

OPERATING ENGINEERS LOCAL UNION NO. 3

ENGINEERS

Vol. 65, #9

September 2007

Top marks for Top Grade

*Three, four, five – even six
scrapers hook up on
Bethel Island*



IMPORTANT ELECTION NOTICE

See page 25 for important information regarding the election of delegates and alternate delegates to the 37th Annual International Union of Operating Engineers (IUOE) Convention.



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For The Good & Welfare

By Russ Burns, business manager

Taking care of business at Local 3

This month marks the first-year anniversary of the new officer administration at Local 3 and therefore, an appropriate time to thank the membership and staff for their exceptional efforts in helping us move the union forward this past year. It is also a time for reflection on the administration's accomplishments in the past 12 months. The officers, Executive Board and Bylaws Committee have listened carefully to the membership and worked hard this last year on what we believe are the membership's priorities. The following list represents an overview of the issues the officers and I wanted to address within Local 3 when we took office in September 2006. All of these issues stem from this administration's priorities of integrity, transparency and fiscal responsibility, with a main focus of providing the best possible service to the membership. We look forward to discussing our actions and listening to the membership's suggestions at the upcoming Semi-Annual and district meetings.

Implementing checks and balances

Internal policies: The officers have worked diligently with the Executive Board to adopt policies that establish checks and balances on the business manager, officers and staff. Some of the policies adopted by the Executive Board include:

- **Gift policy** – to stop active or retiring employees from accepting any gifts other than those deemed *de minimis* in nature. *De minimis* is defined as any property or service provided to an employee that has so little value that accounting for it would be unreasonable or administratively impractical.
- **Nepotism policy** – to prevent the hiring of Local 3 employees' relatives instead of the most qualified applicant for the job.
- **Compensation policy** – the officers directed that the Executive Board freeze the officers' salaries for their term of office through Sept. 2009, lower pension hours from 55 to 48 hours per week and set field-staff pay at 48 straight-time hours of selected groups from the Northern California Master Construction Agreement.
- **Officer Termination policy** – the business manager will only terminate an officer if supported by a majority vote of the Executive Board.
- **Executive Board vacancies** – the officers will not fill vacancies by appointment.
- **Budget review and approval** – Local 3 will operate on a budget as of Jan. 1, 2008 that is approved by the Executive Board.

High standards for the Trust Fund

Benefits website: The Trust Fund website Request for Proposal (RFP) was approved and a new vendor chosen to design and deliver a new Trust Fund benefits website in late 2007. This new, state-of-the-art website is user-friendly and costs less than one-half of the old website.

OE3 Living Healthy Program (www.OE3LivingHealthy.com): In an effort to promote wellness and improve the health of our membership, this program was introduced in August 2007 for Local 3 members and spouses enrolled in the Northern California and Public Employee Health and Welfare Trust Funds. The officers expect that the program will result in a healthier membership, which will mean fewer doctors' bills and more money on members' paychecks instead of hourly contributions to health and welfare.

Monitoring providers: All Trust Fund service providers have been closely monitored to ensure high standards, which resulted in the decision to seek RFPs from new Prescription Benefit Managers (PBMs). The switch is expected to result in an annual savings of about \$6 million or 10 percent of the total expenditures for prescription drugs.

Monitoring pension-investment returns

Pension Restoration: The challenge of Pension Restoration has resulted in the Pension Trustees issuing a Request for Proposal (RFP) for a pension actuary to compare the effectiveness of our current actuary. We are also analyzing the effectiveness of our investment manager.

Pension returns: The rate of return for our Pension Fund for 2006 is 10.49 percent. Although this is a good return, we are analyzing the performance rating of our investment manager and looking for investments that perform even better than the overall market for the year.

Improvements in training: The new direction of the Rancho Murieta Training Center (RMTTC) now includes more instructors, updated equipment and instructional technology under the new leadership of Director of Apprenticeship Tammy Castillo and Director of Training John Teller. A recent purchase of \$1.6 million worth of new equipment at Rancho Murieta has allowed us to redistribute our resources and upgrade equipment at the training centers in our other states.

Improved member communications

Dig This! – www.oe3.org: Local 3 recently went live with a completely redesigned and easy-to-use membership website. The website includes a membership login for secure membership communications and provides support to the SELEC program through donations on the online purchase of Local 3 items, such as T-shirts, pins and hats.

Engineers News: The union's monthly publication, *Engineers News*, was redesigned in April 2007 and is now published in full-color, printed in-house with a Letters to the Editor section and quarterly financial reports.

Securing the work picture: The mega-bond measures, which passed in November 2006 because of the membership's political activism, resulted in billions worth of work that have been fully funded within Local 3's jurisdiction. The bonds will help fund thousands of construction projects throughout California, including two, high-profile jobs within our jurisdiction: the San Francisco-Oakland Bay Bridge Project and the Hetch Hetchy Water Project. Local 3 recently signed a Project Labor Agreement (PLA) with American Bridge/Flour J.V. on the second phase of the Bay Bridge Project, worth \$1.4 billion. Local 3 also signed a PLA for the Hetch Hetchy Water Project – an estimated \$4 to \$10 billion, 10-year-long project.

Field Service Project increases productivity: The Field Service Project was initiated in November 2006 to provide ongoing training to business agents and district representatives. These trainings, along with office-staff trainings, have proven successful in increasing the productivity of the staff throughout the jurisdiction.

Bylaws changes reduce dues, increase transparency

Dues resolution: The Bylaws Committee revised the dues structure to provide a fair and equitable dues structure across the membership. The committee's dues resolution was overwhelmingly passed in the spring of 2007 by 93 percent of the membership who voted, mandating the first-ever dues reduction in Local 3 history.

Language changes resolution: The Bylaws Committee also recommended substantial language changes to the Bylaws that will better serve the membership of Local 3. Some of these changes will bring the language up to modern-day usage and fix various housekeeping issues that have been carried over for a number of years. The resolution is pending the vote of the membership and will be presented at the Sept. 16, 2007 Semi-Annual Meeting.

Monitoring Doser litigation: As mentioned in the Don Doser update in last month's edition of *Engineers News*, the officers are working hard to get this issue behind us. It is an unfortunate, sad time for our local; however, the officers intend to resolve the issue, report on the results of the litigation and move past it.

In moving forward into the next 12 months, the officers and I look forward to working with every member to continue making improvements at Local 3. I am confident that with all of us working together, we will succeed.

VOTE members rally for health care at capitol

A six-city health-care reform tour, *It's OUR Healthcare!*, concluded in Sacramento on the steps of the capitol building June 28. Operating Engineers members, staff and apprentices were in attendance in full force as part of the Voice of the Engineer (VOTE)



Lt. Gov. John Garamendi speaks to the crowd.

program to rally together with other organizations, such as the California Labor Federation and the Service Employees International Union (SEIU), to persuade legislators to address and reform California health care. Working families are continually burdened with rising health-care costs and often forced to give up pay raises to afford coverage. Some cannot even afford necessary health care for their families. Labor organizations hope legislators will agree on key reform issues to be addressed when the legislature returns from summer recess.

Main reform issues addressed include regulating costs and the health-insurance industry, so all Californians can afford health care. Attendants also hope for greater transparency within the health-care industry, so people can make informed decisions about their health plans.



Anthony Bal and Dan Lucero make some noise at the June 28th rally.

Notable speakers at the rally included Lt. Gov. John Garamendi, Assemblyman Hector De La Torre and Sacramento Labor Council Executive Secretary Bill Camp.

Local 3's Mike Spencer hopes these rallies will persuade legislators to keep working families' issues in mind when reforming California health care.

"Health-care costs keep rising," Spencer said.



Front row, from left: Mike Spencer, Rochelle Tucker, Rebeca Ortega and Ben Roberts. Back row, from left: Jessica Barbosa, Cesar Garcia, Alan Van Fleet (holding sign), Jane Lea, Jeff Nofts, Tony Bruno, Barry Bush and Dasha Walratch. Local 3 members and apprentices were the best-represented union (by numbers) in attendance at a health-care reform tour June 28 in Sacramento.

Talking Points

By Fred Herschbach, president



Solidarity defined

Teamwork has been more apparent to me this month than almost any other time during my Local 3 career. I have been spending quite a bit of my time in Hawaii working on negotiations, and I will elaborate on the good news from District 17 in this article. While there, I heard reports from other districts, namely District 20, about the powerful teamwork and message the San Leandro Valley Power strikers are sending to the surrounding community, the media and most importantly, Valley Power. Their commitment to remaining united until victorious is exactly the kind of determination Local 3 was built on. The very phrase, *solidarity*, that we tack on at the end of our letters and ideas, means exactly what they are doing, as the word is defined: "Union or fellowship arising from common responsibilities and interests, as between members of a group or between classes."

This idea of solidarity is also being put into action in District 17.

I am very proud to recommend to the membership the Hawaii Master Agreement at \$12 over five years. I've negotiated quite a few agreements and this negotiating committee was one of the most educated, together, informed and solid teams yet. The employers presented many proposals, and our committee countered with a lot of powerful information in the end. Committee members Kekane Pa from Kauai, James Arthur from Oahu, Don Poepoe from Maui, and Mike Akau from the Big Island did a remarkable job in negotiations, as did Trustee and District Rep. Kalani Mahoe, Big Island Business Rep. Bruce Brumaghim, Maui Business Rep. David Bergau and Kauai Business Rep. Gino Soquena. The entire Hawaii Negotiation Committee deserves recognition:

Michael Akau, representative
Jimmy Arthur Sr., representative
David Bergau, business agent
Bruce Brumaghim, business agent
Bran Eubanks, business agent
Kalani Mahoe, district representative
KeKane Pa, representative
Donald Poepoe Sr., representative
Gino Soquena, business agent
Sam Spencer, business agent
Ana Tuiasosopo, business agent

This month marks the one-year anniversary of my career as president and member of your officer team. I can think of no better news than what I've just mentioned above as being testimony of what we have achieved and will continue to achieve with and for Local 3. It is an honor to serve you, the membership.

In other news: My second granddaughter, Hannah Kathleen Herschbach, was born July 8. She and Olivia, my other granddaughter, already look like dedicated operators.

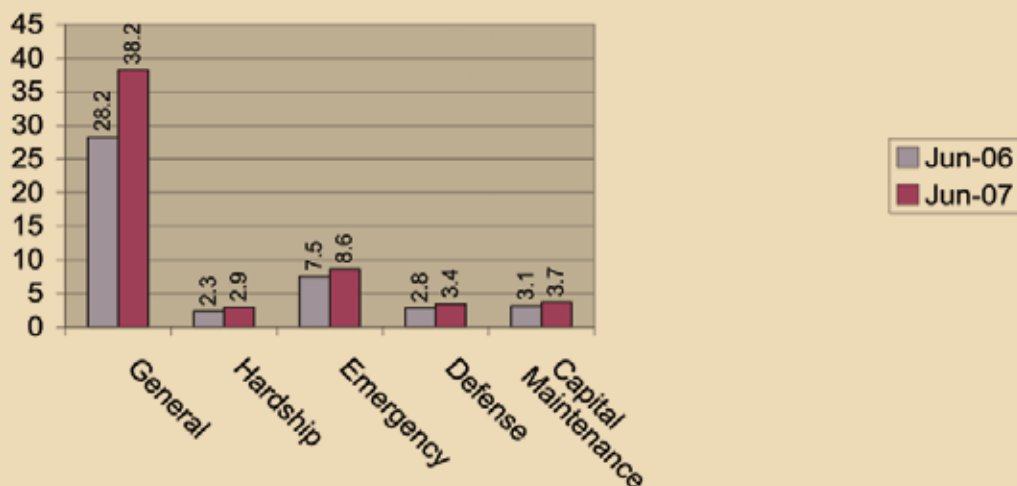
Operating Engineers Local 3 General Fund

Financial results for the second quarter of 2007 met expectations, reflecting continued strength in the economy and more specifically, construction spending remained fairly strong. As of June 31, Local 3 has 40,447 members in good standing – up 1,026 from this time last year.

The widely anticipated Bylaws changes to Article VI are nearly finalized. Most significant in these changes is the realignment of Local 3 membership dues. These dues changes will take effect over the remainder of this year, achieving better parity of dues and benefits within our various membership units.

Looking at the overall work and economic environment for the membership, we are currently experiencing a slowdown in our California and Nevada jurisdictions. District representatives are optimistic on public-sector infrastructure projects, noting that mild weather reduced the normal winter backlog and there are a number of large, approved projects waiting for permits or allocation of funds. In the private sector, the slowdown in housing has been painful and has most likely not yet bottomed out. Utah and Hawaii are bright spots, as these areas continue to be very busy; Utah is driven by three large pipeline projects, highway work and continued strength in their local housing market; Hawaii's work picture remains strong with road and highway projects, hotel and retail developments and the much-anticipated mass-transit project on Oahu.

Fund Balances (\$ in millions)



OE3 General Fund – Financial statements – un-audited (\$ in thousands)

Profit & Loss Statement

June 2007 – Year to date

Balance Sheet

As of June 30, 2007

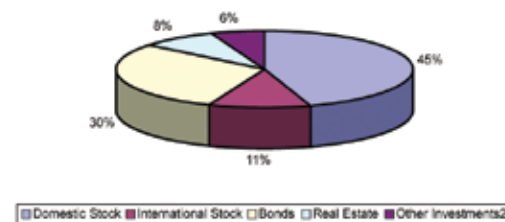
Dues Revenue	\$22,321	Cash, Investments & Deposits	\$30,035
Other Revenue	3,417	Employee Funded 457 Plan	2,156
Total Receipts	25,738	Automobiles	3,661
Salaries, Benefits & Taxes	12,705	Office Furniture & Equipment	1,731
Per Capita Taxes	3,118	Computers & Software	7,685
Offices & Operations	1,669	Communications Equipment	755
Depreciation	627	Print Shop Equipment	2,847
Professional Services	888	Less Accumulated Depreciation	(7,979)
PACs & Fund Allocation	1,950	Total Assets	\$40,891
Admin & Public Relations	2,540	Liabilities	\$565
Total Expense	23,497	Employee Funded 457 Plan	2,156
Net Income	\$2,241	General Fund Balance	38,170
		Total Liabilities & Fund Balance	\$40,891

Pension Trust Fund for Operating Engineers Local 3 6/30/07

Plan Assets¹

Investments	\$ 3,806,708,627	
Domestic Stock		1,715,247,251
International Stock		425,258,683
Bonds		1,123,295,928
Real Estate		317,225,787
Other Investments ²		225,680,978
Other Assets	20,859,714	
Total Plan Assets	\$ 3,827,568,341	

Invested Assets - Allocation



Notes:

¹ Asset figures are preliminary and un-audited.

² Other Investments include an insurance contract held with New York Life and operational cash.

Plan Returns / Funded Status

	Investment Return	Target Return	Funded Ratio ¹
1998	17.8%	7.5%	108.9%
1999	4.8%	7.5%	110.4%
2000	3.2%	7.5%	105.4%
2001	0.4%	7.5%	96.9%
2002	-6.6%	7.5%	100.6%
2003	12.5%	7.5%	94.5%
2004	6.7%	7.5%	88.7%
2005	6.9%	7.5%	84.0%
2006	10.5%	7.5%	81.3%
YTD 07	5.6%	7.5%	n/a

Plan Returns vs. Funded Status



Commentary:

Despite increased volatility over the past few months, the stock market has continued to post strong gains through the first half of the year, while bonds have posted lackluster returns. Through June 30, the Plan ended up with a positive net investment return of approximately 5.6%. If this performance is repeated during the second half of 2007, the Plan will earn well above its 7.5% actuarial assumed rate of return.

The Plan's funded status declined slightly at the end of 2006, as the five-year actuarial smoothing method for Plan assets included one remaining year of significant negative returns. As the impact from the poor performance in 2002 is removed from the calculation next year, the funded ratio should improve markedly.

Notes:

¹ The Funded Ratio is the value of assets used for the annual pension plan valuation divided by the present value of accumulated plan benefits.

² 6/30/07 results are preliminary and un-audited.

What's new at Rancho Murieta

The Rancho Murieta Training Center (RMTC) is pleased to announce the California Division of Apprenticeship Standards (DAS) has approved grade checking as a new apprenticeable craft.

The addition of the Grade Checker apprenticeship enhances the many crafts offered by the Joint Apprenticeship Committee (JAC), including Construction Equipment Operator, Heavy Duty Repairer, Crane Operator, Construction Inspector, Lube Technician and Vertical/Horizontal Driller.

The length of the construction Grade Checker apprenticeship is 4,200 hours or about two years. During the course of apprenticeship, the grade-checking apprentice will learn how to set grade using modern lasers/GPS technology, excavate subdivisions, read plans, prepare sub-grade for A.B. rock and operate various pieces of construction equipment.

As with all apprenticeable crafts offered by the Local 3 JAC, interested applicants should call (916) 354-2029 to obtain an application.



The 40-hour Probationary Orientation Period (POP) group pictured here graduated July 15 from Rancho Murieta.



This group of Probationary Orientation Period (POP) class members graduated July 20 from the Ranch.

CCO Practical Test

New CCO candidates and candidates who have passed the written portion of the CCO exam should contact Pauline McCullough at (916) 354-2029, ext. 225, to schedule an appointment or obtain CCO information on the Practical Test.

2007 CCO Written Exams

Exam	Deadline for application
Oct. 21	Sept. 7
Dec. 9	Oct. 26



Tips on tightening

The last Mechanics Corner column discussed torque and a few ways to torque a nut and/or bolt. Let's take it one step further. In a perfect world, once a bolt or nut is torqued to the proper setting, it should not come loose. Unfortunately, our world isn't perfect, nor are the components and/or the environment. So, sometimes we need to give fasteners a little help. Remember, a fastener's strength is only good if it stays tight.

One way to help a fastener stay tight is to use a lock washer. The one shown here is a spring-loaded device that maintains pressure on the fastener, keeping it tight.



