

International Union of Operating Engineers
Northern California / Northern Nevada

Local 39 News

Volume 54, Number 5 — September/October 2025



San Jose Arena/SAP Center Engineering Crew: Jeffrey Medal - Assistant Chief Engineer, Ken McEvoy, Colton Reid, Jay Vazquez, Steven Boudreault - Chief Engineer, Anthony Rocha, John Morgan, Jeremy Held, and Jason Boudreault

Local 39 is Active, Engaged, and Committed

By TIM EGGEN, Business Manager

As my first year serving as your Business Manager comes to a close, I'm proud to report that things are truly starting to come together. While unexpected challenges continue to arise as they always do, we meet them head-on with determination and unity. Though we're not without our issues, I genuinely believe that internally, we are growing stronger, more cohesive, and more focused with each passing day.

Recently, we had the honor of celebrating a major milestone: 20 years of our educational scholarship program. Over the years, this program has raised more than \$2.5 million, helping send 60 deserving students to college with fewer financial worries and a greater opportunity to succeed. This achievement speaks volumes about our shared values and long-standing commitment to supporting the next generation.

On a personal note, both of my children are now attending college. I can tell you first-hand that no matter how much you prepare financially or otherwise, it's a challenge. My simple goal has always been to help them both graduate from a four-year institution without the burden of student loans. I've always felt that without a little help, they wouldn't have a fair shot. If I can bridge that gap for them, then it's money well spent.

Throughout my travels and interactions with politicians, attorneys, and fellow Union leaders, I've never once met someone who wished they were less educated. Education is one of the greatest gifts we can give or receive. At Local 39 education doesn't only mean our scholarship program and a traditional four-year degree, but our own apprenticeship program where students learn the trade, while earning a living.

I recently had the privilege of attending the largest Apprentice Orientation Night in the history of Local 39. It was inspiring to see over 90 eager individuals in one room, all ready to embark on a journey toward higher wages, better education, and increased personal and professional value.

When someone enters an apprenticeship, they've been given a real opportunity to build a career rooted in growth, stability, and prosperity for themselves and their families. It's more than just a job; it's a future. I encouraged everyone in the apprenticeship to make the most of it and take full advantage of what lies ahead.

On the organizing front, we're seeing real momentum, and we couldn't be happier. Brother Moses Portillo has been leading the charge, and his results speak for themselves. We're bringing in hundreds of new Members this month alone, largely through our work at Google's South Bay campuses under Jones Lang LaSalle. This marks the largest single organizing gain for Local 39 in recent memory, and the energy surrounding it is incredible.

To keep up the pace, we've added a second Organizer and are now actively focusing our organizing efforts in the casino industry across Northern California and Northern Nevada. If you have any leads or opportunities to share, please contact the Union Hall at 415-861-1135, we're ready to follow up and get to work.

I recently attended Labor Fest in Reno, Nevada, and it was a powerful reminder of the strength of solidarity in our Labor Community. It was a great opportunity to show our Reno Members that Local 39 is active, engaged, and committed, not just in words, but in presence and action.

Finally, I want to sincerely thank all of you, our Members, for the continued support you've shown me and the Executive Board. We're here to lift our Members up and move this Union forward. I deeply appreciate the trust you've placed in me and the entire team that makes this organization run.



*Mikaela Rodriguez Castro, Scholarship Winner
and Business Manager Tim Eggen*

Understand Your Surroundings

By JAY VEGA, Director of Stationary Affairs

Be mindful of your surroundings; anticipate how your actions will affect the next few seconds, minutes, hours, and possibly your career. While this may sound like safety advice, it applies to every part of your work environment including disciplinary actions.

We recently held a Board of Adjustment for a Member who was terminated for inappropriate workplace behavior. We always encourage Members to be truthful, but also, when your employer is questioning you, to answer only the question asked and avoid oversharing.

On the other hand, it is critical to give your Union Representative the full story. It is far easier to protect your job when we know what we are facing, rather than discovering new information during the Board of Adjustment. As one Business Representative infamously said: “You can lie to your wife. You can lie to your girlfriend. You can lie to your wife about your girlfriend, but never lie to your Business Representative.”

