constructors** working at the Antlers Bridge at Lakehead and on the Hayfork Bridge project. **Teichert** is paving Hwy. 395, and **Tullis** is finishing in Trinity County and working on Shasta View in Redding.

District Rep. **Jim Horan** and the Redding District staff extend their heartfelt sympathy to the family of **Ron Hale**, owner of **Ron Hale Construction**. Ron will be remembered for his kindness, generosity to the community and the way he treated those who worked for his company. People like Ron are few and far between. He will be missed in the community and in our trade.

In closing, we remind everyone to be safe, as we are working long hours to meet deadlines. Have a safe year.



Redding District Rep. Jim Horan (right) poses with Rick Bosetti (center), who is running for District 4 Supervisor, and Local 3 member Louis Fusaro.



Retirees Ted Koher, a 38-year member, and George Erdahl, a 40-year member, swap stories under the shade trees at the picnic.



Business Manager Emeritus Don Doser visits with Retiree Carmen Silverii.



Treasurer Russ Burns thanks picnicgoers at Redding's July 10 district picnic for their involvement in the union.



Rec. Corres. Secretary Rob Wise visits with longtime, recently retired friend Jesse Andersen, a 32-year Local 3 member.



Eric Johnson and his father, 49-year Local 3 member Doug Johnson, talk with Freezy the Clown.



# Public Employee News

VOL. 5, #9 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • SEPTEMBER 2004

## Rancho Murieta Community Services District ratifies initial MOU

By Dean Cofer, business representative

After three long years, OE3 and the Rancho Murieta Community Services District (RMCS D) finally reached agreement and have signed an initial memorandum of understanding.

The delay in reaching an initial MOU started with the district opposing OE3's recognition for well over 18 months following the successful organizing campaign by then-organizer Kurt Benfield. After a ruling in the union's favor from California's Public Employment Relations Board, the parties began meeting and conferring, or bargaining, in 2003 and finally reached agreement June 23, 2004.

The initial MOU is for a three-year period and includes, among other improvements, (a) replacement of a hit or miss "pay for performance" plan with a salary matrix that assures employees will receive 5 percent salary steps each year (until they top out); (b) elimination of a major short-term/long-term sick leave problem; (c) Agency

Shop; and (d) binding arbitration of all disciplinary grievances.

I offer my personal thanks and appreciation to the union's committee members, Judy Goyen, Mellisa Bennett and Robert Slater, for their support and hard work in helping me negotiate this agreement. The legal maneuvering and assistance of attorney Matt Gauger of the Van Bourg, Weinberg, Roger and Rosenfeld law firm was invaluable in getting RMCS D to the bargaining table. Thanks are also due to the brand new OE3 members at RMCS D who stuck with us and helped make this MOU a reality.

In addition, this settlement was due in large part to the staff and Community Action Team volunteers from Local 3's Sacramento and Stockton districts, and the staff and apprentices from the Rancho Murieta Training Center, who turned out last January to conduct informational picketing in Rancho Murieta. Way to



*Bargaining Committee members Judy Goyen and Mellisa Bennett rejoice over the successful June 28 ratification of the initial MOU for RMCS D.*

go, brothers and sisters!

Rancho Murieta is the home of the OE3 Apprenticeship Training Center, so we are particularly pleased and proud to offer a heartfelt welcome to OE3's new members employed by RMCS D.

## CEMA members ratify realignments

By Tom Starkey, business representative

County Employees' Management Association business representatives have been spending a major part of the past several weeks resolving the Santa Clara County realignment negotiations. Members ratified the negotiated realignments at ratification meetings between July 22 and July 26. It passed by a margin of 267 to 30. The realignments and differentials went into effect Aug. 16. More than 546 bargaining unit employees received at least 1 percent. This means that more than 40 percent of the bargaining unit will receive some wage adjustment this year, and the entire CEMA bargaining unit will receive 3 percent next year.