The second image is a star washer, and it uses the multiple edges to dig in when the fastener tries to back out. Star washers are great for electrical connections to ground. It's not recommended that you reuse the lock or star washer without inspecting them first.



Another way to keep a fastener tight is to use a self-locking nut. There are two basic types: One type uses a nylon substance that is not threaded. When it's screwed, the bolt cuts its own threads and locks against the threads. It's not recommended that you reuse nylon-insert lock-nuts, commonly referred to as nylocks.



The second type has a slightly oval-shaped threaded hole so that it jams the threads together. Again, if possible, don't reuse this type of device.



Then there's the castellated nut with a cotter pin, which is the least of my favorites, because sometimes you have to increase or decrease from the optimum torque to align the holes for the cotter pin.



All of the methods of tightening described above are mechanical. Another method is chemical, using a thread-lock compound that bonds the threads together. This is a great way to lock nuts and bolts together, but it requires that the threads be clean and free of rust or scale.



Remember that all locking devices depend on a proper fit and the correct torque to hold securely.



Fringe Benefits
By Charlie Warren, director

Reminder: Members covered by the Operating Engineers Health & Welfare Trust Fund with dependent children between the ages of 19 and 23 should submit proof of full-time student status at the beginning of each semester or quarter to ensure uninterrupted coverage.

Understanding your dental plan

The benefits described below are available whether you are enrolled in the Operating Engineers Health & Welfare comprehensive, Kaiser or Health Net plans. Retirees who participate in one of the retiree dental plans and participants covered in the Operating Engineers Health & Welfare Utah, Hawaii and Nevada Trust Funds have different dental rules. Please refer to your Summary Plan Description (SPD) for details about your plan.

Dental benefits provide coverage for services ranging from checkups and cleanings to dentures. The following chart is intended to provide a convenient, quick-reference guide to your benefits.

GENERAL PLAN FEATURES	
Maximum benefit	\$2,500 per calendar year, per individual
	Orthodontia (available only to dependent children through age 18) has a separate maximum of \$2,500 per lifetime
Calendar-year deductible	none
BENEFITS FOR COVERED SERVICES AND CHARGES	
Diagnostic and preventative services	
Diagnostic services: <ul style="list-style-type: none">• Oral examination (once in any six-month period)• Bite-wing X-rays (once every six months)• Emergency palliative treatment• Specialist consultation	Fund pays 100 percent of usual, customary and reasonable charges
Preventative care: <ul style="list-style-type: none">• Prophylaxis (cleaning; first two treatments in any calendar year)• Fluoride treatment (first two treatments in any calendar year)• Oral examinations, specialist consultations• Sealants (for children under age 14 only)	Fund pays 100 percent of usual, customary and reasonable charges
Basic Services <ul style="list-style-type: none">• Full mouth X-rays (once every three years)• Other X-rays (other than bite-wing X-rays)• Study models, space maintainers• Oral surgery• Fillings• Endodontics – treatment of the tooth pulp• Periodontics – treatment of gums and bones supporting teeth• Night guards (when prescribed for bruxism)	Fund pays 85 percent of usual, customary and reasonable charges
Crowns and cast restorations <ul style="list-style-type: none">• Crown, jackets and restorations (if teeth cannot be restored with fillings)	Fund pays 85 percent of usual, customary and reasonable charges
Prostodontics <ul style="list-style-type: none">• Construction or repair of fixed bridges or partial or complete dentures	Fund pays 60 percent of usual, customary and reasonable charges
Orthodontia (for dependent children through age 18 only) <ul style="list-style-type: none">• Corrective, interceptive and preventative orthodontic treatment to realign natural teeth, correct malocclusion or provide pre-orthodontic development evaluation	Fund pays 80 percent of usual, customary and reasonable charges for an eligible dependent child, up to the lifetime maximum of \$2,500

Recommended pre-determinations

Before treatment is received for the following dental services, it is recommended that the proposed treatment plan be submitted to the Fund for review and an estimate of the benefits payable.

- Treatment involving any type of prosthetic device, including dentures, implants, bridges, crowns, jackets and inlays
- Any type of procedure that might be considered cosmetic in nature
- Any periodontal treatment estimated to cost more than \$500

Obtaining a pre-determination allows the Fund to advise you and your dentist ahead of time whether a procedure is covered, and if so, the amount payable. This will also advise you of the amount that is your obligation. Pre-determination need not be limited to those services described above. You may obtain a pre-determination on any proposed dental-treatment plan.

The dental claim form may be used to obtain pre-determination. A box is provided on the form for you to indicate with a check mark that pre-determination is being requested. You may obtain dental claim forms from the Trust Fund office or the Fringe Benefits Service Center.

For information about your dental plan or to obtain claim forms, contact the Trust Fund office at (800) 251-5014 or the Fringe Benefits Service Center at (800) 532-2105.



Credit Union

By Rob Wise,
Credit Union secretary/financial officer
& recording - corresponding secretary

Thinking about a new car?

Dealer interest rates may be tempting, but it's not always the best deal. Often, low-rate dealer financing is reserved for last year's models or is only available on certain cars. This may mean you will not get the car you want. Taking a cash rebate from the dealer and using an Operating Engineers Federal Credit Union (OEFCU) auto loan can save you money and help you get the car you want.

Secure your financing

Take some of the stress out of the car-buying process by walking into the dealership with your financing already in place – then you can focus on negotiating the best purchase price without worrying about the financing. Each of our branches and our website – www.oefcu.org – have several car-buying tools available to help you do your homework on models, options and pricing. A little homework and a loan in place can provide peace of mind and put you in control of the process.

Apply at www.oefcu.org

Take advantage of our streamlined online application and approval process by visiting our website and logging on to the eBranch Homebanking site. Approval often takes just a few minutes, and then you can walk into the dealership and negotiate the best deal on the car you want. OEFCU offers auto loans to suit your needs with rates that are hard to beat. We offer programs with terms up to 84 months. Contact us today at (800) 877-4444, www.oefcu.org or visit one of our Member Service Representatives to evaluate your options and find the right loan for you.



Organizing

By Bruce Noel, director

OE3 organizing picks up momentum

It gives me great pleasure to discuss the huge success we are having with organizing. As I reported earlier this year, a total of 18 new contractors were organized in the first quarter of 2007. With the support of Business Manager Russ Burns and his administration, we continue to tweak the program for maximum efficiency and effectiveness.

After designating organizers to specific districts, district representatives and agents have taken an active role in formulating a plan that fits the district's needs. With everyone in the district working together to achieve positive results, organizing productivity is on the rise.

At the midpoint of 2007, we signed 48 new contractors. This is remarkable progress, since we are historically in the range of 15 to 20 new contractors for the same time period. As the program moves forward, we should continue to see improvements. Look to next month's issue for a list of newly organized contractors.

Thanks to all the members out there contributing to the cause.

Now ... It's All About ... MILEAGE !

Well... Let's put it this way, the days of \$3.00 a gallon gas are almost gone. Now, it's all about FUEL EFFICIENT CARS and COST EFFICIENT FINANCING. And don't be fooled by dealer financing! Truth be told, 0% financing is only for a select few "eligible buyers" ... the rest pay whatever the market will bear. OEFCU is now offering some of the best car & truck loan rates available ...and we're union, just like you, so you know you'll be treated right! PLUS, We've made buying, both simple and hassle free!

First, call us. We'll get you pre-approved for financing in a matter of minutes! Next, you have a choice: (1) you can go from dealership to dealership haggling with sales people and kicking tires, or (2) you can contact our **Member Advantage Plus Car & Truck Locator Service**, give us the year, make, model, color and "extras" you want, and we'll do all the traveling, haggling, and tire kicking for you ... AND, we'll get you the special "hidden dealer incentives" and "discounts" that you'd never see, ... and pass them along to you! We'll even arrange to have your car or truck delivered to your nearest dealer, so YOU can kick the tires and make sure it's exactly what you want! Sound too good to be true? Well, give us a try and see for yourself... and save a bundle in time and money in the process !

Wake Up America !

If you're not thinking "mileage", get ready for some real pain at the pump!



**Operating Engineers^{#3}
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**We Find It For You #
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Public Employee News

By Don Dietrich, director

We are all in this together

It seems the older I get, the faster the world spins around. The years click off faster and faster. As I sit and write this article, half of 2007 is already over. It seems our lives get more complicated every day.

It's easy to get tunnel vision and forget about those around us and how our actions impact our families, co-workers and our union brothers and sisters. Many times, the supervisor, foreman and even the manager we work for is a union member.

Sometimes something happens at the workplace that affects us adversely, so we react. Most of the time our reaction is directed at the first layer of supervision, usually for a decision made by upper management. I must admit I've been guilty of this many times. Ask anyone who worked with me in Santa Cruz County: They will tell you when I reacted, it usually

wasn't the most pleasant conversation. I'm sure there are supervisors still there who haven't forgotten my comments after all these years.

I want to encourage all of you to learn from my mistakes. It probably feels good to unload on the wrong person, but it never solves the problem. In fact, it hinders the resolution in most cases.

When you have a workplace dispute, take a minute to think about what you want and what you can accept. Take forward solutions, not just the complaint. Remember, if you want something resolved to your liking, you need to present the solution.

Lastly, treat the manager or supervisor with the same respect you would like to be treated with, especially if they are a union brother or sister. We are all in this together.

News from the Central Valley

By Doug Gorman, business representative

Oakdale Police Officers' Association (POA).

We are waiting for a completed classification study to start negotiations with the Oakdale POA. We have two current grievances pending with the city, one of which has to do with how the city is paying our members. The contract calls for a new pay scale to be implemented in September 2006. The wording of the language is clear, but it appears the city wants to push the issue. In stage one of the grievance, we brought the issue forward to the chief, and his exact words were: "If we talk about retro pay, then we might have to lay some people off." Wow! This is coming from a chief who had the chance to add an officer, Community Service Officer (CSO) or a secretary for himself, and he chose the secretary. The union has been in front of him a couple times now on other issues, and boy, do we have our work cut out for us. You will be reading more about this in the future.

Oakdale Miscellaneous Employees. Like the Oakland POA, we are waiting for a completed classification study to start negotiations with the Miscellaneous Employees. We are moving forward on some disciplinary issues with the city that we hope the new Human Resources director will assist us with and in the process, teach management about due process.

Livingston POA. We are currently in negotiations with the city and are moving forward with the issues on the table. We still have some issues regarding disciplinary action, but thanks to some great arbitration language, we will prevail.

Chowchilla POA. Negotiations started with the city regarding 1) its failure to meet and confer with the POA and 2) the retirement ratio for non-sworn members of this unit. The city changed the retirement ratio for the Miscellaneous Employees, which has them paying a percentage for the change, but city representatives failed to discuss this with the POA and then began charging the non-sworn members for the benefit. We hope to resolve this issue as soon as possible.

Los Banos POA and Dispatch. The POA received a 12 percent pay increase July 1, 2007. Dispatch is trying for parity, and negotiations are moving forward. The union is optimistic we can get a good contract in Los Banos.

Dos Palos POA. This is a real success story: The chief is back in place, a sergeant was hired and things are really changing for the best in Dos Palos. Thank you, Dos Palos City Council.

Dos Palos Miscellaneous. This unit is working hard on several projects and is currently in need of some additional people power. We are hoping to speak with the mayor about this issue and coordinate some additional help.

Firebaugh POA. Negotiations began with Firebaugh in July, at the time of this writing. Stay tuned for news of the resulting contract.

Madera Association of Public Employees. Overall, things are going well for the day-to-day working conditions of this unit. We are going before the council to ask for its assistance in

funding the rising health-care premiums, and we'll let you know the result ASAP.

Clovis Public Works Employees' Affiliation.

We have had nothing but problems from management here, and this is a city that proclaims itself a "Premier Employer." The good news is that the city has a new Public Works director, and along with his assistant, they have tried to fix all the problems caused by the last assistant. When we brought this to the attention of the city manager, she didn't want to hear it. We are in negotiations with the city, and we expect a fight.

Fresno Mosquito and Vector Control District.

We settled the contract here in less than two hours. Our district crew is easy to work with, and the general manager will be missed when he retires.

Porterville City Employees' Association.

No changes here. When we went into discussions about an ID card issue, the mayor decided to yell and scream at me, and it just about went to blows. I was always told not to harm people smaller than me, so I left it alone. At this point, our plan is to continue doing our part to continue the discussions.

Thank you. I really want to thank all of our bargaining unit officers in the above groups – you have really helped me with these issues, and I look forward to our continued relationships on behalf of the membership we serve.



News & Notes

By Dan Reding, Treasurer

Wage increases negotiated throughout jurisdiction

It's hard to believe it's been a year since this administration took over, but when you look at the work to be done and the changes the membership expects, it's easy to see why time goes by so fast.

Negotiations prove successful

Along with daily tasks in our respective departments, the officers and I have been very busy helping the districts negotiate contracts. I have personally been negotiating contracts from Fresno to Redding and would like to give each of these districts a huge "that-a-boy," for their hard work and patience.

The district reps and agents have been doing a great job working with the other officers and myself in getting some of the best agreements a lot of these units have ever seen – a direct tribute to the staff's dedication to the membership and this administration's focus on training.

In the Redding District, we've negotiated the largest increases ever seen for the quarries, and the same is true for Yuba County's Norcal. In Sacramento, Teichert Ready Mix, Central Concrete, Cemex Ready Mix, Syar Rock, Sand and Gravel, Shamrock and Bay Area Material Producers have also received the best increases they have ever gotten – and that's just some of the many we are working on.

Picnic season winds down with record attendance

The picnic season is winding down, and the increase in turnouts and positive attitudes of the members have been very rewarding.

At a recent picnic, a member was very pleased when I informed him of a lot of the changes we were making. His only negative reply: "Why aren't you guys putting more information out on a lot of these positive changes?"

I promised him we would do a better job in the future, and this column is one way of doing that.

A few members have called regarding rumors they heard. These rumors were false, so please, if you hear something that doesn't sound right, don't hesitate to call and let us answer any of your questions.

Always think ahead, be safe and if possible, attend your district meetings. I look forward to seeing you there.

Tech News

Fort Ord guarantees work until 2021

By Ed Wodnezienski, business representative

The Fort Ord Reuse Authority (FORA) is an organization to plan, finance and oversee the recovery of the Monterey Region from the closure of the base in 1994. Since the closure, the following educational facilities have been established: Cal State Monterey Bay, Golden Gate University, Monterey College of Law, York School and the University of California.

Several housing developments have been built, are under construction or in the planning stages: Seaside Highlands, Marina University Village, Marina Heights, East Garrison Village, Seaside Resort and Del Rey Oaks. All of these projects and planned developments have

resulted in a resurgence of jobs in an area that was devastated by the closure of Fort Ord in 1994.

The future looks bright and the reuse of the base has demanded replacing roads and transit facilities, water and sewer networks and other utility systems as new development takes place. The newly built roads are already active travel networks in the region between the Monterey Peninsula and Salinas Valley communities. The projected capital improvements will require additional expenditures of more than \$150 million in the coming years through 2021, presenting job opportunities for Local 3 members for years to come.



From left: Local 3 Instrumentman Sanjeev Raj, Party Chief Armand Ojeda and his brother, Rodman Alvaro Ojeda, work for BKF in Millbrae.



Rodman Dave Macias works for Kier & Wright at the Moffett Business Park in Sunnyvale.



From left: Nine-year member Dennis Cronin and 20-year member Jim Harrington use GPS to set the rough grade on the residential development East Garrison at Fort Ord. Both work for Carlson, Barbee & Gibson.

Bylaws Committee recommended language changes

RESOLUTION

WHEREAS, each District has dutifully elected a rank and file member to serve as its representative on the Bylaws Committee, and

WHEREAS, the Bylaws Committee's initial task had been to review and analyze the dues structure of the Local Union; and

WHEREAS, the members have adopted a dues amendment which has enabled the Local Union to protect the welfare of our membership by providing that the Local Union continue to be fiscally sound and stable; and

WHEREAS, the Bylaws Committee has now completed its next task to review, update and improve the current Bylaws with respect to financial checks and balances, and to increase the transparency of the financial operations of the Local Union, especially in light of past financial abuses during prior administrations , and

WHEREAS, the Bylaws Committee has discussed and reviewed certain financial accounting policies with the Officers which they believe, in combination with this second set of Bylaws changes, will provide the members with the protection they deserve and the transparency they want, and

WHEREAS, the Bylaws Committee and Officers believe that the current Bylaws can now be revised to provide for a standing Bylaws Committee to be elected in the fourth quarter of the year immediately following the election of Officers and Executive Board Members, and

WHEREAS, the Bylaws Committee and Officers have recommended a comprehensive and integrated set of amendments to revise the current Bylaws consistent with the foregoing principles.

THEREFORE, be it resolved that the recommended changes attached to this Resolution be presented to the August 2007 meeting of the Local Union Executive Board for its consideration and report to the members for adoption at the September 16, 2007 Semi-Annual Meeting, followed by secret ballot voting on the amendments at the District meetings.

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

ARTICLE III
DUTIES OF MEMBERS

Section 1 (page 11)
(u) ~~Members shall not threaten force or violence, nor cause physical harm to, nor intimidate, verbally or physically, any other member or their family, to influence or prevent the member from participating in Local Union elections or other Local Union activities. A member shall never wrong a fellow member if in his or her power to prevent it.~~

Section 4 (page 12)
Members shall immediately notify ~~in person or~~ in writing either the Recording-Corresponding Secretary or their District Office of any change in their current address.

ARTICLE VI
DUES

Section 2 (page 22)
(c) ~~Sub-division D-Mining Units and Sub-Division M-Healthcare and Sub-division P-Public Employee Units.~~

(d) ~~Subdivision P-Public Employee Units~~
The dues shall be, effective January 1, 2008, fifty-three dollars (\$53.00) per month, adjusted upward by 1.9% each January 1st thereafter, not to exceed two (2) hours and thirty (30) minutes of the "average wage rate."