Before the Board, the Member claimed they had no idea why they were let go and believed they were an exemplary employee. Yet during the Board, when in the questioning phase, they began oversharing and admitted to issues that could have justified their termination on their own merits. Had the Union known beforehand of these issues, we could have taken a different approach and perhaps achieved a more favorable result for the Member.

In any situation—whether it involves electrical safety, fall protection, or a conversation with Human Resources, think ahead. Consider the consequences of your actions and how they may affect your future. Especially in today’s economy, it is essential that we all stay safe and stay employed!

Inception Agreements and Membership Training Requirements

By OSCAR CARCAMO, District Representative

As I continue to negotiate Inception Agreements, where training requirements are included, I want to remind every Member working under one of these agreements that you must complete the mandatory training which has been outlined in the Collective Bargaining Agreement by the contractual timelines. Employers have the right to enforce disciplinary action against an individual working under an agreement with contractual training requirements, if they are not following the Collective Bargaining Agreement. Most Members working under private sector Local 39 Collective Bargaining Agreements have a yearly training requirement. Make sure you open, read and understand your Collective Bargaining Agreement. If you have any questions regarding training, reach out to your Business Representative for answers to your questions.

Training is a crucial part of our ever-changing trade. Each of your employers make yearly contributions to the Local 39 Apprenticeship Training Fund, which provides you with the ability to increase your skills, making you the best Engineer in the trade, which significantly raises your value. The compensation for a Local 39 Engineer reflects your skillset, ability and knowledge of the job.

Stay educated and your abilities will continue to make an impact on our trade and on your career.

NLRB Changes and IUOE 39 Mobile App

By ABEL FUAAU, District Representative & Special Projects

At the time of writing, the future of the National Labor Relations Board (NLRB) is in jeopardy. The NLRB is the governing body that determines many disputes between Unions and employers. We are watching these legal proceedings closely as they will determine what court will hear our cases in the future. We will make sure to keep you informed of any big changes to legal jurisdictions in the future.

For over a year now, Business Manager Tim Eggen, has been full steam ahead on IT improvements for Local 39's back office and for our Members. As some of you know, these improvements now include a mobile app and redesigned website! The mobile app is a great tool for members to update their contact information and employer information including promotions

or job changes. Its functionality is constantly growing and improving by the day. With this new app and updated website, you can stay connected and find out when and where to get involved with local events and labor actions, plus review recent job postings and even listen to a labor related podcast hosted by some familiar Local 39 voices. So please scan the QR code below to download the app and explore this new tool. We are very excited to use our new technology to help us communicate more easily with you all.

I hope to see you on the line.

In solidarity. Forever.



Small text at the bottom of the QR code area: "Sponsored by Local 39" and "© 2025 IUOE Local 39"

Change of Scenery?

By EDDIE RAMIREZ, Business Representative

Are you satisfied with your job? I've had a few people ask, "Should I change my job?" It's a deeply personal question and often arises when someone feels unhappy, stagnant, or disillusioned with their current role. While the circumstances vary, the root of the question typically stems from dissatisfaction, burnout, or a creeping sense of complacency.

Complacency in the workplace doesn't always look the same. For some, it's a lack of motivation or care, showing up just to go through the motions. Others may knowingly start cutting corners, violate policies, or begin ignoring their responsibilities altogether. These behaviors are often red flag symptoms of a deeper disconnect between the employee and their work.

It's important to recognize that complacency doesn't automatically mean you're in the wrong job. Sometimes, it signals that you've outgrown your role or that your needs—both professionally and personally—have changed. Other times, it's the work environment itself that's toxic or unfulfilling, and the issue may not be you; it may be the culture you're surrounded by.

That said, the answer to whether you should change your job isn't universal. For some, the solution lies in reengaging by seeking new responsibilities, training, or discussing career development opportunities with a supervisor. Others may benefit from a lateral move within the same organization or by looking for a new place of employment.