There were 153 classifications in our initial proposal. The amount of realignments requested was \$4.5 million, but there was only \$1.45 million to spend. We reached agreement on 140 proposals. We dropped 24 of our initial proposals and agreed to 11 proposals that were submitted

by the county. There were 10 classifications that received realignments in 1999, 2002 and 2004. Those classifications were mainly at the hospital and were classes that are hard to recruit for and have problems with salaries not being competitive with private markets. There were 13 additional classes from the hospital that received realignments in two of the three years.

CEMA President Edna Esguerra, Vice President Richard Rapacchietta, Member at Large Greg Monteverde, and business representatives Randy Johnese and Tom Starkey negotiated the agreement. The committee members believe they followed the directives of the members and applied the realignment monies toward compaction, external marked recruitment and retention issues and spreading the money to classifications, which had not received realignments in previous negotiations.

## NEWS FROM THE public employees



by

**KURT BENFIELD**

**Director of public  
employee division**



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# Fighting in the face of depression

## An adverse action

Sometime in your career, it is likely you will have a complaint or another type of threat or adverse action against you by your employer. This may come nicely wrapped up as a simple verbal warning or letter of reprimand, or it could be in the form of a suspension or even termination. All of these have a tendency to raise the blood pressure or cause anxiety, as they affect your livelihood or career, in which you may have already invested many years. Your career is what helps with medical benefits, paying bills, mortgage and providing food for your family. When your employer tries to take that from you and your family, it gets personal.

## Confusion first

Confusion is always the first thing that creeps into your head. You read the "confidential" letter from management saying you're being investigated or suspended, and you are dazed with disbelief. You may stare at the paper for awhile thinking they have the wrong person; surely it cannot be you after 15 years slaving for the employer. After confirming with your supervisor, you realize it is you that's in trouble, and you get the old "good luck" from your supervisor as you leave his or her office. You kill yourself trying to think of where you went wrong, and better yet, how you can fix it immediately. You don't think you did anything wrong, or at a minimum, nothing that everybody else has not been doing, and they were not punished. This, of course, leads to the next thought that starts building in your head.

## Anger

Since you have now realized they are definitely after YOU or investigating YOU, the anger starts building as if you have been accused of murder. Thoughts of 'how could this be?' 'I have sweat blood for this employer' and 'they cannot do this to me,' enter your mind. The anger builds as you start investigating to learn more about the charges. You talk to co-workers to see if they know anything, all the while relating your anger and dismay to every one of them. After a short while, everyone at your work knows you're in trouble or under investigation, and they all have different versions of the truth. Then you contact your union representative to help you out and get legal advice. This is where you need to be careful, when your mindset starts to drift.

## Depression

Soon, without knowing it, depression can set into your life. It can sneak up on you, and combined with your feelings of anger, dis-

may and disbelief, can go unnoticed. If you're at home for a termination or suspension and awaiting an arbitration or hearing, it may be worse. You are sitting at home with nothing to do but lament, get more angry with the employer, and call to talk to co-workers all day or night, discussing the issue over and over or argue with your spouse. You start sleeping in, not sleeping, not eating or eating too much, and neglecting your family because this case becomes your life, at least for the short term. Things get swept under the mat that should be addressed, and your thinking is not clear. Sometimes the damage is hard to overcome, making it difficult to return to work when you win your job back. It's like being in a lifeboat with a hole in it. You believe you are alone, and the boat is filling up with water. You have a single coffee can to bail the water out, but you sit there and watch the water slowly coming into the boat, thinking, the end is coming anyway, so why bail?

## Why bail?

You have to be kidding if you're asking yourself this question. Get the coffee can, pull your bootstraps up, get a hold of yourself and start bailing that water out of your boat. You're depressed and feeling sorry for your situation; you're not nuts. You have been a loyal, hardworking employee. Your family or others depend and rely on you and what you have provided them. Your co-workers and family need you to come out of the fog. What the employer is doing is not right or fair. You should have a clear sense of what is right and wrong and go with it. Don't get angry, and don't get depressed; start thinking clearly and assist your OE3 business representative with your case. Take time to forget the depression and anger and get smart. Why on God's green earth would you not bail, letting the employer get away with something that is not right? Would you let that employer visit you and slap you or your kids every morning upon waking up? Obviously not, so why are you letting them take free jabs at you? It's like boxing — you're going to win some fights, and you're going to lose some fights, but you need to make sure your opponents know they were in a fight!