Section 3 (page 31)
(e) Insofar as allowed by law, \$1.50 per member per month shall be distributed to the Local Union Political Action Committee; \$0.50 per member per month shall be distributed to the-District Political Action Committee. The money distributed to the Local Union for Political Action and to the District for Political Action shall be increased by 1.9% on January 1st of each year. Should said allocations be found not to be lawful, these funds shall revert to the Local's General Fund.

ARTICLE VII
OFFICERS

Section 4 (page 35)
The Local Union Executive Board shall set the salaries of all Officers, provided that the Business Manager's salary shall not be less than twenty-five percent (25%) a year more than the highest paid District or Business Representative yearly salary of the President, Vice President, Recording-Corresponding Secretary, Financial Secretary, or Treasurer, whose salaries shall all be the same.

RECOMMEND BYLAWS S

ARTIC
EXECUTIV

Section 7 (page 44)
The Local Union Executive Board shall meet as often of the President, or on written request of a majority of the Ex may be held by telephone conference call.

Any recommended expenditure of \$10,000 or more shall be approved by roll call vote.

(page 45) POLITICAL ACTION

Section 4 (page 47)
No Member shall be eligible for election, be elected or Delegate:

(c) if he or she is ~~retired, is~~ an Officer of, or is o and

ARTIC
ELEC

Section 1 (page 52)
Eligibility:

(a) ~~Officers other than the Business Manager: No~~ office unless he or she shall have been a mem (1) year preceding the month of nominations; elected, nor hold office unless he or she shall immediately prior to election (subject to [d]) ~~(200) or 2%, whichever is less,~~ of the Me Registered Apprentice Sub-division), who nominating meeting, in the manner and form ~~1% two hundred (200) or 2% shall be 4+40th~~ the records of the Union as of the last day of

(b) ~~Business Manager: No Member shall be eligi~~ Manager unless he or she shall have been cor two (2) years preceding the month of nominat ~~1% two hundred (200) or 2%, whichever is~~ (except the Registered Apprentice Sub-divisi first nominating meeting, in the manner and ~~4+40th of 1% two hundred (200) or 2% shall~~ shown on the records of the Union as of the 1

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

Section 3 (page 63)
Elections.
(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he or she is nominated, shall have been a Member of the Parent Local of Operating Engineers Local Union No. 3 for one (1) year five (5) years next preceding his or her nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

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

Additionally, any active or retired member residing outside the geographic jurisdiction of the Districts of this Local Union may petition the Committee to serve as a non-elected member of the Committee to serve the interests of the members who reside outside the geographic jurisdiction of Local Union No. 3, as set out and defined in Appendix A to these Bylaws. Petitions to serve will be submitted in writing to the Committee, through the office of the Recording-Corresponding Secretary, no less than ten (10) business days before the first meeting of the Committee. The elected Committee members will then vote to accept or reject no more than one of the petition(s) or reject all petition(s).

(page 64)
(d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these Bylaws ~~with a separate ballot for each District for nominees for District Member, listing the elected or appointed incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him or her being printed as it appears on the Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his or her last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.~~

(e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters ~~between on August 9th, 10th, or 11th and 14th~~ preceding the election, and shall open the post office box for the first and last time on the August 26th September 1st next following, at 10 o'clock a.m. of that day. In the event ~~August 26th September 1st~~ should be a Sunday or a holiday, the post office box shall be opened by the certified public accountants on the following day, at the same time.

(f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the ~~September/October~~ edition of the *Engineers News* following the election.

(g) The newly elected Officers shall be installed following the counting of the ballots, at a specially called Meeting ~~or at the Semi-Annual Meeting in the month of September~~ set for the same day that the ballots are to be counted.

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

(h) Every Member who is not suspended for nonpayment of dues as of August ~~4th~~ 9th, the date for the first mailing of the ballots, shall have the right to vote. No Member whose dues shall have been withheld by his or her Employer for payment to the Local Union pursuant to his or her voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his or her Employer to the Local Union.

Section 4 (page 68)
Each candidate shall have the right to have an observer in lieu of himself or herself, who must be a Member in good standing, at the polls and at the counting of the ballots; that is, each candidate shall have the right either to be present or to have an observer be present, but not both, to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer or the candidate may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 6 (page 69)
The Recording-Corresponding Secretary or his or her designee, upon request of any bona fide candidate for Office, shall distribute such candidate's campaign literature, by mail; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, pays all costs involved, and delivers the literature to the Recording-Corresponding Secretary or his or her designee in an envelope, with two (2) copies of the literature, the contents of the envelope and two (2) of the envelopes. (International directive, May 11, 1999)

No such request shall be honored if made on or after 5:00 p.m., Local Time, the 5th day of August next preceding the mailing of the ballots.

Section 7 (page 70)
When any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective Offices. However, the unopposed candidate's name and office or position shall still be listed on the secret ballot and reflect that the nomination is unopposed. Nomination, Acceptance of Nomination, and election records - including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, the record of the cost thereof and the amount received for such work - shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

ARTICLE XIII
INTERNATIONAL CONVENTION
DELEGATES

Section 1 (page 71)
(b) Except as provided in (e) of this Section, the Election Committee shall be nominated and elected at the regular quarterly or special District and Sub-district Meetings ~~in the months of September, October and November~~ no later than November of the year next preceding the election.
(c) Each Nominee shall have the right to list one of the following after his or her name on the ballot: his or her elected or appointed Office; or his elected or appointed Position, or his collective bargaining agreement classification.

RECOMMEND BYLAWS S

ARTICL
QUORUM AND RU

Section 3 (page 77)
~~No Member shall be allowed to leave the meeting whi President, or temporary Chairman, after having given the retir~~

Section 5 (page 78)
No Member in possession of or under the influence of al permitted to remain in, the meeting hall. Whenever possible, t readily available.

Section 14 (page 81)
Except as provided in Section 13, ~~No~~ Member shall minutes, nor more than once, until everyone who desires has ha time when in his or her opinion the business of the meeting is un right, put the following question: "Shall the discussion be ende

New Article for Amer

(page 102) ARTICLE XXX
AMENDMENT OF BYL

Section 1
(a) No bylaws or trade rules may be adopted or an Rules, Obligations or Ritual of the Internati directions of any authority of the International U

(b) Bylaws and trade rules or amendments thereto, the Local Union as provided herein and thereaf

Section 2
(a) The Bylaws shall be reviewed on a regular basis committee known as the Bylaws Committee, com out and defined in Appendix A to these Bylaws. the 4th quarter of the year immediately follow Members and become a standing Committee du nominated and elected by secret ballot at the regu vote of those Members present whose last know ten (10) days prior to the first such District Me Each nominee shall be a registered voter in the been a Member of the Parent Local of Operating preceding his or her nomination and election, sh employer or on the payroll of the Local Union o Committee, an election will be held in that Distric the vacancy. The first order of business of the Co among the elected Committee members.

SUBSTANTIAL CHANGES

ICLE IX
VE BOARD

as necessary, but not less than once each month, and at the call
ecutive Board. Only one of the monthly meetings per year

for which Executive Board advice and consent is required,

ICLE X
AND GRIEVANCE COMMITTEE

hold the position of Political Action and Grievance Committee

n the full-time payroll of the Local Union or a related entity:

LE XII
TIONS

No Member shall be eligible for election, be elected nor hold
ber continuously in good standing in the Local Union for one
and provided that no member shall be eligible for election, be
I also have been a member of the Local Union for two years
below), and nominated by at least 4/10th of 1% two hundred
members of the Local Union and its Sub-divisions (except the
are not suspended for nonpayment of dues as of the first
et out in Section 2, Nominations, of this Article. The 4/10th of
of 1% two hundred (200) or 2% of the Members shown on
February preceding the election.

ble for election to, be elected to, nor hold the office of Business
continuously in good standing in the Local Union for a period of
ions (subject to [d] below); and nominated by at least 4/10th of
less, of the Members of the Local Union and its Sub-divisions
on), who are not suspended for nonpayment of dues as of the
form set out in Section 2, Nominations, of this Article. The
be 4/10th of 1% two hundred (200) or 2% of the Members
ast day of February preceding the election.

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

- (c) *District Member of the Executive Board:* No Member shall be eligible for election, be elected nor hold the position of District Member unless he or she shall have been continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected, nor hold the position of District Member unless he or she shall have been a member of the Local Union for two years immediately prior to election (subject to [d] below). The District Member must be nominated by five (5) members registered in the District, and not be an officer of the Local Union.
(International directive, May 11, 1999)

Section 2 (page 58)
Nominations.

- (c) Nominations shall be in writing and signed by one or more nominators giving the last four digits of each nominator's Social Security Number and Register Number in the form following:

SINGLE-NOMINATOR

I hereby nominate _____ Register No. _____
Social Security No. _____, for _____
(Insert Office or Position)

Signature _____ Social Security No. _____

Register No. _____ PRINT NAME _____

MULTIPLE-NOMINATORS- NOMINATION FORM

We hereby nominate _____ Register No. _____
Social Security No. _____ XXX-XX- _____, for _____
(Insert Office or Position)

Signature _____ Social Security No. _____ Register No. _____

XXX-XX- _____

XXX-XX- _____

- (f) When nominations are called for by the Presiding Officer for a particular Office or Position, if a single nominator, he or she shall address the Presiding Officer reciting his or her name and Register Number and the name of the Member and the Office or Position for which he or she is nominating the Member and deliver his or her written nomination to the Nomination Committee. If there is more than one nominator, one of the nominators shall address the Presiding Officer reciting his or her name and Register Number and give the Presiding Officer the names and Register Numbers of the other nominators and the name of the Member and the Office and or Position for which he or she is nominating the Member and deliver the written nominations to the Nomination Committee.

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

- (g) All Members nominated, otherwise eligible, in order to continue to be eligible shall have filed with the Recording-Corresponding Secretary of the Local Union within ten (10) days after having been notified in writing by the Recording-Corresponding Secretary of his or her nomination to Local Union Office or Position, the Affidavit and a written acceptance of his or her nomination to Office or Position, on the following form, and in addition, shall have been in regular attendance at all home District Membership Meetings held after nominations and before election, subject, however, to a reasonable excuse based upon good cause such as physical incapacity, working in the trade at a location 100 or more miles from the home District meeting location, or death in the family. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each Member nominated, at his or her last known home address, notice of his or her nomination and the Office to which he or she has been nominated.
(International directive, May 11, 1999)

ACCEPTANCE OF NOMINEE

The Undersigned states that he or she will accept nomination for _____

Office or Position

I desire my name and incumbent (if elected to the above office or position), appointed incumbent or (if not the incumbent) one occupational classification as set forth in the collective bargaining agreement entered into by the Local Union to appear on the ballot as follows:

Name

Elected incumbent, appointed incumbent or Collective Bargaining Agreement Classification

Signature

Register No. _____ Social Security No. XXX-XX- _____ (last four digits)

Date _____ PRINT Name _____

- (h) No Member may accept nomination for more than one (1) Office or Position.

DECLINATION OF NOMINEE

The Undersigned states that he or she declines all nominations:

Name _____ Signature _____

Register No. _____ Social Security No. XXX-XX- _____ (last four digits)

Date _____

SUBSTANTIAL CHANGES

E XV
LES OF ORDER

le in session except by permission of the President or Vice
g-sign.

cohol or illegal drugs or chemicals shall be admitted to, or be
ne meetings shall be held in locations where alcohol is not

speak on any one (1) question longer than five (5) three (3)
an opportunity to speak. The Presiding Officer may, at any
dually prolonged without motion or second and as a matter of
? All those in favor say 'aye.' All those opposed, 'no.'"

ndments to Bylaws

LAWS

ended in contravention of the Constitution, Laws,
onal Union, or the decisions, rulings, orders and
Union empowered by this Constitution to make them.

in order to become effective, must first be adopted by
ter approved by the General President.

s and recommendations for amendments made by a
mposed of one (1) Member from each District as set
The Bylaws Committee members will be elected in
ving the election of Officers and Executive Board
ring the term of the Officers. The Member shall be
ular quarterly or specially called District Meetings by
address, as shown on the records of the Local Union
eting, was within the area covered by the District.
District in which he or she is nominated, shall have
Engineers Local Union No. 3 for five (5) years next
all be a member in good standing, and cannot be an
or a related entity. In the event of a vacancy on the
ct at the next regular quarterly District meeting to fill
committee shall be to elect a Chair and Secretary from

RECOMMEND BYLAWS SUBSTANTIAL CHANGES

- (b) Additionally, any active or retired member residing outside the geographic jurisdiction of the Districts of this Local Union may petition the Committee to serve as a non-elected member of the Committee to serve the interests of the members who reside outside the geographic jurisdiction of Local Union No. 3, as set out and defined in Appendix A to these Bylaws. Petitions to serve will be submitted in writing to the Committee, through the office of the Recording-Corresponding Secretary, no less than ten (10) business days before the first meeting of the Committee. The elected Committee members will then vote to accept no more than one of the petition(s) or reject all petition(s).

(Text taken from Article XIV, Section 2)

Section 3

- (a) All resolutions to amend the Bylaws, and all motions under New Business to come before a Semi-Annual Meeting, shall be presented to the Local Union Executive Board at its regular meeting preceding the Semi-Annual Meeting; shall be sent by registered mail, return receipt requested, addressed to the Local Union Executive Board; shall be received not later than February 1st or August 1st, as the case may be; shall be considered by such Board at its regular meeting in the month preceding the Semi-Annual Meeting; the Local Union Executive Board shall report thereon to the Members at the Semi-Annual Meeting; the motions or resolutions submitted to the Local Union Executive Board shall be placed on the agenda of such meetings; and such agenda, including a copy of all such resolutions and motions, shall be printed or duplicated and made available to each Member at the start of the meeting.

- (b) At the discretion of the Executive Board, resolutions to amend the Bylaws, other than Articles V and VI or any part thereof, shall be read at the Special or District Meetings following the Semi-Annual Meeting, and, within thirty (30) days after the last such meeting, submitted to a referendum vote of the Membership, said referendum vote to be conducted by a firm of nationally known certified public accountants as chosen and directed by the Local Union Executive Board.
(International directive, May 11, 1999)

- (c) Alternatively, at the discretion of the Local Union Executive Board, resolutions to amend the Bylaws, other than Articles V and VI, may be considered and adopted by secret ballot vote, according to the procedures set forth in these Bylaws at Article VI, Section 6 Section 4 of this Article

(Text taken from Article VI, Section 6)

Section 4

- (a) Article V "INITIATION FEE" and Article VI "DUES" This Article and any part thereof may be amended during any quarter by a secret ballot vote taken at a specially-called District Meeting or as a special order of business at a regular meeting in each District, upon written notice to the Membership in each District deposited in the mail, postage prepaid, at least fifteen (15) days prior to the date of the District Meeting at which such vote is to be taken in a District, providing a resolution to amend is supported by at least three hundred (300) signatures of members in good standing. For the purpose of this Section, a Member's District is that in which his or her address is located as shown on the records of this Local Union ten (10) days prior to the day on which the notices are mailed. A majority of all votes cast in all Districts shall determine whether this amendment is adopted or rejected. Such votes will be counted as a whole; and ballot security will be maintained by means of voter eligibility lists kept at each District polling place to assure that no member votes more than once.
- (b) Notwithstanding the provisions of Paragraph (a), Section 6 of this Article, any proposed change in this Article V and Article VI, shall NOT be submitted to the membership for vote at District Meetings as set forth in Paragraph (a), until and unless such proposed changes shall first be submitted as required for resolutions to amend by Article XIV, Section 2(a) of these Bylaws Section 3(a) of this Article, and be adopted at the Semi-Annual Meeting. Such votes will be counted as a whole; and ballot security will be maintained by means of voter lists kept at each District polling place to assure that no member votes more than once.
(International directive, May 11, 1999)

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

A number of the recommended changes to the bylaws are considered housekeeping in nature. These changes include updates of Officers names, office addresses, consistency of terms, and edits to clarify. In no way are any of these housekeeping changes meant to change the intent of these bylaws.

NOTES

1. To be in conformity with the Constitution, wherever the word "sub-division" appears, it will now be "subdivision".
2. For consistency, all references to this particular Local will now state "Local Union No. 3".
3. All paragraphs that have the clause "women and minors" will now be listed as "women, minors".
4. Wherever the words "Grievance Committee" appears, it will now be changed to "Political Action and Grievance Committee".
5. The Officers' page will be updated to reflect the current administration.
6. Appendix A will be updated to reflect the current address and location of each District.
7. The phrase "Registered Apprentice" has been changed to "R (Registered Apprentice)" when it occurs after the word "subdivision".
8. If language is changed any place in the document, where there is similar language throughout the Bylaws the change will also be made.

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

PREFACE
(page 1) ORDER OF BUSINESS
(District Meetings)

- 1. Meeting called to order per ritual.
- 2. Examination of dues cards by Conductor.
- 3. Roll Call of Officers.
- 4. (a) Minutes of the previous meeting.
(b) Minutes of the Executive Board.
- 5. Nominations and elections.
- 6. Reading of the applicants accepted in the District since the last meeting.
- 7. Reading of the receipts for per capita tax and other monies sent to the General Secretary-Treasurer by the Presiding Officer.
- 8. Reports of sickness, accident and death of Members.
- 9. Reports of:
 - (a) Business Representatives
 - (b) Officers
 - (c) Delegates and Committees
 - (d) Treasurer (Quarterly Financial Statement).
- 10. Unfinished business.
- 11. New business.
- 12. Subjects for the good and welfare.
- 13. Motion or order for adjournment.

ARTICLE I
DECLARATION OF THE OBJECTS,
PURPOSES AND PRINCIPLES
OF THIS LOCAL UNION

Section 1 (page 3)

- (b) Through collective bargaining with Employers to secure and improve for its Members and Employees represented by it, and through bargaining with Employers to secure and improve for its Members, their wages, rates of pay, benefits, hours of labor and other conditions of employment.
- (d) To support ideas, causes, programs and policies, and persons subscribing to such ideas, causes, programs and policies insofar as it is lawful so to do, which ideas, causes, programs and policies in the opinion of this Local Union will or may, aid or assist, directly or indirectly, in securing or improving the wages, rates of pay, benefits, hours of labor and other conditions of employment of its Members, all employees and working men, women and minors, the general welfare of its Members and the standing of this Local Union.