However, suppose your current job consistently compromises your well-being, personal growth, or core values. In that case, a change may be the healthiest choice, even though it comes with the risk of encountering similar challenges elsewhere.

Before making such an important decision, ask yourself key questions: Do I still find purpose in what I do? Is there room to grow where you're currently at? Have I exhausted opportunities for improvement? Am I staying out of fear, or do I genuinely believe things can get better?

Ultimately, the decision to make a change is yours alone. It's important to ensure the decision is not driven solely by temporary frustration, but by thoughtful consideration about what is truly needed to be satisfied with your career.

If you're having any of these thoughts, there's good news. You're a Member of Local 39, the premier Union for Stationary Engineers in Northern California. You have options. There are current openings for Stationary Engineers, and while some opportunities may require a commute, they can lead to better working conditions, improved job security, and long-term growth.

There are several options and opportunities for our Members that may seek a change. Always remember your value and that Local 39 sees and respects the impact you bring.

I have been in negotiations for successor Agreements with the Hyatt Regency and David Grant Medical Center; as well as bargaining inception Agreements for our new siblings at Adventist (Rideout Hospital) Marysville, North Bay Health, and ISS- Hewlett-Packard.

I'm currently preparing for negotiations with two newly opened contracts.

Strike Assessment Account

Local 39 Strike Assessment Account established October 1st, 2015.

Opening Balance:	\$3,952,890.03
June 2025 Member Contributions:	\$102,480.00
July 2025 Member Contributions:	\$102,060.00
Interest: (06/2025-07/2025)	\$18,291.23
Current Account Balance:	\$4,175,721.26

Good Thing

By DAVID DOUGLAS, Business Representative

I have been busy bargaining contracts, but the contract cycle is coming to an end, and I look forward to years of Labor peace. As I work through getting the very best for our Members, I have to say, we've got a pretty good thing going on. We fight hard for honest wages, healthcare, and pensions and in most of our contracts, we get them.

"Don't know what you got (Til it's gone)" is not only one of the best power ballads of the late eighties, it is also a phrase that reminds us to appreciate the good things we have, as well as warns us to not do anything that could jeopardize that.

One unfortunate part of being a Business Representative is that we hear about many disciplines, whether it be out of our own assignment, or sitting on a Board of Adjustment for another Representative. It can be very surprising to hear what some people do, or say, or refuse to do, to lose a good thing.

If you have been reading the last few newsletters, you know that "time theft" is the en vogue reason that employers are disciplining Members, and most of those are terminations. I cannot stress enough, show up on time, leave on time, and do not punch in or out unless you are on site! Also, cameras are getting smaller, less expensive, and are able to save footage for longer as technology improves. You should act under the assumption that someone is always able to watch you. Shaving those few minutes off, or any time for that matter, will never equate to that good thing you've got, your job.

In July, we held an election for all the Elected Officers and Executive Board Members. Congratulations to all of those elected, especially the Business Manager, Tim Eggen. Tim is an extremely humble leader, but I have seen and heard already so many positive advances that he has made, and I look forward to our Union's future with him at the helm. Tim as Business Manager is definitely a good thing!

Meetings

Sept/Oct/Nov District Meetings will be held on the following dates at the following locations.

District #1 San Francisco 337 Valencia Street, San Francisco	5:00 pm	Sep 02 Oct 07 Nov 04
District #2 Oakland Warehouse Union Local 6 - ILWU 99 Hegenberger Rd, Oakland	5:00 pm	Sep 03 Oct 01 Nov 05
District #3 Sacramento 1620 North Market, Sacramento	5:00 pm	Sep 18 Oct 16 Nov 20
District #4 Modesto / Stockton Hampton by Hilton Stockton 3651 Arch Road, Stockton	No Meeting Scheduled September 5:00 pm No Meeting Scheduled November	Oct 15
District #5 Fresno 4644 W Jacquelyn Ave, Fresno	No Meeting Scheduled September or October 5:00 pm	Nov 19
District #6 Salinas Hampton Inn & Suites by Hilton-Salinas 523 Work Street, Salinas	5:00 pm No Meeting Scheduled October or November	Sep 17
District #7 South Bay Local 39 Union Hall 415 Mathew Street, Santa Clara	5:00 pm	Sep 23 Oct 28 Nov 25
Reno 1190 Corporate Blvd, Reno NV	No Meeting Scheduled September 5:00 pm No Meeting Scheduled November	Oct 22
Executive Board Only Semi-Annual Executive Board Auditors & Trustees Executive Board Only 337 Valencia Street, San Francisco	9:00 am 1:00 pm	Sep 27 Oct 04 Oct 25 Nov 15