At Local 3, we are in your corner to help you with your struggles. You do not have to do it alone, and we have 42,000 represented workers, 17 business representatives and lots of attorneys to help you with your struggle. Business Manager John Bonilla and the officers make sure membership service is not only No. 1, but that OE3 provides the most assertive representation available today. So, don't get depressed, just get smart, get help and get back to work.



## Brothers Haggard improved conditions in Yuba

By Chuck Smith, business representative

The brothers Dave and Wally Haggard meet almost daily at Duke's Café in Olivehurst to talk about family and current events. Talk of late has been about Dave's retirement from Operating Engineers Local 3 after 26 years, most years with the Olivehurst Public Utility District.

The Haggards are an OE3 family. Dave's father, Earl, was a mechanic who joined the union in 1942 and worked on construction projects for nearby Beale Air Force Base and the Oroville Dam.

Three of his uncles, Al Haggard, Jim Haggard and Charlie McRee, were also

Operating Engineers. Older brother Wally joined the union in 1954 and worked on various highway projects and construction of a missile silo near Chico.

The union ethic is so strong in the Haggard clan that both Wally and Dave were responsible for organizing public employee units in Yuba County. In 1970, Wally Haggard worked with then-District Rep. Harold Huston to organize the city of Marysville.

Shortly after he went to work at the Olivehurst Public Utility District, Dave started the organizing campaign at OPUD, which provides sewer, water, fire and recreation services to the unincorporated community south of Marysville.

For both men, poor working conditions were the reason they believed the construction union should reach out to the public employee sector.

"There were three of us working in the field — all who had come from the construction side of OE3," Dave recalls. "The insurance wasn't worth a crap and we were working, between the three of us, 700 hours of overtime a month without overtime pay. We were told to take comp time, but with just three of us, you could never take it."

"We calculated at one point we were making less than minimum wage —

continued on page 3





## Golden Gate Bridge service operators settle

By Carl D. Carey, business representative

After an excess of 18 months of strenuous and at times contentious bargaining, a mediated settlement was reached between the Golden Gate Bridge District and the Bridge Service Operators.

Negotiations with the district are separated into two sections: the first is the Union Coalition, which represents all employees regarding wages and benefits; the second is side table negotiations between the respective unions and the district to bargain individual needs and conditions that are unique to that individual unit. Until a settlement is reached at both tables, you do not have a contract.

Preparation for negotiations began September 2002 with coalition representatives meeting to determine negotiation strategy and proposals. Considering the contract did not expire until June 30, 2003, one would think a contract would have been negotiated long before its expiration.

What occurred was something none of us expected. Because of the financial situation the district was in, proposals were presented to the coalition requiring the complete revamping of the medical insurance programs, as well as the funding structure for it. Until new medical plans were developed, priced and agreed upon, negotiations regarding wages and other benefits could not be thoroughly discussed. Once the medical plans were agreed upon, negotiations continued.

In conjunction with the coalition negotiations, side table negotiations for the service operators were also going on. Proposals had been made to the district ranging from supervisors' pay differential to parity compensation for the additional hazardous duties the operators are required to perform. Two of the most important issues the operators were concerned about were the parity increase and increase in shift differential pay.

Until you have had the opportunity to work side by side with these operators or have had the exposure to their working conditions as I have, it is hard to understand the duties for which they are responsible. On first blush, one would assume they are tow truck drivers because that is the vehicle you see them in. What is not visible is that the truck carries 100 gallons of fire-fighting chemicals, Scott air packs, equipment for body extraction and more.