Section 2 (page 6)

- (b) To regulate ourselves and the affairs of our Local Union so that it may reflect honor and dignity on each of us, and in support thereof, to attend all District, Semi-Annual, and general meetings whenever possible.

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

Section 3 (page 7)
Since it is recognized that the special problems with which this Local Union is now and has for many years been accustomed to deal and the functions which this Local Union now and for many years has been accustomed to exercise are not limited to organizing and collective or other bargaining but encompass a broad spectrum of economic and social objectives, purposes and principles, some of which have been set forth in the sub-paragraphs of Section 1 and 2 of this Article, and others which this Local Union may from time to time determine, We the Members of this Local Union declare and assert that the participation of this Local Union, its Members, Officers, Local Union Executive Board Members, Local Union Grievance Committee Members, Representatives, Agents and Employees, under its direction or at its request individually or in concert with other organizations in the pursuit and attainment of the objects, purposes and principles of this Local Union and the expenditure of any of its funds for such purposes or in these Bylaws authorized are and each of them is for the sole benefit of this Local Union.

ARTICLE II
NAMES, JURISDICTION
AND DISTRICTS

Section 2 (page 8)
The territorial jurisdiction shall be ...

Section 3 (page 8)
The Membership at a Semi-Annual Meeting ...

ARTICLE III
DUTIES OF MEMBERS

Section 1 (page 9)
(s) A Member shall get a dispatch slip before reporting to work as a Foreman or Shifter and observe all of the provisions of the applicable collective bargaining agreement.

ARTICLE VI
DUES

- Section 2 (page 28)
 - (i) Changes in the dues rates.
 - (3) If the Union negotiates adopts hourly supplemental dues for any bargaining unit, the monthly dues payable by members of that bargaining unit shall be reduced to an amount equal to two (2) hours and twenty (20) minutes a month of the applicable "average wage package," rounded to the next highest dollar. In addition, the monthly dues payable by members of that bargaining unit shall be reduced by six dollars (\$6.00) from the amount set forth for each ten cents (\$.10) in supplemental dues, provided that in no event shall the monthly dues be less than an amount equal to one and one quarter (1-1/4) times the applicable "average wage package," rounded to the next highest dollar.
 - (m) When the Executive Board grants an application under Paragraph (k) of this Section 2, the District Representative for the district in which the effected Unit is located shall report at least yearly in the month of September July to the Executive Board as to whether the facts described in Paragraph (k) still exist. If the Executive Board finds such facts no longer exist, then the members working in that Unit shall be obligated to pay the dues amounts otherwise required by this Article VI.

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

Section 6 (page 32)
(a) This Article and any part thereof may be amended during a District Meeting or as a special order of business at a Membership in each District deposited in the mail, per District Meeting at which such vote is to be taken in a full three hundred (300) signatures of members in good standing that in which his or her address is located as shown on on which the notices are mailed. A majority of all votes adopted or rejected.

(b) Notwithstanding the provisions of Paragraph (a), Section shall NOT be submitted to the membership for vote at a such proposed changes shall first be submitted as requested these Bylaws, and be adopted at the Semi-Annual Meeting will be maintained by means of voter lists kept at each District office.
(International directive, May 11, 1999)

ARTICLE
EXECUTIVE BOARD

NOTE: No change in language. We are just moving Section 9 to the Executive Board.

Section 9 (page 44)
In the event the Executive Board in its discretion orders of not less than three (3) Executive Board Members shall conduct

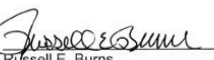
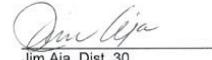

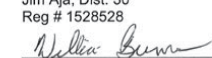
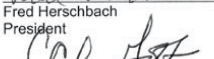
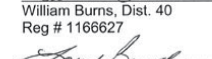

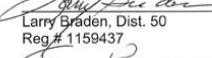
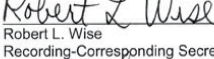

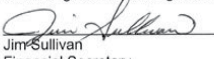
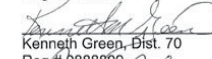
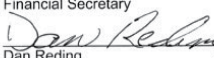
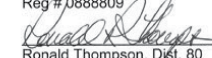

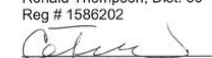

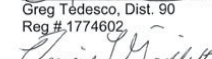
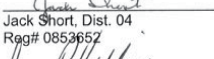
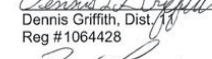
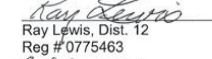
ARTICLE
POLITICAL ACTION AND G

Section 1 (page 45)
(b) The District Executive Board Member shall be charged she shall keep a detailed account of the activities Recording-Corresponding Secretary a copy of the meeting. All Members of the Committee shall be given District Office.

Section 3 (page 46)
All complaints and grievances before being brought Recording-Corresponding Secretary for processing. The

DISTRICT

RESPECTFULLY SUBMITTED ON JUNE 13, 2007:

 Russell E. Burns Business Manager	 Jim Aja, Dist. 30 Reg # 1528528
 Fred Herschbach President	 William Burns, Dist. 40 Reg # 1166627
 Carl Goff Vice President	 Larry Braden, Dist. 50 Reg # 1159437
 Robert L. Wise Recording-Corresponding Secretary	 Tom Romero, Dist. 60 Reg # 1416801
 Jim Sullivan Financial Secretary	 Kenneth Green, Dist. 70 Reg # 0888809
 Dan Reding Treasurer	 Ronald Thompson, Dist. 80 Reg # 1586202
 Joe Wendt, Dist. 01 Reg# 1590861	 Greg Tedesco, Dist. 90 Reg # 1774602
 Jack Short, Dist. 04 Reg# 0853652	 Dennis Griffith, Dist. 11 Reg # 1064428
 James Killeen, Dist. 10 Reg # 1569108	 Ray Lewis, Dist. 12 Reg # 0775463
 Myron Pederson, Dist. 20 Reg # 1382885	 Ephraim "Sonny" Bergau, Dist. 17 Reg # 1382332
	 Don Incardena, Dist. 99 Reg # 1136294

We, the undersigned, support the Resolution to amend the Local Union Bylaws as proposed by the Bylaws Committee for presentation to the Local Union Executive Board for its consideration and report to the members at the September 16, 2007, Semi-Annual Meeting:

Sign Name	Print Last Name	Last 4 Digits of Social Security # OR Register Number
1.		
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- 8th District 04: Cordelia (original date: Nov. 15)
Retirees/Special-called meeting 2 p.m.
Cordelia Fire District
2155 Cordelia Road
- 8th District 04: Cordelia (original date: Nov. 15)
Regular district meeting 7 p.m.
Cordelia Fire District
2155 Cordelia Road
- 8th District 20: Oakland
Retirees/Special-called meeting 10 a.m.
Oakland Zoo
Snow Building
9777 Golf Links Road
- 9th District 01: Burlingame
Retirees/Special-called meeting 10 a.m.
Machinists' Hall
1511 Rollins Road
- 9th District 01: Novato
Retirees/Special-called meeting 2 p.m.
Unity In Marin
600 Palm Drive
- 9th District 01: Burlingame
Special-called meeting 7 p.m.
Transport Workers Union Local 505
1521 Rollins Road
- 9th District 90: Watsonville (original date: Oct. 16)
Retirees/Special-called meeting 10 a.m.
Ramsay Park
1301 Main St.
- 9th District 90: Morgan Hill (original date: Oct. 16)
Retirees/Special-called meeting 2 p.m.
Engineers Bldg.
325 Digital Drive
- 9th District 90: Morgan Hill (original date: Oct. 16)
Regular district meeting 7 p.m.
Engineers Bldg.
325 Digital Drive

HOUSEKEEPING CHANGES

ing any quarter by a secret ballot vote taken at a specially-called regular meeting in each District, upon written notice to the stage prepaid, at least fifteen (15) days prior to the date of the District, providing a resolution to amend is supported by at least ending. For the purpose of this Section, a Member's District is the records of this Local Union ten (10) days prior to the day cast in all Districts shall determine whether this amendment is

ion 6 of this Article, any proposed change in this Article VI, District Meetings as set forth in Paragraph (a), until and unless District, providing a resolution to amend is supported by at least ending. Such votes will be counted as a whole, and ballot security District polling place to assure that no member votes more than

LE IX E BOARD

ction 9 to Article XVIII, Pre-Trials, Section 1(a).

s a pre-trial hearing, the Executive Board or a board composed duct such hearing.

LE X RIEVANCE COMMITTEES

airman. The District Representative shall be Secretary. He or es of the Committee and furnish the Business Manager and minutes of all meetings within three (3) days following the given a copy of the minutes **which shall be kept on file at the**

t on the floor of the Local Union shall be **filed with the complaint or grievance shall then be** presented ...

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

ARTICLE XIV MEETINGS

Section 2 (page 73-74)

(a) All resolutions to amend the Bylaws, and All motions under New Business to come before a Semi-Annual Meeting: shall be presented to the Local Union Executive Board at its regular meeting preceding the Semi-Annual Meeting; shall be sent by registered mail, return receipt requested, addressed to the Local Union Executive Board; shall be received not later than February 1st or August 1st, as the case may be; shall be considered by such Board at its regular meeting in the month preceding the Semi-Annual Meeting; the Local Union Executive Board shall report thereon to the Members at the Semi-Annual Meeting; the motions or resolutions submitted to the Local Union Executive Board shall be placed on the agenda of such meetings; and such agenda, including a copy of all such resolutions and motions, shall be printed or duplicated and made available to each Member at the start of the meeting.

(b) At the discretion of the Executive Board, resolutions to amend the Bylaws, other than Articles V and VI or any part thereof, shall be read at the Special or District Meetings following the Semi-Annual Meeting, and, within thirty (30) days after the last such meeting, submitted to a referendum vote of the Membership, said referendum vote to be conducted by a firm of nationally known certified public accountants as chosen and directed by the Local Union Executive Board.
(International directive, May 11, 1999)

(c) Alternatively, at the discretion of the Local Union Executive Board, resolutions to amend the Bylaws, other than Articles V and VI, may be considered and adopted by secret ballot vote, according to the procedures set forth in these Bylaws at Article VI, Section 6.

Section 4 (page 75)

(a) The Business Manager may, in person or through his or her **deputy Designated Representative**, call a special meeting of those Members of the Local Union covered by any particular collective bargaining or other agreement with an Employer as that term is defined in the Labor-Management Relations Act, 1947, as amended, for the purpose of considering and acting upon wages, rates of pay, hours of labor and other conditions of employment affecting them, and all other Members may be excluded from such meetings.

ARTICLE XVIII MEMBERS PRE-TRIALS AND TRIALS PROCEDURE

Section 1 (page 86)

(a) Within thirty (30) days after the pleadings are filed, or the plea entered, or the time elapsed in which the same must be filed or entered, the Executive Board may at its discretion order a pre-trial hearing and direct the complainants and defendants to appear at said hearing.

****NOTE: No change in language. We are just moving this paragraph from Article IX, Executive Board, Section 9.**

In the event the Executive Board in its discretion orders a pre-trial hearing, the Executive Board or a board composed of not less than three (3) Executive Board Members shall conduct such hearing.

(b) All parties shall be notified in writing ...

(b) (a) In the event the ...

Page 14

RECOMMEND BYLAWS HOUSEKEEPING CHANGES

ARTICLE XXI GOOD STANDING PROCEDURES

Section 7 (page 93)

All monies previously owned by the Good Standing Fund shall be transferred to the General Fund upon ratification of these Bylaws.

ARTICLE XXII DEATH BENEFIT PROCEDURES

Section 7 (page 97)

All monies previously owned by the Death Benefits Fund shall be transferred to the Emergency Welfare Fund upon ratification of these Bylaws. The Death Benefits shall be administered from the General Fund. **All Death Benefits shall be paid by check.**

Section 8 (page 97)

All death benefits shall be paid by check.

ARTICLE XXV JOURNEY-PERSON TRAINING AND SAFETY DEPARTMENT

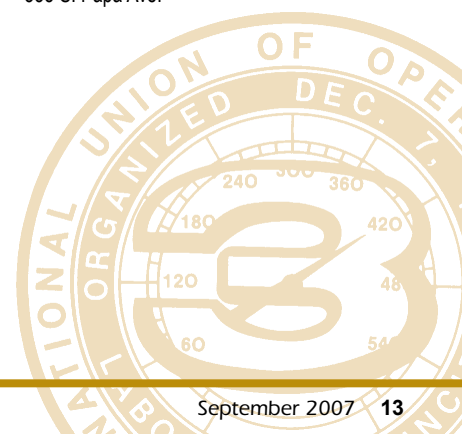
(page 99)

There shall be an Apprentice and Journey-person Training and Safety Department under the direction of the Business Manager or his or her authorized deputy or deputies **designated representative**.

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MEETING SCHEDULE FOR BYLAWS LANGUAGE RATIFICATION MEETINGS OCTOBER 2007

10 th District 30: Modesto (original date: Oct. 18) Retirees/Special-called meeting 10 a.m. Modesto Ctr Plaza 10 th & K St.	11 th District 80: Rancho Cordova (original date: Oct. 10) Regular district meeting 7 p.m. Machinists' Hall 2749 Sunrise Blvd.	15 th District 17: Lihue (Kauai) Special-called meeting 7 p.m. Kauai High School Cafeteria 3577 Lala Road	18 th District 17: Kona (Hawaii) Retirees/Special-called meeting 11:30 a.m. King Kamehameha Kona Beach Hotel 75-5660 Palani Road
10 th District 30: Stockton (original date: Oct. 18) Retirees/Special-called meeting 2 p.m. Stockton Seniors Center 224 S. Sutter St.	12 th District 12: Salt Lake City Retirees/Special-called meeting 2 p.m. IBEW Local 354 3400 W. 2100 S	16 th District 17: Honolulu (Oahu) Retirees/Special-called meeting 2:30 p.m. Jikoen Temple 1731 N. School	18 th District 17: Kona (Hawaii) Special-called meeting 7 p.m. King Kamehameha Kona Beach Hotel 75-5660 Palani Road
10 th District 30: Stockton (original date: Oct. 18) Regular district meeting 7 p.m. Stockton Ballroom 9650 Thornton Road	12 th District 12: Salt Lake City Special-called meeting 7 p.m. IBEW Local 354 3400 W. 2100 S	16 th District 17: Honolulu Special-called meeting 7 p.m. Kalakaua Inter. Cafeteria 821 Kalihi St.	18 th District 60: Marysville Retirees/Special-called meeting 2 p.m. Veterans' Hall 211 17 th St.
10 th District 50: Fresno (original date: Oct. 17) Retirees/Special-called meeting 2 p.m. Cedar Lanes 3131 N. Cedar	12 th District 20: Concord (original date: Oct. 11) Retirees/Special-called meeting 10 a.m. Centre Concord 5298 Clayton Road	16 th District 40: Eureka Retirees/Special-called meeting 2 p.m. Best Western Bayshore Inn 3500 Broadway	18 th District 60: Marysville Special-called meeting 7 p.m. Marysville Joint Unified School Dist. Board Room 1919 B. St.
10 th District 50: Clovis (original date: Oct. 17) Regular district meeting 7 p.m. Veterans Memorial Building 453 Hughes Ave.	12 th District 20: Martinez (original date: Oct. 11) Regular district meeting 7 p.m. Plumbers 159 1304 Roman Way	16 th District 40: Eureka Special-called meeting 7 p.m. Best Western Bayshore Inn 3500 Broadway	19 th District 17: Kahului (Maui) Retirees/Special-called meeting 2 p.m. Maui Beach Hotel 170 Kaahumanu
11 th District 11: Reno Retirees/Special-called meeting 2 p.m. Engineers Bldg. 1290 Corporate Blvd.	15 th District 10: Ukiah Retirees/Special-called meeting 10 a.m. Hampton Inn 1160 Airport Park	17 th District 17: Hilo (Hawaii) Retirees/Special-called meeting 11:30 a.m. ILWU Hall 100 W. Lanikaula	19 th District 17: Kahului (Maui) Special-called meeting 7 p.m. Lihikai School Cafeteria 335 S. Papa Ave.
11 th District 11: Reno Special-called meeting 7 p.m. Engineers Bldg. 1290 Corporate Blvd.	15 th District 10: Rohnert Park Retirees/Special-called meeting 2 p.m. Engineers Bldg. 6225 State Farm	17 th District 17: Hilo (Hawaii) Special-called meeting 7 p.m. ILWU Hall 100 W. Lanikaula	
11 th District 80: Auburn (original date: Oct. 10) Retirees/Special-called meeting 10 a.m. Auburn Rec. Ctr. - Foothills Room 471 Maidu Drive	15 th District 10: Rohnert Park Special-called meeting 7 p.m. Engineers Bldg. 6225 State Farm	17 th District 70: Anderson Retirees/Special-called meeting 1:30 p.m. Frontier Senior Center 2081 Frontier Trail	
11 th District 80: Sacramento (original date: Oct. 10) Retirees/Special-called meeting 2 p.m. Engineers Bldg. 4044 N. Freeway Blvd.	15 th District 17: Lihue (Kauai) Retirees/Special-called meeting 2 p.m. ILWU Hall 4154 Hardy Ave.	17 th District 70: Redding Retirees/Special-called meeting 7 p.m. Engineers' Bldg. 20308 Engineers	



Top marks for Top Grade

Three, four, five – even six scrapers hook up on Bethel Island

Story and photos by Heidi Mills, managing editor

A subdivision under construction on Bethel Island in Contra Costa County is one of Local 3's largest projects this summer by acreage and by the number of Operating Engineers onsite. The general contractor, Top Grade Construction, has 100 members employed between the company and its subcontractors: American Civil Constructors (ACC), Bigge, Berlogar Geotechnical, Campanella, Condon-Johnson, DDC, FCI, George Reed Construction, Inquip, Ruggeri-Jensen, Azar & Associates (RJA) and Sanco Pipelines. Members are spread across more than 300 acres of the Delta Coves subdivision that includes an interior lagoon of nearly 130 acres. The lagoon will eventually connect to a channel on the east side, allowing boat access to the Delta and Pacific Ocean for the subdivision's nearly 500 waterfront lots.