IUOE Organizer Conference

By **MOSES PORTILLO**, Organizer

I had the pleasure and honor of attending the 2nd Annual International Union of Operating Engineers National Organizer Conference held at ITEC in Crosby, Texas.

I was privileged to represent Local 39 as a presenter at the conference. I had the opportunity to speak about our ongoing efforts to organize data centers throughout Northern California and Northern Nevada — a sector that presents both unique challenges and promising opportunities for growth.

In my presentation, I shared some of the real-world difficulties we face in organizing data centers, as well as the tactics and strategies I've developed and applied in our campaigns. It was a valuable opportunity to exchange ideas with organizers from across the country and to elevate the work we're doing here at Local 39 on a national stage.

Over the past few months, I have been actively campaigning and organizing throughout the Bay Area and Northern California. My work has included distributing informational leaflets

and educating workers on the benefits of Union membership.

I am also informing workers that they can begin organizing their workplaces by using the tools and resources available on our website www.local39.org.

If anyone knows of a building, site or a group of people that need to be organized, feel free to contact the Local 39 Organizing Department at 415-861-1135. You may also contact me directly via email at mportillo@local39.org and provide me with the location of their campus, sites, or buildings. I'm available to meet with possible new members to provide information about Local 39, as well as answering any questions that they may have.

Hot and Fast Summer

By **JEFF AJLOUNY**, Organizer

Things sure have been moving hot and fast the last couple of months, making summer interesting. I've had stops in Hollister, Lake Tahoe, most of the South Bay, East Bay and Reno. Additionally, I've been in ongoing negotiations with Amentum at Intel Santa Clara in which the employer overseeing Mechanical Operations has been taking their time with negotiations. It never ceases to amaze me the number of hoops these employers jump through finding ways to delay things and take advantage of their employees. From agreeing to bargaining dates, to delays with providing requested information and even claiming impasse prematurely at the bargaining table, employers try anything not to reach an agreement. While the Union remains cautiously optimistic, our Bargaining Unit is growing impatient. Some employees have even chosen to move on to more lucrative employment while others are staying resilient.

As I mentioned above, the organizing continues. I had the truly exceptional pleasure of accompanying the Business Manager on an organizational campaign where we made such

an impact at the facility that we received a complaint from the site's General Manager. We love having this effect at a work-site, and we intend to continue. If you have any sites you know of in need of representation from a great Union, reach out to Local 39's Organizing Department and we will show up!



Training Department Fall Semester

By REBECCA RODRIGUEZ, Assistant Training Program Coordinator

We are dedicated to strengthening our workforce and remain steadfast in our belief that the best way to remain at the apex of the industry is through continual training and education. Our state-of-the-art facilities and our prestigious, well-traversed faculty are designed to do just that. We ensure that the training available to you will give you an advantage at the bargaining table. It's the proof in the pudding. It's what separates us from the rest of the industry. The quality of Local 39's work is unmatched because of the level of excellence of our training and education. That is why we highly encourage you to take advantage of our services and fine-tune your already impressive skillsets this Fall semester.

That being said, please register for classes as soon as possible, as most of our classes fill up quickly. There are several ways to enroll into these classes; the easiest and most convenient way to register is online at www.local39training.org. You can

also download our registration form off the website and drop it off or mail it to our Training Center at 560 Barneveld Avenue, San Francisco, California 94124. Our front office hours are Monday through Friday, 8:00am – 4:30pm. Note: registrations cannot be taken over the telephone.