These people are responsible for such things as body recovery, suicide prevention, bomb detection and many other hazardous duties. When trying to make a job comparison with other districts, I found the closest one in the Bay Area to be the Caltrans drivers, and they were not a very close match. I had to go nationally and found New York Bridge and Tunnel to be the closest.

After numerous meetings, an agreement was reached that the bargaining team took to the membership for a vote. The one item that was not included was a parity clause our members felt was necessary because of the hazardous conditions and added responsibilities under which they work. As a result, the contract was not ratified, and back to the table we went. After several more meetings, it became apparent that we had come to impasse; the union requested that we go to mediation, bringing in a state mediator. The district did not oppose this request, and on June 23, we started mediation.

After just two meetings, it became apparent that the district was not going to grant a parity increase, but we were able to hammer out an agreement that allowed for a nationwide classification study that would be used to determine if parity was warranted, and if so, at what rate. The shift differential increase issue was settled, adding 50 cents per hour to the swing shift and graveyard shift differentials already in place.

On July 6, almost 22 months from the time we began preparing for negotiation, the service operators ratified a new three-year contract. Even in these uncertain economic times, our members are going to see an increase in salary, reduction in premium cost for medical benefits, shift differential increases, increased holiday pay, increased training pay and the continuance of enhanced workers' compensation benefits (which the district was trying to reduce) over the course of the contract.

You can never have successful negotiations without the help of the membership and those who sit on the negotiating team and attend meeting after meeting. Negotiations have been long and arduous, and had it not been for the hard work and efforts of Chief Steward Fred Caudle, Joe Yokoi, Chris Caputo and Keith May, this contract would not have been reached.

When negotiations go for this long, one can only imagine the frustration that accompanies them. There were times we were at each other's throats, but there were other times that we worked as a team, complimenting each other. One incident in particular I will never forget: in the middle of a very heated discussion at the table, Chief Steward Fred Caudle tapped me on the shoulder for no apparent reason and requested a caucus. Upon going into another room, I asked Fred what was on his mind. He looked at me, smiled and told me to sit down and take a load off, stating, "I just wanted to give you a chance to get your blood pressure in check." All I could do was sit there and laugh. I don't look forward to another negotiation session like this one, but if there are moments like that, I know we will get through it.

NEWS FROM THE  
**public**  
employees

## Brothers Haggard continued from page 2

something like 40 cents an hour. And we had five bosses – all the board members thought they could come out at any time and give us orders. Everything improved after we went union."

Huston was involved in this fight, too. He started out trying to get the outside working crew and wound up, after a protracted fight that involved threats of legal action, taking the whole unit. It remains to this day one of the units in Operating Engineers with the strongest union ethic. That's due largely to Dave Haggard, who passed on the union story to every employee who has since come to the district.

Brother Wally's fight in Marysville began when he was elected to the negotiating committee of an employee's association and went to the old Marysville library



Dave Haggard, left, and his brother Wally meet daily at Duke's Cafe in Olivehurst. Both Operating Engineers Local 3 retirees helped organize public employee units in Marysville and Olivehurst in Yuba County.

to meet with the city administrator.

"We hadn't been talking long when the city administrator said, 'That's it. We

don't even have to negotiate with you people; you'll get what we're going to give you, and that's it.'"

Haggard visited Huston and helped collect signatures. "It shook up Marysville. The librarians, secretaries, treatment plant, fire department, the whole works; 100 percent voted union," Wally said.

Both Dave and his brother Wally worked at the sewer treatment plants for their respective employers and hold a distinction unmatched by any pair of brothers in California. Each received an award from the state of California as sewer treatment plant Operator of the Year. Of course, that would be expected of the members of Operating Engineers Local 3.

## NEWS FROM THE public employees

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## News from the Central Valley

By Doug Gorman, business representative

### Newman POA

I am happy to report that Operating Engineers Local 3 and the city of Newman have entered into a tentative agreement regarding the lawsuit that was filed against the city by OE3 on behalf of the Newman Police Officers' Association (NPOA). This case revolved around the city refusing to pay its officers per the negotiated contract.