According to Top Grade Project Manager and 35-year member Mike Jorgensen, the operators on Bethel Island have moved more than five million yards of dirt since the project started in May 2006. Although this is "nothing out of the ordinary" for a regular work season, Foreman Dale Batye said the fact that most of the dirt was hauled from below sea level is an unusual aspect of the project.

"It takes a skilled crew to work below sea level," Batye said. "We've got that. This is definitely a skilled crew."

From the operators to the mechanics, the soil testers to the surveyors and inspectors, everyone and everything on the project works together like it should.

The majority of members onsite are seasoned scraper hands whose experience and expertise is demonstrated every day of the week by their ability to link more than two scrapers together.

"It's not every day you see three scrapers link up," said Oakland Business Agent Ken Edgcombe.

But three scrapers working together is a common practice for the operators on the island. According to Batye, they've succeeded in hooking up even more than three scrapers – a feat earning the company top marks within the industry.

"One time we had six hooked up together," Batye said. "Once they were loaded up, they started peeling off. We call it chain loading."

As Batye explains, chain loading is serious business requiring skill, concentration and an area large enough for the cut. Top Grade's Local 3-trained Operating Engineers and the 300 acres of Bethel Island easily meet these requirements.

When the terrain doesn't cooperate or is too treacherous for the scrapers, the operators use equipment known as "Challengers" that have been hooked together with Miskin boxes. Miskins are like scraper cans only a lot lighter, which allows them to move freely over the rough areas. Operators running the Challengers work independently and can hook up anywhere from two to four boxes at a time.

Other equipment being used on Bethel Island includes blades, compactors, excavators, backhoes, rollers, loaders, forklifts, haul trucks and water pulls. All of this equipment is maintained by two Local 3 mechanics – Russ Renwick and Eric Wiley.

Batye says they do excellent work.

Because of their excellent work in cooperation with the other craftsmen on the job – all Local 3 operators, soil testers, surveyors and inspectors – Delta Coves is set for completion in the spring of 2008.

Top Grade Foreman Dale Batye leads his crew through a safety meeting before dirt starts flying at Bethel Island.





Local 3 members with Top Grade Construction gather for a group photo at the Delta Coves subdivision on Bethel Island in Oakland District 20.



Roller operators smooth out the surface of a road in the subdivision.



An aerial view of Delta Coves shows the layout of the subdivision's nearly 500 waterfront lots.



Bigge crew members assemble a crane that will be used near the mouth of Bethel Island's channel.

REDDING | Pit-roasted barbecue provides good eating at picnic

The Redding District would like to thank everyone who attended the June 30 district picnic. The menu included 825 pounds of pit-roasted beef, chili beans, salad, rolls, strawberries and other goodies. While we served more than 400 meals, we had plenty of roast available to auction off during our raffle drawing. Thanks again to all who had a hand in making our picnic so successful. You are truly appreciated!

Things are moving along in the work picture, but we need some more jobs coming our way to carry us through the season. **J.F. Shea** has been paving a new rubberized surface on I-5 at Flume Creek. The company is paving with the same material on I-5 from Cottonwood to Redding.

Steve Manning continues work on Hwy. 89, Hwy. 299 and through Lassen Park.

Stimpel Wiebelhaus completed a project on Hwy. 36 west of Red Bluff and has other work throughout the area.

Shasta Constructors is working on the Hilltop Overpass as well as three bridges in our district.

Golden State Bridge is still repairing the I-5 bridge over Shasta Lake. It is amazing how far along the project is for the amount of time the company has been working on it. This bridge

is over the major passage between Canada and Mexico.

Meyers Earthwork is working on the Clear Creek Stream Restoration and recently picked up a local water treatment project in Redding.

Syblon Reid and **Sierra Nevada Construction** continue with jobs in Lassen County.

Tullis Inc. finished Hwy. 44 and started a housing development in Weed.

The Redding District welcomes new contractors **Kickin Enterprises** of Redding, **R.B. Aldrich** of Fort Jones and **Update Construction** of Red Bluff. May your futures in Local 3 be successful.



Barbecue committee volunteers Ed Workman, Willy Houghtby and John Hinote sure know how to put on a good picnic, as their work made the June 30 Redding Picnic a success.



From left: Fifty-year member Jim Snow, Business Manager Russ Burns, Treasurer Dan Reding, 50-year member Orvil Johnson, Rec. Corres. Secretary Rob Wise, 50-year member Ernest Hull and Vice President Carl Goff.

HAWAII | Politics, agreements and work in full swing

In the spotlight: Kauai Veterans Express

Kauai Veterans Express owner **Stan Morinaka** started the company 15 years ago. The company employs more than 25 Operating Engineers and is the biggest union-trucking company on the island of Kauai, also known as the Garden Isle.

Honolulu mayor thanks Operating Engineers

Honolulu Mayor **Mufi Hannemann** presented a Certificate of Appreciation to District Rep. **Kalani Mahoe** July 9 thanking District 17 for leading the charge in the city council's approval of a light-rail system on Oahu. Hannemann stated he hopes to break ground in 2009 for the \$3 billion to \$5 billion mass-transit project.

District 17 work picture full

Good work continues in District 17, including **DYK, Inc.**'s new water tank installation in Kona, **Grace Pacific's** shopping complex in Waikoloa and **Goodfellow Bros., Inc.** on the \$60 million Saddle Road project.

The new shop agreement for members with **HT&T Hawaii LLC** is good news all around for Local 3.



More than 25 members are employed by Stan Morinaka's Kauai Veterans Express, the biggest union-trucking company on the island of Kauai. Members are pictured here with Morinaka (kneeling in front) and District Rep. Kalani Mahoe (far left).

Members working for **Grace Pacific, Inc.** at the new Queen's Landing shopping complex in Waikoloa include, front row, from left: Roller Operator **Leko Munci**, Asphalt Raker **Patrick Palmer**, Spreader Operator **Keith Cypriano**, Screedman **Steven Deniz** and Asphalt Raker **Matt Deniz**. Back row, from left: Roller operators **Roy Paahana** and **Vern Niihau**, Foreman **Scotty Souza**, Asphalt Raker **Shawn Souza** and Truck Operator **Milton Bertlemen**.



From left: Oiler **Elias Garcia** and Crane Operator **Chris Smyth** work for **DYK, Inc.** installing a new water tank on a private job in Kona.

FAIRFIELD | Dredging explodes in District 04

Work in the dredging world is booming. All our signatory contractors are virtually slammed. First, there are the usual suspects: **Dutra** is busy getting the Liberty Off-Loader set up for the second phase of the Port of Oakland Deepening Project, otherwise known as 3E. The company is also working on San Francisco's Pier 35, the Suisun Bay and New York Slough channels and the rest of its up-river operations. **Manson** is currently digging on the 3E project with the Derrick Barge (DB) Njord and sending that material to sea.

Ross Island has another season of dredging in Stockton. As usual, our members from the north are always welcome. The Port of Santa Cruz also has a dredging workload that recently doubled with the help of a small Federal Emergency Management Association (FEMA) project, which means about four to six more jobs for our Local 3 dredgers.

In other dredging news: A company out of Colorado is interested in doing some subcontracting with the port. Doing so will require the company to sign an agreement with Local 3 and bring three new members onboard. This is great news, because we all know organizing is the lifeblood of any good labor organization.



Dutra's dredge, the Paula Lee, digs in the Port of Oakland.

Another project on our radar is in Richmond at Chevron. **Dixon Marine** has picked up a job there that will keep about five members busy for the next four to six months.

The last project to report on is the Port of Oakland Maintenance job. This project is typically done by **Dutra** or **Manson**; however, this year, Fairfield District 04 welcomes longtime Local 3 contractor **Vortex Marine**

Construction. Though **Vortex** is primarily a marine-construction company, it has jumped into the dredging industry and picked up its first project. **Vortex** recently signed our Dredge Agreement and plans to work three shifts on the port-maintenance project this year, meaning more work for Local 3 members.



Fifty-year member Lorrie Stone.



From left: Fifty-year honoree Charles Foote and Treasurer Dan Reding.



Fifty-year member Rudolph Benno.



From left: Business Rep. Angelo Cellini and 50-year member Louis Boyd.

SACRAMENTO | Public funds anticipated in District 80

The Sacramento District has been busy with contract negotiations. **Teichert Ready Mix**, **Central Concrete Supply**, **Cemex**, **Cal State Equipment** and **M&M Equipment Repair** are all complete. **Holt of California**, **Rancho Murietta Association** and **R.J. Miles** are still in the negotiation process.

At the Sacramento International Airport, **Granite** and **Anrak** completed repaving the west runway, and **Teichert** started the taxiway and apron-expansion of the east runway. **Teichert** is also doing work on the new Lowe's in West Sacramento.

The **Balfour Beatty** Freeport Intake project is moving along. The trestle that supports the two crawler cranes is complete, and work has begun on the outer containment wall that must be completed before salmon season begins Oct. 5.

The Upper Northwest Interceptor Project is further along with **Michel's Pipeline** pushing pipe. The aggregate plants of **Rinker Materials** – Madison, **Syar Industries** – Madison, **Teichert Aggregates** – Perkins Grantline, **Esparto/Woodland** and **Granite Construction** – Cache Creek are maintaining steady operations.

McGuire & Hester started work on the \$5.2 million UC Davis Medical Center Central Plant Extension project, which will be a joint trench

with chilled and heated water and emergency power.

Steve Rados is heading up the \$52 million Citrus Heights micro-tunneling job and the second segment of the \$58 million Freeport pipeline, which contains 6.7 miles of 84-inch raw-water pipeline in south Sacramento.

Rudolph and Sletton's Foothill Oaks Casino project in Shingle Springs has started. **Teichert**

Construction is in the first stages of moving dirt for the more than \$200 million casino project. **Granite Construction** is performing the dirt work on the Foothill Oaks interchange for the casino, and **Lorang Brothers** is assisting the company. **C.C. Meyers** is the general contractor, and the preliminary stages of the bridges have started.

Although the Sacramento District had a slow start for work this year and there are a number of members still on the out-of-work list, we remain hopeful that this is temporary. A number



Twenty-five-year pin-recipient Jack Collins works for Conco Pumping in Sacramento.

of bids are in the works, and we anticipate the release of new public funds. When these jobs are finalized, there should be sufficient work for the majority of our members.

The Placer County Planning Commission met in Auburn July 12 to decide whether to accept or deny an appeal that could place another hurdle in front of **Chevereaux's** plan to construct and operate an asphalt plant at its Meadow Vista facility. The appeal was to reverse planning

Director **Michael Johnson's** finding that **Chevereaux Aggregates** could operate an asphalt plant based on a permit that is 35 years old. The Planning Commission voted to uphold **Michael Johnson's** decision of allowing **Chevereaux Aggregates** to operate the asphalt plant. Many Local 3 members showed up to provide support for **Chevereaux**. District Rep. **Justin Diston** spoke to the commissioners during this meeting to voice our support for **Chevereaux Aggregates**.

As always, we wish all of you a safe and prosperous fall season.

FRESNO | Cemex members ratify contract

W. Jaxon-Baker won its lawsuit and started construction on the new rock plant at Hwy. 41 and Hwy. 145. This is good news for our members, since it will provide new job opportunities.

Thank you to everyone who attended the hearings for **Vulcan Materials**. After much opposition, **Vulcan Materials** has been granted the permits to begin the 450-acre expansion of the Sanger plant. Eventually, 50 to 60 members will be working at this location.

Fresno District members working for **Cemex, Inc.** have ratified one of the best contracts they have had in several years. **Ron "Chip" Wagner** and **Raymond Parris III** both served on the negotiating team. Thank you for a job well done!

Member **Pete Marquez** is the proud father of **Breanna**, born March 31.



Congratulations to 28-year member **Glen Landers** on his recent retirement. Glen worked for **Cemex/RMC Pacific Materials** for about 30 years. His next challenge will be to conquer the "honey-do list," which we all know is never-ending. **Pete Marquez** is also working on his list, and his is already full, since the March 31 birth of his beautiful daughter, **Breanna**. Congratulations to the new parents, and as Pete says: "She was well worth the wait."

We hope to see many members at the upcoming Sept. 16 Semi-Annual Meeting at the Solano County Fairgrounds in Vallejo. The next Oct. 10 district meeting will include elections for the Election Committee. The committee will conduct an election in February 2008 for the International Convention Delegates and alternate delegates.

Have a happy and safe Labor Day!



Glen Landers

STOCKTON | Independent subdivision job employs 114 members

Fall is coming, and the work picture is not as good as in past years, but there is work. District 30 had a late start this season, but we continue dispatching members for work.

Jobs in San Joaquin County include **W.M. Lyles** building a new, \$65 million ethanol plant, **Pacific Ethanol**, at the Port of Stockton. Twenty-three Local 3 members are onsite, and all the work will be done with union labor.

Nehemiah Construction is approaching mid-way completion on the **Paradise Cut Bridge and Roadway Widening Project** valued at almost \$13 million. Another project in San Joaquin County is the **Independent Construction** job in **Mountain House** – a subdivision including three neighborhoods, a golf course and lakes. **Independent** will move 3.6 million yards of dirt with 114 Local 3 members onsite.

In Stanislaus County, the **Hetch Hetchy** project is underway with **Yerba Buena Construction** as the general contractor. In **Keyes**, the **Ethanol Plant** is half-way completed with **Precision Crane** performing the steel erection.

In the mountain counties, **Balfour Beatty Construction** started a \$100 million job at **Lake Camanche** putting in a pumping plant for **East Bay Municipal Utility District (EBMUD)**.

On the political front

The political season is just around the corner, and Operating Engineers is at the forefront ensuring our members' interests are well represented. The Voice of the Engineer (VOTE) program will be a key tool we will utilize to make this happen. VOTE is Local 3's greatest source of strength.

A united and involved membership is a force that will not be denied whatever it seeks to accomplish, and we all need to be involved to protect and improve what we enjoy today: Wages that afford us the opportunity to provide for our families; a health plan that provides medical coverage for our families without placing a burden on society and also provides coverage for us and our spouses after retirement; a pension plan that affords us the

opportunity to retire with dignity. These benefits are what it is all about.

Come out and get involved; help us and yourself. VOTE volunteers will be participating in many future activities. Some of these include canvassing neighborhoods to get out the vote and phone banking in precincts in support of labor-friendly political candidates and legislation. VOTE volunteers also participate in a rewards program in which they can receive sweatshirts, hats, duffle bags, ice chests, belt buckles, safety vests, VOTE jackets and other great items.

The VOTE program is vital to Local 3's future. Contact any district office or business agent for information on how to join.

Don't forget our upcoming meetings: The next Semi-Annual Meeting is Sept. 16 in Vallejo, and the next Stockton District meeting is Oct. 10 at our new location – the Stockton Ballroom, 9650 Thornton Road in Stockton. See you at the meetings, and work safe.

The District 30 staff welcomes **Kris Morgan** as our new district representative. Kris brings with him a wealth of leadership, experience and knowledge that we all can learn from, and his presence is greatly appreciated.

In closing, the Stockton District staff thanks Political Director and former Stockton District Rep. **Tom Aja** for all that he has taught the staff here in the Stockton office. Tom will be missed, but as our new political director, his experience and wealth of knowledge in the political arena will benefit Local 3 in a way that has never been experienced before.



In Mountain House, **Independent Construction** lines up to move 3.6 million yards of dirt for a new subdivision. The job employs 114 members.

YUBA CITY | Dutra, Martin get busy with levee work in District 60

Thanks to jobs started last year, the District 60 work picture is still fairly active. New jobs are still a little slow, but we hope to see some activity soon.

Our contractors remain busy, including **Granite** and **FCI** on the Hwy. 149 job in Butte County and **Mercer Fraser** on the Hwy. 162 job above Oroville in Butte County. **Granite** is also busy on the Hwy. 20 job in Yuba County.

Shimmick continues work on the Stony Gorge Dam in Elk Creek west of Willows and on the pump station below Grimes.

There is plenty of levee work in District 60, and some of it is getting done with **Dutra Construction** working at three different sites and **Martin Brothers** doing work in Yuba County.

Baldwin Contracting also has some operators working hard.

McGuire & Hester is busy on the Plumas Street rebuild, and **DeSilva Gates** is busy on the Hwy. 20 and Hwy. 99 intersection rebuild – both in Yuba City.

In closing, the District 60 staff hopes everyone had a great Labor Day weekend and a safe one. We also thank all the members for helping make Local 3 a great union.

Remember, be safe.



From left: Twenty-five and 30-year pin-recipient Bobby Laws and 25-year pin-recipient Neil Olson at the Yuba City Hall.



Thirty-year member Larry Cole works for Yuba-Sutter Disposal, Inc. (YSDI).

ROHNERT PARK | District holds picnic breakfast, car and motorcycle show

District 10 would like to thank all of our sponsors, donators and participants in our 1st Annual Hot Cakes and Hot Rides Pancake Breakfast and Car/Motorcycle Show on July 1. We also want to thank our Short-Order Chefs **Tommy Numainville**, Organizer **John Galeotti**, **George and Ellie Naill** and **Joel Lanstra** for doing such an excellent job in the kitchen. We also want to thank volunteers **Steve Carney**, Fairfield Business Agent **Angelo Cellini**, **Mindy Cellini**, **Lesley Fontanilla**, **Darcy Harlan**, **Danielle** and **James Spain** and **Anna** and **Ashley Steffensen**.

The weather was perfect, and the cars and motorcycles were polished and shined to perfection. Our Best of Show Car winner was **Jim Reeser** with a 1951 Mercury Coupe, and our Best of Show Motorcycle winner was **Bill Bartlett**

with a 1940s-era Saginaw motorized bicycle attachment.