On behalf of the entire Local 39 Training Department, we wish to extend a sincere “THANK YOU” to all our students, instructors, and administration staff who are committed to making our training program a success! It takes a great deal of teamwork to run this program, and we could not have done it without you! We look forward to seeing you in class or on the job site!

INVEST IN YOURSELF! AT THE LOCAL 39 TRAINING CENTER



LOCAL 39

TRAINING DEPARTMENT

**NEW
FOR
FALL
2025**

General
Information
pages 2-4

**How To Enroll
ONLINE**
page 5

Online
Training
Courses



www.local39training.org

Ten Fingers and Ten Toes

By TOMMY EVERNDEN, Business Representative

It's down and we got to get it up. Ran out of redundancy, they wouldn't approve the repairs that have been requested for months; now it's blown, the bearings finally gave out and the building's heating up fast. It always happens on a hot day. Don't have time to kill the power, don't have time to level the gantry, don't have time to loosen that motor, got to get it back up. When that motor knocks you over and crushes your foot, who's going to get you back up?

The field is an inherently dangerous place. After some years we get comfortable with this danger. After some years, we get (over) confident. Confident that we know what we're doing, and we don't worry about it, we've done this tons of times. The problem is it only takes one time to lose a finger. So take the time to do it right, kill the power, tie off the shiv and loosen that motor. Anyone who's rolled a belt on has gotten lucky once or twice, eventually your luck runs out.

Don't do it live. Quick story about an electrician that jumped into our trade. The job was simple, a ballast replacement. Open the cover, twist off the nut on the hot leads, pull them apart and twist the nut back on the hot lead. Now do the same

with the neutral, no big deal, the power is isolated, and Susan still has her lights on five desks away. The Member went to remove the cover, with one hand on the fixture to steady himself and he got locked on the fixture. Luckily someone was walking by right at that moment and tackled him off the ladder/fixture. The last person who wired it up landed the ground to fixture, he didn't kill the power, and he got bit. Luckily it didn't stop his heart, but it did blow off one of his thumbs and he had some internal damage, but he lived.

I know what you are thinking, a safety article? I came up under the cowboy "get er done" mentality. Over the years one thing became very apparent, all those guys started falling apart around their fifties. The goal is to make it to retirement and be able-bodied enough to enjoy retirement. Take your time. We're there at least five days a week, at least 8 hours a day, it'll be there when you show up the next day. The client will make it seem like comfort cooling is the most important thing in the world, but in truth, the most important thing is your health and whatever you have waiting for you at home. Take off the cowboy hat and make it a priority to walk away everyday with ten fingers and ten toes.

The Fight for Fairness

By RUSSELL PALACIO, Business Representative

The scene at Children's Hospital Oakland during the recent UCSF takeover was a heartbreaking display of corporate power trampling the rights of dedicated healthcare workers. It wasn't just a "transition", it felt like a robbery, plain and simple. For thirteen painful days, I walked a picket line, witnessing firsthand the devastating impact on individuals who pour their hearts into caring for the sick children in our communities.

I heard stories of lost wages, the new burden of higher healthcare costs, and the sting of losing overtime as some were reclassified as "exempt." These were the people who selflessly tend to the community's most vulnerable, yet they were being stripped of their hard-earned benefits while a new facility rose in the background. It was a stark reminder of how little some institutions value the very hands that do the healing.

Yet, amidst the frustration, there were moments of inspiring solidarity. Fellow Union Members stood strong, refusing to cross the line, understanding that an injury to one is an injury

to all. I spoke with a young adult who, upon learning about our fight, immediately called to cancel a meeting rather than cross our picket line. That kind of unwavering support fueled our spirits.

We took our concerns to a UC Regents meeting, alongside brave Members from NUHW, CNA, and OPEIU Local 29. We aired our grievances, but it felt like shouting into a void. The Regents seemed indifferent to the human cost of their decisions.