After two years of fighting over this, the new city manager, John French, came through and went to bat for his police department. The officers will now receive the backpay that was in dispute; they will also be placed in the proper pay schedules as delineated in the contract. The NPOA and the city both win in this case, as the officers receive what is owed to them, and the city begins to renew its relationship with the NPOA. I want to thank business representatives Pat Thistle and Bob Highaugh, and Public Employee Director Kurt Benfield for their support and assistance in bringing this case to a conclusion.

### Gustine

We just ratified a contract for the police department that calls for a 4 percent cost-of-living allowance, a 5 percent differential for the Detective/Corporal, 2.5 percent for the S.R.O., placing the 4/10 shift in the memorandum of understanding and raising the city's contribution to the health plan to 90 percent. There were a couple of other issues, and by far, this is a good contract for Gustine members.

On the public works side, we agreed to similar COLAs and language. I would like to thank both bargaining teams for their insight and welcome new City Manager Ann Marie Galant to Gustine. Without her input, we would not have made it this far. I strongly believe things are changing for the better in Gustine.

### Madera

I would like to welcome the new members of the Madera Affiliation of City Employees to OE3. They signed on, and I immediately began contract negotiations. I am optimistic with this city.

The Madera County Dispatchers are still waiting to get to the negotiating table, and with the state's budget now in place, it appears that will happen soon. Like many employers in these budget times, the county of Madera is claiming lack of funds, so negotiations should be interesting.

### Fresno Airport

Wow! After a complaint was filed with Cal-OSHA, the city of Fresno was issued citations for about \$37,000 in fines. We continue to fight with the city, but as of this writing, the chief of police has left his position, and we hope to get things back to normal there.

The public safety supervisors were recently recognized as a bargaining unit after State Mediation and Conciliation Service conducted a card check. The city of Fresno has been fighting this recognition vehemently but was unsuccessful. It appears we are in for a fight with the city, which doesn't seem to know how to do the right thing! Local 3 has been in this position before, and we feel it is our obligation to our members to educate employers on the right thing to do.

### Fresno Mosquito District

We were recently recognized by the district after we filed a Public Employment Relations Board complaint. We are in negotiations, and talks have been friendly.

### Firebaugh

Both units are in negotiations, and as of this writing, we have yet to receive a formal counter offer from the city. A new city manager is in place, so we will have to wait and see what happens.

### Kings County DSA

We continue to experience problems with the probation department. It appears that management does whatever it wants, when it wants and to whom it wants, whenever it can. I filed a PERB complaint on behalf of our members in the probation department. We are in for a fight with management, and rest assured, I strongly believe our law enforcement law firm is up to the fight.

### Porterville

Both units are in negotiations and it looks like there may be a battle here. Both groups are solid, and I'm ready to take on the city if necessary. I hope it won't have to come to that, but since OE3 has had a presence in Porterville, we have twice had to go to impasse. OE3 will take a wait-and-see stance with these units.

### Livingston

This is a story: Last December, both units came to a tentative agreement with the city, which would have brought them up to parity with their counterparts in the surrounding cities. However, the city manager decided to not go forward with the agreements and let them stand for awhile. This contract was supposed to be retroactive to Nov. 1, 2003. Nothing happened, even after discussions with the city manager, who provided letters stating the pay raise would happen. It didn't happen, and we are now at war with the city. Along those lines came the fact that the city decided to fire the POA president over some trumped up charges based on anti-union retaliation; we are most likely headed to arbitration in the near future.

That backward mentality is still alive among city management in Livingston, and I believe if we continue to stay unified, we will prevail and things will change.

I want to thank the law firm of Mastagni, Holstedt & Amick for its assistance in our public safety bargaining units. Since coming onboard with us July 1, it has hit the ground running and is doing a great job. Stay safe!



### Active in Red Bluff

Stewards Brian Carr, left, and Steve Lindeman smile for Business Rep. Dean Cofer after a labor-management meeting with the city of Red Bluff.