Next year, we will have the same event, so make sure to start on or finish your pride and joy between now and then. If you have any suggestions for other menu items for the breakfast, please let us know.

The work picture is slowly picking up but is not in full swing. A note from Dispatcher **Gordon Lunde**: Make sure to call the office at (707) 585-2457 if you are on the out-of-work list and go back to work. Also, if you exceed 84 days on the out-of-work list, make sure to call him, and get put back on the list. C-list members need to reinstate at the end of each month.

We wish you and your families a prosperous and safe season this year.

District 10 thanks our sponsors for their contributions:

Applebee's
Autobahn
B.R. Cohn Winery & Olive Oil Co.
Breakaway Bikes
Charles M. Schulz Museum
Cline Cellars
Costco
Don Taylor's Omelet Express
Duck's Unlimited
Eberhart Taxidermy
Ferrari Carano Vineyards & Winery
Fitness Fanatics
Hi Performance Choppers
KRSR Radio Station
Langley's on the Green
Latitude Island Grill
Maxwell Fun Center
Michael's Harley Davidson
Michael Strunk, Local 3 business agent
Nine Islands Bakery
Nutty Irishman
Oakmont Golf Club
Oilstop, Inc.
Olive Garden Italian Restaurant
Rialto Cinemas Lakeside
Santa Rosa Auto Parts
Santa Rosa RV Center
Santa Rosa Vee Twin, Inc.
Scandia Family Fun Center
Six Flags Discovery Kingdom
Smothers Auto Parts & Performance Accessories
Snoopy's Home Ice
Soar Inflatables, Inc.
Sonoma County Museum
Sonoma Train Town
Spreckel's Performing Arts Center
Vichy Springs Resort
Will's Bait & Tackle
Xtreme Custom Iron, Inc.



Local 3 officers present 25-, 30-, and 35-year service-award pins to David Adams, Dean Ambrose, Jerry Fagerness, Thomas Falconer, Michael Gajda, Ron Matzen and Richard Volpi.



From left: Short-Order Chefs Tommy Numainville, George Naill, Organizer John Galeotti and Ellie Naill cook up a good breakfast for picnic attendants July 1.



This 1951 Mercury Coupe is owned by Jim Reeser and won the Best of Show Car at the July 1 picnic.



Owned by Bill Bartlett, this 1940s-era Saginaw motorized bicycle attachment won the Best of Show Motorcycle at the July 1 Rohnert Park picnic.

MORGAN HILL | Retiree enjoys the good life, continues Local 3 Legacy

After 30 years as a Local 3 member, **Robert Barraza** retired July 7 from **Paul T. Beck**, where he worked for 24 years.

Thirty years ago in Hollister, Business Agent **Jack Bullard** caught Robert working at **Tri-County Road Builders** – a union jobsite – with non-union status. **Jack Bullard** shut the job down and urged the entire crew to join Local 3.



Retiree Richard Barraza

After some time, Robert went to work for former Morgan Hill District Rep. **Don Incardona** at **Central California Excavators** of San Martin, Calif., where he worked as a blademan for six years.

The remainder of his career was spent as the working foreman for **Paul T. Beck** in Salinas.

Robert will spend his new-found free time with Rose, his wife of 41 years, his four children and his 12 grandchildren (one of whom, **Robert Barraza IV**, is currently a first-step apprentice with Local 3).

Robert Barraza says he is very thankful for 30 years with Operating Engineers. He finds it a great blessing in knowing he will enjoy his retirement with his lovely wife, children and grandchildren.

District 90 Dispatcher **Joseph Morrison** has been battling a serious illness for the second time within a one-year time span. He recently underwent surgery and is at home recovering. Due to his ongoing condition, his medical costs have caused a financial strain on his family. If anyone would like to contribute in any way, a trust account has been set up with the Operating Engineers Federal Credit Union (OEFCU) under his name. For more information, contact District 90 secretaries **Erika Merida** or **Yvette Jones** at (408) 465-8260. Please keep your thoughts and prayers with Joe and his family.

NEVADA | Sierra Nevada Construction stays busy in District 11

It's hard to believe we've ventured well into the second half of the year. The work picture started off slowly and has not taken off to the levels we would like to see; however, work is slightly increasing, which is good news.

Q&D Construction is working on the \$21 million Golden Eagle Park. The park is replacing the Sparks Marina softball fields that were on land being incorporated into the Legends Project, which **Q&D** also performed mass grading on. The company also has some county work at Lemmon Drive worth \$3.4 million and at Greg Street worth \$2 million.

Sierra Nevada Construction has also been aggressive in city, county and public utility work. The company picked up projects on Neil Road for street maintenance worth \$1 million and a roundabout worth \$1.8 million. The company also has an intersection improvement on Pyramid Highway worth \$6.5 million, a new water tank in Raleigh Heights

worth \$3 million and improvements at the Stead Airport.

Granite Construction continues work on the Reno Airport and has projects from the city of Reno and Pershing County to Elko County. **TW/RTC Construction** is still working on Cabela's and the \$21 million sewer intercept.

Road and Highway Builders was the low bidder on the second phase of the 395 Bypass in Carson City at \$45 million. The company continues work on Hwy. 50 in Hazen and on the I-80 project at Pequops Pass – valued at \$30 million each.

We have several projects going on throughout the state, including the \$7.6 million reclaim station with **KG Walters** in Fallon, the \$1.9 million **Pacific Rim** water project near Austin and the \$1.7 million Marlette Lake project with **Cruz Construction**.

Frehner Construction has pavement maintenance in Battle Mountain worth \$1.1 million and

a \$1.2 million airport in Ely. The company also has some Nevada Department of Transportation (NDOT) projects that cover portions of Humboldt, Eureka and Nye counties, including a \$4.5 million recycling project.

In Elko and other outlying areas, **Canyon Construction**, **Ames Construction** and the newly signed **Mach 4** have been increasing workloads in mines, subdivisions and various other areas.

September usually signals the start of crunch time, especially here in Nevada, which means more people, more hours and sometimes more stress. A reminder to all: Be careful out there. Watch out for others and yourself. SAFETY ALWAYS COMES FIRST.

Take care, and we look forward to seeing you at our next Sept. 21 district meeting at 7 p.m. at the Engineers Building, 1290 Corporate Blvd., in Reno.

CECIL PORTER JR.

Cecil Porter Jr., 31-year Local 3 member, passed away in Smithfield, Utah on June 7, 2007. Cecil moved to Utah after retiring in Nevada. He had a long career in Nevada, working for various crane companies throughout the northern part of the state. Cecil had a keen interest in politics and always had a story to tell. The Reno District staff sends condolences to Cecil's son, Kevin Porter, also a Local 3 member, and the rest of the Porter family.



From left: Doug D'Andrea is awarded his 25-year pin from Business Rep. Rod Young.



40-year pin-recipient Phillip "Poncho" Williams.



30-year member Steve Hamblin.



Phil Roberts is a 25- and 30-year pin recipient.

EUREKA | ACC begins first phase of PG&E rebuild

Work in the Eureka District continues to remain slow, as does the workload for the rest of California.

American Civil Constructors (ACC) continues work on the dry storage units at the PG&E Power Plant. This is the first step in rebuilding the aging plant. The company also has a bridge replacement on Hwy. 199 employing three members.

The concrete barrier job on Hwy. 101 also continues. **Mercer Fraser** has a crew of five members working on different facets of this project, which is a continuance of a project completed two years ago. The current project is enhancing the safety along this section of highway.

MCM Construction is also working at Hwy. 101 and replacing a bridge at the Van Duzen River. The company is also at Confusion Hill. Both projects employ 10 Local 3 members.

J.F. Shea was the low bidder on a \$3.8 million project on Hwy. 101 at Weott, constructing a tie-back wall and road rehabilitation. This project

should employ six to eight operators and will be fast-tracked for stability before the winter rains. The Eureka District looks forward to the company working in the area.

The Eureka District thanks the members for their support of the Bylaws revision. We appreciate your interest and suggestions.

Our next Oct. 17 district meeting is at 7 p.m. at the Best Western Bayshore Inn. The Retiree meeting begins at 2 p.m. on the same day. We look forward to seeing everyone.

In closing, we would like to take a moment to remember Retiree **Paul Lindner**, who was a pleasure to be around and always ready to pitch in and help. Paul recently lost his battle with cancer. Our condolences go out to his family and the brothers and sisters whose lives he touched. We will miss you, Paul.

As always, be safe.

Steve, Carol, Joel, Chris and Corrina

BURLINGAME | Highway relief provides work in District 01



The combination of good food, prizes and fun drew a large crowd to the July 8 Burlingame District picnic at Coyote Point Park.

District 01 hosted its annual picnic July 8 at Coyote Point Park in San Mateo. A great time was had by all who experienced the good food, drink, raffle and most of all, visiting with fellow Local 3 members, friends and family. A special thank you to all the retirees, apprentices, active members, staff and their families who diligently worked to put together a great day; most of all, thanks to the 150 or so guests who made it out.

District welcomes new signatory

Local 3 would like to welcome new signatory company **Team Ghilotti, Inc.** Located in the North Bay, this Petaluma-based engineering contractor specializes in grading, paving and underground utilities. Led by President **Glen Ghilotti**, this company has hit the "construction world" running, as he has assembled a fantastic crew from all points of this company, from management, office personnel and the hands in the field. With established and experienced employees, **Team Ghilotti, Inc.** has a very positive future. Once again, welcome, stay safe and all the best for "The Team."

San Francisco is where it's at

Whether it's cranes and elevators working on high-rises beautifying already magnificent skylines to backhoes and excavators working on sewer and water projects to serve the aforementioned, San Francisco continues to be a solid place of employment for our members. It seems everywhere you turn from the avenues at the coast to the waterfront along the bay, Local 3 is

on it. Downtown, companies such as **Webcor** and **Cahill** serve as general contractors on many of the larger projects.

It's also important to recognize the smaller and just as vital companies. **Ranger Pipelines**, **A. Ruiz**, **Harty Pipelines**, **J. Flores**, **Shaw Pipeline** and **Vargas & Esquivel** – just to name a few – are helping make San Francisco Mayor **Gavin Newsom's** promises of a more efficient, more productive and safer infrastructure. These companies are staples of the city and stay busy performing sewer, water and other utility work, along with significant paving projects.

Highway relief on the rise

Highway relief is going on all over the Bay Area. In District 01 alone, you name the highway – it's happening. North of the Golden Gate Bridge in Mill Valley at the Blithedale on- and off-ramps, **Gordon Ball** and **Precision Crane** prepare the new southbound exit consisting of a new sound wall to Washington Street in Petaluma.

In Novato, **Ghilotti Brothers, Inc.** is paving at night from the narrows just north of the San Marin exits to the Marin County and Sonoma County lines at San Antonio Creek. The companies use rubberized asphalt processed at **Dutra's** Richmond facility in conjunction with **FNF** of Tempe, Ariz. The first phase of this project was completed in August and involved overlaying a new surface with the addition of northbound and southbound emergency lanes covering the same distance. With emergency lanes in place, the next phase will involve adding the northbound and southbound

interior lanes.

Further north, **Ghilotti Brothers** completed the dirt-work portion of Hwy. 101 from the Lakeville exit to Washington Street in June. The paving began in the first week of July, and according to Project Superintendent **Tom Hyland**, the company flat-out "knocked it out." Business Agent **Rich Hickey** spent a fair amount of time on this job July 3, while **Ghilotti** "tandem paved" right down the center divide. Rich stated it was quite impressive. There is no doubt Tom and his paving foreman, **Jesus Valencia**, have a solid crew, and due to everyone's efforts, the company completed this phase of the project safely and ahead of schedule. Some of the members involved in the project include **Adam Holtzinger**, **Pamela Keller**, **Chris Giordano**, **James Roberts**, **Jim Carver**, **Victor Castillo**, **Brandt Maurice**, **Chris Dent**, **Clay Carlson**, **Paul Palmer**, **Tilopa Degelabert**, **Tom Figueiredo**, **Sean Pipkin** and **Tom Newmanville**.



Member Pamela Keller works for Ghilotti Bros. on the dirt-work portion of Hwy. 101 from the Lakeville exit to Washington Street. The first project phase was completed in June.

Project Superintendent Tom Hyland, Paving Foreman Jesus Valencia and James "JR" Roberts of Ghilotti Brothers completed the dirt-work portion of Hwy. 101 in June.

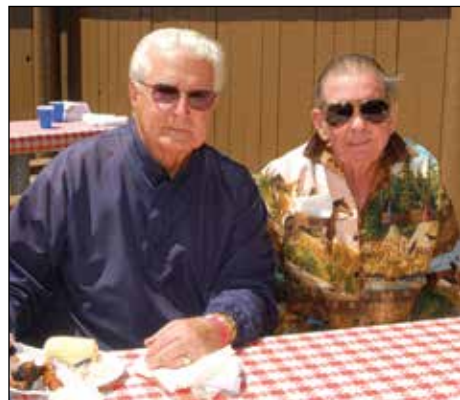
OAKLAND | Members, officers and mayor enjoy district picnic

We had beautiful weather and a great turnout at our district picnic July 22 at Marina Park in San Leandro. A special thanks to our volunteers for their hard work and assistance, to Vice President **Carl Goff**, Treasurer **Dan Reding** and Recording Corres. Secretary **Rob Wise** for joining us and to San Leandro Mayor **Tony Santos** for being there in support of our members on strike at **Valley Power**

Systems North, Inc. We hope to see an even bigger crowd next year.

In apprenticeship news: Coordinator **Randal Miller** would like to congratulate apprentices **Lawrence Gilley** and **Kenneth Bryant Sr.** on becoming Heavy Duty Repair (HDR) journeymen in June.

Fred and Patricia Mayfield attended the Oakland Picnic wearing their matching Local 3 shirts. Fred is a 45-year member and proud retiree.



From left: Retirees Frank Hernandez and Ed Hunt, both 50-year members, traveled together to the July 22 district picnic. They met "back in the day" while working for Peterson Tractor.



Twenty-nine-year member Ed Martinez with his wife, Liway, and their children, Priscila and Anthony, enjoy lunch in the shade at Marina Park.



From left: Special Rep. Bob Miller, Treasurer Dan Reding, Vice President Carl Goff, San Leandro Mayor Tony Santos and District Rep. Pete Figueiredo.

UTAH | Price Town Hall meeting draws crowd in District 12

The June 23 Utah District picnic was a great time for all. We would like to give a special thank you to our apprentices who cooked and served breakfast and to all the members and their families who showed their support by attending. The children had an especially good time with the clown entertainment that included balloon animals and face-painting.

The raffle also made the picnic a great success. Congratulations to **Darryl Phillips** of **Granite Construction** who won the 17-caliber rifle and **Jason Stephens** who won the \$50 gift certificate. The District 12 staff put a tremendous amount of time and effort into this event, and we appreciate your support as well as suggestions on improving next year's picnic!

The attendance at the Price Town Hall meeting in late June was also excellent. Financial Secretary **Jim Sullivan** led this informative meeting. Thank you to all members and retirees for your support.



District 12 appreciates the membership support at the June Price Town Hall meeting.

The work picture in Utah this year is red-hot, and so are the temperatures. We have been 10 degrees and more above normal temperatures and have already set records for days over 100 degrees. Please continue to take extra water to work to avoid dehydration. The high volume of work and excessive temperatures can easily overwhelm any operator and cause tempers to flare. Please take extra precautions to ensure your health and safety.

Our Sept. 20 district meeting is 7 p.m. at the IBEW Local 354 Hall. Your attendance is greatly appreciated, so please plan to attend and get involved.

All residents of Salt Lake City, as well as your Political Action Committee (PAC) have endorsed candidate **Jenny Wilson** in the Salt Lake City mayoral race. The Primary Election is Sept. 11. Please vote – every vote counts!



From left: Fifty-year member Arnie Horton, Financial Secretary Jim Sullivan, 50-year member Ron Powell and District Rep. Dale Cox at the June 23 Utah District picnic.

17-caliber rifle-winner Darryl Phillips.



Back row, from left: Apprentices Hansen Holiday, Matthew Szukala, Stephany Morrison, Danny Udy, Keith Collard, Daniel Coady, Kasey Mounteer, James Rohde and Jeremy Dunn. Front row, from left: Apprentices Josh Vreeland, Eduardo Perez, Ben Gaddis, Bodie Humphrey, Todd Dieffenbacher, Leo Martinez and Tyler Bryan "apron up" at the June 23 Utah District picnic.

2007 Local 3 Scholarship Fund \$500 Winners

Sebastian Areitio
Elko, NV
Parent: Santos Areitio
Reg#: 2387262
Sponsor: Clipper International
Equipment Company, Inc.

Brittany Arisumi
Kahului, HI
Parent: Jon Arisumi
Reg#: 1972256
Sponsor: Weinberg, Roger &
Rosenfeld, A Professional
Corp.

Lauren Ayala
Tracy, CA
Parent: George Ayala
Reg#: 1887496
Sponsor: Clipper International
Equipment Company, Inc.

Tiffani Barber
Carson City, NV
Parent: Bradley Barber
Reg#: 2231997
Sponsor: Condon-Johnson &
Associates, Inc.

Alex Byrd
Cool, CA
Parent: Maynard Byrd
Reg#: 1716806
Sponsor: Kaiser Permanente

Amanda Davis
Modesto, CA
Parent: Christopher Davis
Reg#: 2329890
Sponsor: Delta Asset
Management, Kevin Hardy

Nicole Dericco
Healdsburg, CA
Parent: Richard Dericco
Reg#: 1954701
Sponsor: Ghilotti Brothers
Contractors

Erica Dolcini
Novato, CA
Parent: Eric Dolcini
Reg#: 2540588
Sponsor: Wurts & Associates,
Inc.

Bethanne Dulany
Salinas, CA
Parent: Dennis Dulany
Reg#: 2540590
Sponsor: Miller, Kaplan, Arase
& Co., LLP, CPAs

Sasha Fiso
Aiea, HI
Parent: Sefo Fiso
Reg#: 2159232
Sponsor: Lindquist LLP, CPAs

Colleen Fitzgerald
San Rafael, CA
Parent: Michael Fitzgerald
Reg#: 1825996
Sponsor: Holt of California

Anthony Gomez
Redwood Valley, CA
Parent: Robert Gomez
Reg#: 2412385
Sponsor: Precision Crane
Service, Inc.

Chelsea Green
Madera, CA
Parent: Charles Green
Reg#: 1826002
Sponsor: Kaiser Permanente

Hayley Huxtable
Scotts Valley, CA
Parent: Philip Huxtable
Reg#: 2112859
Sponsor: Jayar Construction,
Inc.

Kristine Kemper
Salinas, CA
Parent: Daniel Kemper
Reg#: 2222032
Sponsor: NuWest Insurance
Services, Chuck Rosenberger

Maritza Luna
Sacramento, CA
Parent: Miguel Luna
Reg#: 2581804
Sponsor: Blue Cross of
California

Elliott Miller
Palo Cedro, CA
Parent: Phil Renelle
Reg#: 2258300
Sponsor: Trust Fund Advisors,
Inc., Ken Meister

Kylie Mitchell
Placerville, CA
Parent: James Mitchell
Reg#: 2135987
Sponsor: Rancho Murieta
Country Club

Brent Myrick
Clovis, CA
Parent: Danny Myrick
Reg#: 2123307
Sponsor: Pzena Investment
Management, LLC

John Petit, Jr.
Oakland, CA
Parent: John Petit
Reg#: 2498601
Sponsor: Pzena Investment
Management, LLC

Tara Pham
Oakland, CA
Parent: Hieu Pham
Reg#: 2019706
Sponsor: Pzena Investment
Management, LLC

Chantel Sorochuk
Randolph, UT
Parent: Marty Sorochuk
Reg#: 2346515
Sponsor: Pzena Investment
Management, LLC

Kimberly Vanderpol
Redding, CA
Parent: Bob Vanderpol
Reg#: 2129058
Sponsor: Pzena Investment
Management, LLC

Anthony Vera
Fremont, CA
Parent: Socorro Vera
Reg#: 1786682
Sponsor: Boxer & Gerson, LLP
Attorneys at Law



*The 2007 Local 3
Academic Scholarship
Winners and their
families at the July 29
award presentation.*



WHETHER IT'S YOUR FIRST HOME, A SECOND HOME OR YOU'RE REFINANCING, OEFCEU CAN HELP!

We can help you, just like we helped Robin and Tony, find the right loan, at the right rate. We took the time to present the options AND saved them a bundle on hidden fees and broker commissions they'd normally get stuck with.

The difference? Unlike banks and mortgage lenders, we're a not-for-profit credit union. We're here for our union members and their immediate families and we take the time to walk our members thru the process and answer all of their questions. We're here to provide choices, not "sell" you a home loan. Big difference, plus ...

- Union Members and Families Pay No Application Fees
- Union Members and Families Get Same Day Pre-Qualification
- Union Members and Families Can Be Pre-Approved in 48 Hrs.

Can we help you? You bet we can, and save you time and money in the process! It just takes a phone call and a few minutes of your time ... Give us a call! **877 516-8657**
Toll FREE Monday thru Friday 7am-7pm Saturday 7am-11am PDT

**Operating Engineers^{#3}
Federal Credit Union**
Home Loans and Home Refinancing
www.homeloans-oefcu.org

DISTRICT MEETINGS

All meetings convene at 7 p.m.

SEPTEMBER 2007

- 19th** **District 17: Honolulu**
Kalakaua Intermediate School Cafeteria
821 Kalihi St.
- 20th** **District 17: Kona**
King Kamehameha Kona Beach Hotel
75-5660 Palani Road
- 20th** **District 12: Salt Lake City (new date)**
IBEW Local 354
3400 W. 2100 S.
- 21st** **District 11: Reno (new date)**
Engineers' Building
1290 Corporate Blvd.
- 21st** **District 17: Maui**
Maui Beach Hotel
170 Kaahumanu Ave.
Kahului

OCTOBER 2007

- 8th** **District 04: Cordelia**
Cordelia Fire District
2155 Cordelia Road
- 9th** **District 90: Morgan Hill**
Engineers' Building
325 Digital Drive
- 10th** **District 30: Stockton**
Stockton Ballroom
9650 Thornton Road
- 10th** **District 50: Clovis**
Veterans' Memorial Building
453 Hughes Ave.
- 11th** **District 80: Rancho Cordova**
Machinists' Hall
2749 Sunrise Blvd.
- 12th** **District 20: Martinez**
Plumbers 159
1304 Roman Way

Please note: Provided the resolution to amend the Local 3 Bylaws is adopted at the Sept. 16, 2007 Semi-Annual Meeting in accordance with Article XIV (Meetings), Section 2 of the Bylaws, then at all meetings scheduled in October, a vote will be conducted on the proposed resolution in accordance with Article XIV (Meetings), Section 2c.

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.

District 17: Maui Picnic

Date: Sunday, Sept. 9
Time: 10 a.m. to 2 p.m.
Location: Keopulani Park
Cost: free
Menu: barbecued hamburgers, hotdogs and more
We'll have a jump castle for the kids.
Please RSVP.

Honorary Membership

Effective Oct. 1, 2007

Ronald Barnett	1514662	District 12: Utah
Kent Coates	1487879	District 12: Utah
Thomas Cranke	1509104	District 10: Rohnert Park
Sebastian Maggi	1157811	District 80: Sacramento
David Menegee	1508996	District 50: Fresno
Denis Monzon	1524175	District 80: Sacramento
Raymond Ronell	1488080	District 50: Fresno
David Vogel	1509006	District 30: Stockton

Lost & Found Friends

If you have lost touch with a fellow OE3 member and would like to get re-acquainted with him or her, let us know your name/information and the name of your missed connection, and we'll print it in the paper. If they contact us, we'll get them in touch with you. Think of it as a missed connections bulletin board.

- Retiree **William Pace** is looking for **Jerry Flynn**.
- Retiree **Lee E. Grantham** is looking for **Prentiss Andrews**, otherwise known as "Little Dude."
- Retiree **Woodrow "Newt" Newton** is looking for **Edward Walters**.
- Retiree **Max Lennon** is looking for **Ben** and **Tina McWaters** – last seen in Helsburg, Calif.

Jerry, Prentiss, Edward, and Ben, if you're out there, please contact *Engineers News*:

- By mail: Lost & Found Friends
3920 Lennane Drive
Sacramento, CA 95834
- By fax: (916) 419-3487
- By phone: (916) 286-2788

If possible, we'll get you in touch with one another. For those hoping to find friends, use the above contact information, and be sure to include your name, registration number and phone number; we'll print your name in the Lost & Found Friends section.

Contractor of the Month: Agee Construction



Marshall Agee, owner of Agee Construction has been signatory to Local 3 since the company's inception in 1991.

Marshall Agee, owner of Agee Construction, is a familiar face to many locals, as he joined Operating Engineers in 1965 and has worked with many crafts in his 70 years, including the Laborers and Carpenters.

Union is so important to him that when the original company he co-owned since 1972, El Camino Construction, decided to go non-union in 1991, Agee made the decision to form his own, full-union company, and Agee Construction, based out of Clovis, has been signatory ever since.

Agee makes a point of meeting his workers and believes the company is more like a family than a business. "Family" comes to mind on many Agee Construction jobsites across the state from the highways to the mountains, since many father-son teams work in perfect tandem, such as Foreman Tal Eslick, a 13-year OE3 member and his son, Vance, a second-step apprentice. Agee holds barbecues for his crews and in-house training for the apprentices. He also serves on the Local 3 Joint Apprenticeship Committee (JAC) and makes a point of visiting with the apprentices.

Other values Agee hopes to instill and cultivate in his crews are ethics – work ethics and moral ethics.

"I think ethics, getting along with everybody is important to us the most," Agee said. "It's tough to get good people, but that's what we're after."

Agee believes in the value of keeping his company small so he can continue to provide competitive wages while giving areas his personal attention.

"Union has always been important to me – I've always liked the operators and have done that type of work all my life," Agee said.

And the operators like Agee. Just ask any one of them.

Agee Construction specializes in bridge, roadwork, mountain work and blasting and works closely with different power companies, including PG&E and SCE. Local 3 is pleased to honor Marshall Agee of Agee Construction as Contractor of the Month.

From left: Thirteen-year member Jarrod Coonce, Foreman Tal Eslick and Second-Step Apprentice Vance Eslick work for Agee Construction on the Hwy. 99 expansion and widening project in District 50.



SERVICE PINS

In honor and remembrance of years of service in Local 3, service pins are available to members with 25 or more years of membership in Local 3. These pins come in five-year increments from 25 through 70 years of service. Please contact your district office to receive your pins.

DEPARTED MEMBERS			
Aksland, Larry Manteca, CA District 30 03-18-07	Gabriel, Tom Aromas, CA District 90 05-25-07	Richardson, Reuben Haiku, HI District 17 06-03-07	Brooks, Margaret. Wife of Brooks, Lafe 06-23-07
Bailey, Roger Napa, CA District 04 05-28-07	Gamble, Clark Marina, CA District 90 06-12-07	Santana, Angel Mountain View, CA District 90 06-02-07	Brown, Violet. Wife of Brown, Gabriel 05-30-07
Baumgartner, Glenn Mancos, CO District 99 05-20-07	Hallock, Norman Oroville, CA District 60 06-12-07	Santos, Anthony Livermore, CA District 20 06-15-07	Carpenter, Mildred. Wife of Carpenter, Gordon (dec) 07-05-07
Bly, Lenard Visalia, CA District 50 05-22-07	Hanks, Floyd Redding, CA District 70 05-20-07	Siragusa, John Chowchilla, CA District 50 05-19-07	Cole, Edith. Wife of Cole, William C. (dec) 06-16-07
Brown, Delmer Woodland, CA District 80 06-04-07	Herzog, Thomas Pine Grove, CA District 30 06-10-07	Smith, Merlin Somerset, KY District 99 06-12-07	Colvin, Mary. Wife of Colvin, Jack 06-18-07
Canion, Bill Phoenix, AZ District 99 05-30-07	James, Dale Bayview, ID District 99 06-11-07	Soderlund, Robert Sloughhouse, CA District 80 11-02-98	Haimoto, Mary Lou. Wife of Haimoto, Tadashi 05-24-07
Carpenter, Troy Vacaville, CA District 04 06-16-07	Kimokeo, Willie Paia, HI District 17 06-30-07	Stewart, James Antelope, CA District 80 07-13-07	Johnston, Patricia. Wife of Johnston, Ralph S. 05-06-07
Cashada, Donald Ukiah, CA District 10 06-11-07	Koehn, Charles Merced, CA District 50 06-13-07	Stone, Marvin Sacramento, CA District 80 05-31-07	Kawaa, Blossom. Wife of Kawaa, Peter Jr. 06-26-07
Coker, Stephen Placerville, CA District 80 06-20-07	Lopez, David Cottonwood, CA District 70 05-20-07	Taylor, Kenneth Red Bluff, CA District 70 06-19-07	Kimble, Dorothy. Wife of Kimble, Willie S. (dec) 06-02-07
Crosswhite, Edward Livermore, CA District 20 06-11-07	Meyer, Raymond Bakersfield, CA District 99 06-05-07	Warner, Merle Lodi, CA District 30 06-15-07	Martin, Gladys. Wife of Martin, Gene (dec) 06-26-07
Davis, Kenneth Visalia, CA District 50 06-09-07	Mora Jr., J. Lathrop, CA District 30 05-22-07	Wigger, Russell Santa Rosa, CA District 10 05-20-07	Olsen, Dorothy. Wife of Olsen, Lowry 06-01-07
Derey, John West Jordan, UT District 12 12-15-06	O'Neal, Calvin Tooele, UT District 12 05-22-07	Wilhelm, Billy Petaluma, CA District 10 06-01-07	Reid, Geneva. Wife of Reid, Howard 05-29-98
DiMaggio, Frank Monterey, CA District 90 06-20-07	Pandya, Harishk Sacramento, CA District 80 06-09-07	Williams, John Wyoming, IA District 99 05-08-07	Sexton, Alice. Wife of Sexton, Richard 06-23-01
Driver, Robert Phoenix, AZ District 99 05-31-07	Pennington, Richard Orangevale, CA District 80 05-14-07	Williams, W. Corning, CA District 70 04-13-07	Stipanich, Bette. Wife of Stipanich, Frank (dec) 06-22-07
Fonesca, Bill South San Francisco, CA District 01 06-17-07	Pilcher, Kenneth Oroville, CA District 60 06-23-07	Wright, A. Eureka, CA District 40 06-24-07	Vasquez, Jean. Wife of Vasquez, George 06-28-07
Fox, Terry West Valley City, UT District 12 06-15-07	Porter Jr., Cecil Smithfield, UT District 12 06-07-07	Blackstad, Lillian. Wife of Blackstad, Joseph 05-26-07	Victory, Renee. Wife of Victory, Kerb (dec) 07-03-07
	Richardson, Max Modesto, CA District 30 06-07-07		Villasenor, Rita. Wife of Villasenor, Everett 06-14-07
		DECEASED DEPENDENTS	Vohland, Glenna. Wife of Vohland, Stanley (dec) 12-07-06

NEW New Members MEMBERS

District 04: Fairfield
Ritchie Austin
Chris Chicarino
Vernon Hubbard
Michael Mehawk

District 30: Stockton
Travis Adams
Luis Alvarado
Kevin Blaze
Albino Espinoza
Kevin Glaze
Jose Hernandez
John Ikewalkauskas
Gary Lionudakis
Angel Marquez
Ken Pamanian
Benny F. Reid
Ridge Sjogren
Juan Soto
Ike Wal



District 50: Fresno
Michael Arredondo
Jon K. Graham
Robin Purdy

ELECTION COMMITTEE NOTICE:
37th International Convention – Delegates & Alternate Delegates

Robert L. Wise, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3(b), Elections, and Article XIII, Section 1(b), International Convention Delegates, of the Local Union Bylaws, elections will be held at regular district meetings and special called meetings in each district during the months of September and October for Members of the Election Committee, which will conduct an election in February 2008 of International Convention Delegates and Alternate Delegates.

The election of Delegates and Alternate Delegates shall be held during the month of February 2008 by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in September preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he or she is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his or her nomination and election, and shall not be a candidate, or nominator of a candidate for Delegate or Alternate Delegate to the 37th International Convention.

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

MEETINGS TO ELECT THE ELECTION COMMITTEE:
September 2007

21st/Fri-District 11, Reno, Engineers' Building, 1290 Corporate Blvd.

October 2007

- 8th/Mon-District 04, Cordelia, Cordelia Fire District, 2155 Cordelia Rd.
- 9th/Tues-District 01, Burlingame, Transport Workers Local 505, 1521 Rollins Rd.
- 9th/Tues-District 90, Morgan Hill, Engineers Building, 325 Digital Dr.
- 10th/Wed-District 30, Stockton, Stockton Ballroom, 9650 Thornton Rd.
- 10th/Wed-District 50, Clovis, Veterans' Memorial Bldg., 453 Hughes Ave.
- 11th/Thurs-District 80, Rancho Cordova, Machinists' Hall, 2749 Sunrise Blvd.
- 12th/Fri-District 12, Salt Lake City, IBEW Local 354, 3500 West 2100 South
- 12th/Fri-District 20, Martinez, Plumbers 159, 1304 Roman Way
- 15th/Mon-District 10, Rohnert Park, Engineers' Bldg., 6225 State Farm Dr.
- 15th/Mon-District 17, Lihue, Kauai High School Cafeteria, 3577 Lala Road
- 16th/Tues-District 40, Eureka, Best Western Bayshore Inn, 3500 Broadway
- 16th/Tues-District 17, Honolulu, Kalakaua Intermediate Cafeteria, 821 Kalihi St.
- 17th/Wed-District 70, Redding, Engineers' Bldg., 20308 Engineers' Lane
- 17th/Wed-District 17, Hilo, ILWU Hall, 100 W Lanikaula Street
- 18th/Thurs-District 60, Marysville, Marysville Joint Unif School Dist Bd Rm, 1919 B St.
- 18th/Thurs-District 17, Kona, King Kamehameha Kona Beach Hotel, 75-5660 Palani Rd.
- 19th/Fri-District 17, Maui, Kahului, Lihikai School Cafeteria, 335 S. Papa Ave.

OE3 Living Healthy Program

Healthy Start Challenge begins Sept. 15

As mentioned in last month's *Health News*, an integrated wellness program from Matria Healthcare is now available for Local 3 members and spouses enrolled in the Northern California and Public Employee Health and Welfare Trust Funds. The *OE3 Living Healthy Program* aims to reduce health risks and improve health through cutting-edge resources and tools, such as wellness assessments, personalized web-based programs and phone-based health coaching.

We're kicking off the Living Healthy Program this fall with the **Healthy Start Challenge** – a six-week activity that runs from **Sept. 15 through Oct. 31**. This challenge will encourage healthy behaviors to help you start each day with energy and improve your health and well-being. Adequate sleep and eating a healthy breakfast every day are two of the best ways to start your day and improve your health.

Research shows that proper sleep may have many health benefits, including memory improvement, physical functioning, good immune function, physical and cognitive performance and mood regulation.

Tips for good sleep:

- Avoid caffeine (coffee, tea, soft drinks, chocolate) and nicotine (cigarettes, tobacco products) close to bedtime.
- Avoid alcohol, as it can lead to disrupted sleep.
- Exercise regularly, but complete your workout at least three hours before bedtime.
- Establish a regular, relaxing bedtime routine (e.g. reading, taking a bath or relaxing in a hot tub).
- Create an environment that is dark, quiet and preferably cool and comfortable.

What's included in a healthy breakfast? Calcium, dietary fiber and Vitamin C; therefore, focus on whole-grain cereals and breads, oatmeal, low-fat milk, 100 percent fruit or vegetable juices, fruit smoothies, fresh fruits, egg omelets with vegetables and low-fat/low-sugar yogurt.

Foods you should limit for breakfast: Doughnuts, croissants, waffles and fried potatoes have too much fat. Processed meats, including bacon, ham, and sausage have too much fat and salt. Fast-food breakfasts have too much of everything (except, of course, fiber).

For more information, go online to www.OE3LivingHealthy.com.

Safety 101 at Hanson Aggregates



Local 3 members participate in a Safety Meeting at Hanson Aggregates in Sunol.



Safety

By Guy Prescott, director

Hang up and drive

Significant progress has been made to improve traffic safety in recent years on U.S. roadways; however, there are still some alarming numbers related to traffic fatalities. In 2005, there were 45,800 traffic fatalities, of which 16,885 were alcohol-related, and 16,000 victims were not wearing seat belts. There were 2,158 work-related driving deaths, which accounts for 38 percent of all work-related fatalities, and 2.4 million disabling injuries. The total cost to society for all injuries and fatalities in 2005 was an estimated \$247 billion.

The rate of distracted drivers is up: 80 percent of motor-vehicle crashes and 65 percent of near crashes are attributed to inattentive drivers.

Your chances of being in a crash are:

- Three times greater when dialing or texting on a handheld device
- Four times greater when drowsy
- Nine times greater when reaching for a moving object in the car

More than 10 percent of drivers nationwide are on the cell phone at any given time, and those using hands-free headsets are driving much safer. Stats show that people with a phone in hand were responsible for 25 times more crashes than those with a hands-free system. This is why the California Legislature passed a law – effective July 2008 – that will ban the use of cell phones without a hands-free headset.

The fact is, year after year, the most dangerous activity we do is get in our cars and drive. More Americans are killed in auto-related accidents than any other activity, yet we give little thought to the consequences of our actions while driving. Driving must always be our first and foremost activity when behind the wheel. Multi-tasking and driving do not mix well, as the statistics show. Whether it is a phone call, eating or picking something up off the floor, doing more than just driving causes accidents. This brings me to my favorite bumper sticker: "Hang up and drive." Drive first and foremost, so you and your family can live to do the other things later!

CONTRACTORS CORNER

On-the-job safety

1. **Ask questions.** If you are uncertain, ask. Do not accept answers that contain, "I think, I assume or I guess." Be sure.
2. **Set your own standards.** Don't be influenced by others around you who are negative. If you fail to wear safety glasses because others don't, remember the blindness you may suffer will be yours alone to live with.
3. **Operate equipment only if qualified.** Your supervisor may not realize you have never run the piece of equipment you've been asked to run. You have a responsibility to let your supervisor know your qualifications, so the necessary training can be provided.
4. **Respect machinery.** If you put something in a machine's way, it will crush it, pinch it or cut it. Make sure all guards are in place. Never hurry beyond your ability to think and act safely. Remember to de-energize the power first before placing your hands in a point of operation.
5. **Use your own initiative for safety protection.** You are in the best position to see problems when they arise. Ask for personal protective equipment or the additional guidance you need.

This month's Contractors Corner is brought to you by Teichert Construction/Teichert Materials. Be sure to check back next month for more on-the-job safety tips.

Swap Shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. Please notify the office immediately if your item has been sold. Business-related offerings are not eligible for inclusion in Swap Shop. *Engineers News* reserves the right to edit ads. 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 No. 3
3920 Lennane Dr.
Sacramento, CA 95834
ATTN: Swap Shop*
(916) 286-2788

Or fax ads to: Swap Shop
(916) 419-3487

Or e-mail to:
mjessup@oe3.org

*All ads must include Member Registration Number or ad will not appear.

FOR SALE: Two one-man pontoon boats, two minn kota motors. Two anchors, two battery boxes, one bottom-line fishfinder, \$500. Call Jim (925) 484-3138. Reg# 1235515.

FOR SALE: '89 Chevy Silverado 2500 series pickup. 105,000 miles: \$4,150. Regular cab, longbed, mounted w/1996 cab-high fiberglass shell by Raven. Fully loaded w/5.7 liter-350 engine, AC, power locks, cruise control and tow package. 3,000 miles on new tires. Call (916) 372-6612. Reg# 857999.

FOR SALE: Remington handgun – model 51 380 acp. Last produced circa 1927. Bluing is worn but no rust; bore is bright and clean. Gun functions very well. I think the model was made for the Navy as there is an anchor stamp on the bottom of the frame. Comes with one magazine. Pics on request. Call Lynn: (208) 734-5540 before 10 pm mst. Reg # 1121987.

FOR SALE: Honda generator, model EM 650-watt: \$300. Excellent condition; low hours; very quiet. Excellent for camping trips. Call (916) 372-6612. Reg# 857999.

FOR RENT: Room for rent in quiet mountain location in Lake County. Large bedroom, private bath. Bring your horse and/or heavy equipment. Call (707) 928-1006. Reg# 2002677.

FOR SALE: '05 Case super "M" Series II backhoe: 4WD, Gannon 4-in-1, extend-a-hoe, 1415 hours w/ 6 buckets / '92 International 8300, two-axle, 324,000 miles, Cummins L10 260 HP 6-cylinder, /2000 Zieman 4245 5th wheel trailer,

54,000 GVWR, tilt deck, \$92,000 OBO (510) 351-1394 or DJOHN94577@comcast.net Reg# 2000150.

FOR SALE: '92 Southwind 460 Ford injected, backup camera, fourwheel jacks, computer operated. Full awnings, dual air-satellite dish, banks exhaust-gear vender overdrive, heavy-duty shocks, \$15,000 OBO, QN bed, large closet-basement model. (408) 356-4304, cell: (408) 799-9721. Reg# 1411217.

FOR SALE: Boat charters for Delta, Bay and ocean use. Licensed sport-fishing captain at your service: sturgeon, halibut, salmon and rock fish. (925) 639-5408. Reg# 2450114.

FOR SALE: Tools: 1.5 in. Mac. Air impact wrench, \$60; 125 PSI air compressor 220. Elect. Motor, \$300.; Oxy.& Sed. Tanks with Gages hose and Smith cutting & welding tips, \$200; 1/2 Craftsman Socket set 12-in set, 1/2 to 1 1/4 in., \$40; 3/4-in. Craftsman Ratchet and 5 socket set, 1 1/16" to 2" with 16, 8, 4-in. Ext, \$50; Mac 250 lb. Tork wrench, \$60; 1/2" craftman sockets, 12 in set 1/2 to 1 1/8", \$30; 3/4" Craftsman ratchet & sockets 3 extensions & 5 sockets, \$75; Proto bearing puller, \$25; 6" belt & disc sander on stand, \$70; Electric soldering iron. \$10; Craftsman saber saw 1/4 hp, \$20. (559) 786-8572 or e-mail: Wcalkatie@yahoo.net Reg#0994049.

FOR SALE: Surveying equipment. Used Leica brand equipment, model 1103 TCA robotic instrument. bought new in 2004, 3 second horizontal accuracy, leica onboard software, 3 batteries, 2 chargers, 3 sets of legs, 2 sights with tribrachs and prisms, all leica brand, good condition, asking \$10,000, (925) 228-7808 or e-mail: hawkeyerl@sbcglobal.net for photos. Reg# 2102580.

FOR SALE: 1948 Kenworth 2-axle, 250 Cummins, engine 5-3 trans. AND: 1996 Ford powerstroke engine AND: int D.T. 466 diesel engine AND: 1947 Willy's jeep. Call Paul for prices: (775) 463-7407. Reg# 1075520.

FOR SALE: '92 Travel Trailer, 30-ft., Jayco, oak cabinetry, queen bed, 2 entry doors, inside/outside showers, good tires, good air conditioner, non-smoker, excellent condition \$7,000. Call (408) 406-9675. Reg# 1774560.

FOR SALE: 2001 Durango 4X4 SLT, 87,000 miles, fully loaded, bronze, third-row seats, excellent condition. Priced below Blue Book at \$9,999. Call Clarence at home (209) 795-6569 or cell (209) 404-8053. Reg# 1040650.

FOR SALE: Ski Nautique, 1996, 19.5 ft., 453 hours, 350 ci Chevy Motor with electronic fuel

injection, hot water transom shower, teak ski platform, bimini top, bronze prop and rudder, radio, tandem trailer with removable tongue and newer tires, Buddy bearings, no dings or dents, exc. condition, registered until the end of the year, always garaged. Located in Orangevale (close to Folsom Lake). \$16,500. (916) 988-9693. Reg# 1061990.

FOR SALE: '91 Pace arrow motorhome, 35-ft. - 60,000 - side-aisle. New trans., new tires, non-smoking rig-banks, very clean condition, all service records, smogged. \$24,000 OBO. (707) 644-7327. cell: (707) 486-3717. Reg# 1058711.

WANTED: Tractors running or not and equipment, also: firearms, shotgun, rifles and pistols; collectibles and used. (559) 351-6615. Reg# 2123273.

FOR SALE: Medical reasons force sale: 2004 cruismaster, 36-ft., 2 slides, fully loaded. Excellent condition. 4,800 miles. \$96,000. Call (916) 331-0911. Reg# 982923.

FOR SALE: '02 Nissan Pathfinder 4x4. Fully loaded, Clean! Champagne color, blk leather interior, power seats, windows, mirrors, door locks, heated seats, a/c, pwr sunroof, luggage rack, alloy wheels, Bose 6 CD changer/AM/FM stereo + Cassette player, Tow package, auto trans, 6 cyl engine. 48,500 miles on it with 2 year/100,000 mi. extended warranty included. Have all maintenance receipts. Asking \$16,000 OBO. Call Jamie at (209) 662-4767. Reg# 2389868.

FOR SALE: John Deere 644-E loader 4x1 bucket, very good condition, new tires. Owner retired, previously used for snow removal. \$49,900. Call (530) 583-4776. Reg# 1411261.

FOR SALE: '96 Case 580L-Full-cab, 4-in-1 loader-extend-a-hoe, AND: 12-18-24 buckets AND: '95 Walton trailer -12-ton gooseneck AND: '84 GMC 7000-95 gallon change over tank, electric pump. Call evenings (408) 607-0483. Reg# 1071005.

FOR SALE: Spacious, two-story home situated on 1/3 acre, fully fenced, in Crescent City, CA on a bluff with partial view of Pacific. Nautical themed interior/exterior, 3-car garage w/shop and restroom, asphalt drive w/gated RV parking and clean-out, outdoor, enclosed spa, lovely backyard and more: \$635,000. Call (707) 464-5360. Reg# 1133392.

FOR SALE: Carrier, 2-ton residential split system air conditioner, like new, used very little, bought new: \$1100, asking: \$300. Call (916) 714-4964. Reg# 1051382.

FOR SALE: Ten-acres, level, zoned for horses. Well and phone already in. Nestled in a valley

surrounded by mountains. 18 miles from Reno. \$197,531. (775) 229-3396 or (865) 525-5451. Reg# 1812811.

FOR SALE: 1998 24-ft. trailer, 3 axle, cabinets, toy hauler. (925) 685-1389 or (925) 963-2833. Reg# 1136381.

FOR SALE: '93 Monaco Executive motorhome, 40-ft. diesel pusher, 300 horsepower Cummins, Allison 6-spd auto. Trans. Auto-level system, power step, six-way seats for driver and co-pilot, remote spotlight, back-up camera, 6.6 diesel generator, lg ba, shower, 2-burner cook-top, rear walk-around QN bed, new mattress, 2 couches (one turns into bed), solar power assist system, too much to list, only driven on long trip once. \$65,000 OBO. (530) 275-2171 cell: (530) 713-7649. Reg# 1499932.

FOR SALE: Cabin in Wyoming. 18 miles north of Kemmerer, 6.8 acres. 720 sq. ft. ranch-style cabin w/solar power and wind turbine. Inverter, new stove, fridge, washer and dryer. Has a barn, corral, lean-too, tool shed, bunkhouse, pond, borders BLM land, 7 miles from Bridger Teton Nat'l. Forest. \$179,000. AND: '56 Ford Custom F-100 pickup. Short bed, disassembled and ready to restore. \$5,800 OBO. (435) 462-9649. Reg# 1640722.

FOR SALE: 2 bdr.-2ba. 1,188 sq. ft. vacation-rental condo in Kailua-Kona on the Big Island of Hawaii. Either 1/2 partnership with me or full ownership, sale below appraised value: approx. \$415K. Appraised at \$440K. I have a property management company located in Kailua-Kona that handles all rentals and bookings. View at: www.KonaRentCondo.com. Unit is in an ocean-front gated complex named Keauhou-Kona Surf & Racquet Club. (925) 899-2161, or e-mail: KonaRentCondo@msn.com. Reg# 2233664.

FOR SALE: '65 Cadillac Coup De Ville, 2 Dr., hard top. Original red/white top exterior. Interior, orig. red w/white colors. 85,000 original miles. Very clean appearance, parade vehicle. Mechanically sound; drive home today. Books for \$10k to \$8K. Sell for \$8,500. Call (530) 333-1386 or (916) 955-5805. Reg# 1774838.

FOR SALE: One-bdrm Hawaii timeshare on the island of Kauai, on the north shore of Princeville, on golf course: \$3,000, plus closing costs! Call (530) 378-1706. Reg# 871101.

FOR SALE: 1970 Ford Bronco. Great Condition, Awesome sound system, and tons new under the hood! Removable hard top comes with soft top. Lots of extras. \$8,900 OBO. In Folsom, CA. (916) 765-0068 or e-mail g.blackwell@comcast.net

for pictures. Reg# 2596259.

FOR SALE: '93 Dodge Ram turbo diesel-350 one-ton, excellent work truck. Lg cross bed tool box, with two locking side boxes, tow pkg. with brake control. One year batt, one year A/C compressor and 2-year trans. Overhaul, \$5,500. (530) 945-4060 or e-mail dino@shasta.com Reg# 1265020.

FOR SALE: '92 Prowler, 30 ft. 5th wheel trailer. 12'x3' living room and kitchen slide outs. King size bd, ba w/tub/shower, awning, AC, completely self-contained. \$9,500. (559) 876-3818, Sanger, CA (near Fresno) or visit Toscano RV Center in Los Banos, CA. Reg#2576711.

FOR SALE: House in Melstone Montana 5 Br., 2 Ba, 2 kitchens. House and 4 lots, \$40,000 or house and 2 lots, \$32,500. AND: portable 25kw Whisperwatt generator. 31 H.P. 4 cylinder Isuzu diesel. \$5,000. e-mail: connierodrigues@yahoo.com or (541) 572-2937. Reg# 1006711.

FOR SALE: welder-generator, Miller. Model DEL 200. Alaskan camper. Both in like-new condition. (650) 967-1658. Reg# 0947203.

FOR SALE: 1984 shasta 3300 first class 33-ft. RV, only 70,000 miles. Good condition and runs great. \$7,600. In San Jose. (408) 564-3610. Reg# 908655.

FOR SALE: 2006 Larson family ski boat, 206 Senza, 8 cylinder, Volvo penta motor 10-passenger, AM/FM/CD radio, wakeboard tower, bimini top. In new condition. \$29,500. (209) 473-2514. Reg# 2412382.

FOR SALE: '94 T-Bird, 2 DR, AC, PS, AM/FM, good condition. 108,000 miles. \$2,500 OBO. Call (916) 529-6549. Please leave a message or e-mail for pictures: lenlen_sacto@yahoo.com Reg# 2584180.

FOR SALE: '90 Harley Davidson FLSTF Fatboy. \$11,000, OBO. Silver, low miles. E-mail: HD1990FATBOY@hotmail.com (916) 529-6549 Reg# 2584180.

FOR SALE: Globe Turret Lathe, \$150 AND: Valve Seat Grinder, \$150. Call (435) 654-2976. Reg# 1368250.

FOR SALE: 1999 F-250 AT, CC, AC, Custom Seats, Stereo, weather guard lock box, and rack. 5.4L V8 Triton. (530) 227-2510, \$8,000. Reg# 2266758.

FOR SALE: Pug puppies, parents are onsite. Fawn in color. Males: \$700, females: \$800. Stud service, \$75. Call (530) 458-8360. Located in Colusa, CA. Reg# 0826798.

FOR SALE: '88 Bayliner trophy with galvanized EX loader trailer. Turn key start, two downriggers, video fishfinder, raw water washdown, live well, and more. \$8,900. (530) 692-0707. Reg# 262597.

What we want is what we had!

Local 3 members working for Valley Power Systems North, Inc. are on strike and circulating boycott letters to the company's customers across Northern California in an effort to show the company they are fed up with how they're being treated.

Since taking over the San Leandro heavy-duty repair shop in September 2005, Valley Power has been unwilling to honor the union wage and benefit contract the workers have had in place for decades. The company has also refused to contribute to union medical and pension plans and has blocked access to the members' retirement funds.

Union member Stephen Villa, a 21-year employee, said the consensus opinion of the workforce is simple: "What we want is what we had!"

All of the workers in this 40-member bargaining unit are heavy-duty repairers. They hold certificates issued from manufacturer training centers, such as Allison Transmission, Detroit Diesel Corporation, MTU and Waukesha, and they perform repairs on fire trucks, buses, ferries and emergency-room generators.

These members have been trying to negotiate a fair contract with Valley Power since 2006, but the company's misconduct at the bargaining table convinced them that the company didn't want an agreement and played a large part in the workers' decision to take to the streets.

With the support of Local 3 staff, the members at Valley Power are holding their ground until an acceptable contract is reached.

Come out and support your brothers and sisters at Valley Power!

1755 Adams Avenue, San Leandro

Monday – Friday, 4:30 a.m. to 5 p.m.



Member Nick Zischka on strike with his co-workers in San Leandro.



Member Tim Durham stands beside his tools after hauling them out of Valley Power's shop.



Local 3 member and Valley Power employee Bill Otterstrom.



Member Larry "Trivia" Smith keeps his fellow workers in line on the line with mind-bending Trivial Pursuit questions.

Strike captain Stephen Villa is a 21-year union employee.