Ultimately, IUOE Local 39, NUHW, CNA and OPEIU Local 29 lost Members, and those Members lost much more: money, seniority, and the very Union protections they had fought so hard to secure. The legal battles that follow offer no guarantees, only the harsh reality that UCSF prioritizes expansion over the well-being of its workforce. This wasn't just a strike, it was a testament to the ongoing struggle for dignity and fairness in the workplace.

Anyone Can Be a Mentor

By WES PIERCE, Business Representative

I have been lucky to have worked with a lot of different Engineers over the years in the field that has mentored me and shown me what an Engineer should be. Not just mechanically speaking but also having the right attitude and mindset that no job is below me no matter what my position is on a crew. They also taught me about professionalism and how to carry myself in front of tenants and property management. Anyone can be a mentor! It doesn't matter what your current job classification is.

I remember being in the Apprenticeship program and seeing my fellow Apprentices help each other learn and grow to become an Engineer. Each one of them had a great mentor at one time or another, whether it was from their building or someone that had an impact on their journey in life. Everyone wanted to see each other succeed. One Apprentice in my class who had a lot of previous experience and training never shied away from sharing what he had learned with others in the class. I found out later that he worked with a Journeyman Engineer when he was a Utility that tried to pass down as much knowledge as he could to the next generation. Because of the sharing of knowledge by this Journeyman whom I had never met, many of the

Apprentices in my class were better Engineers. He had a tremendous impact on us and in fact, the Apprentice he directly mentored became the Apprentice of the Year in my class.

Every Engineer on a crew may be stronger than their fellow Engineer in a certain field, whether it is electrical, mechanical, welding, etc. When skill and knowledge is shared amongst the crew it only makes the crew stronger, which in turn will keep our trade growing and evolving forever. So, if you have an opportunity to mentor someone whether it is at work or outside of work, please take advantage because you could shape many lives without even knowing it.

As a final note, as many of you know, our new IUOE 39 app is up and running. Please download the app and make sure your information is correct. Even Members on autopay should check at least annually or when you have a pay increase to make sure we have your information correct.

See you on a site visit soon!

Local 39 Clothing and Merchandise

Golf Shirts L-XL — \$19.00* XXL — \$21.00*	Sweat Jackets-Pullover with Zipper Neck Opening: Blue— \$72.00*	Heavy Jackets - New 3 in 1 (All Special Order) S-XL — \$300.00* Personalized embroidery add'l \$20 XXL — \$310.00* 3XL — \$320.00* 4XL — \$330.00* 5XL — \$340.00*
New Golf/Polo Shirts All Sizes - Navy, Rust \$43.00*	Canvas Jacket - Brown Front Logo L-XL — \$72.00* XXL — \$75.00*	Knives Brown - \$20.00*
T-Shirts Navy/Gray— \$13.00*	Windbreakers - Navy L-XL — \$52.00*	Watches — \$105.00 Belt Buckles — \$25.00* Trailer Hitch Cover (1 1/4" or 2" — \$33.00 Mag Light — \$26.00 Leather Coasters — \$4.50 ea* 3" Round Embroidered Patches — \$3.00 ea*
T-Shirts - Long Sleeve Navy/Gray/Black— \$17.00*	Camouflage Jackets L-XL — \$135.00* XXL — \$140.00*	
Hats Camouflage, Navy Logo — \$11.00* Beanie — \$10.00		
Hooded Zip-Up Sweat Jackets: Navy— \$45.00*		

*prices do not include shipping.

We accept Checks and Credit Cards. An \$8 fee will be charged for any major Credit Cards. (No Cash)
 Additional Fee for Shipping \$10.00

Building Our Value, Building Our Future

By PACO CARRILLO, Business Representative

As we all know, every contract has an expiration date. When that day comes, we sit down at the table to renegotiate the Collective Bargaining Agreement. In these negotiations, it's clear just how valuable we are. Not just as workers, but as highly skilled, highly trained, and highly dedicated Local 39 Stationary Engineers.

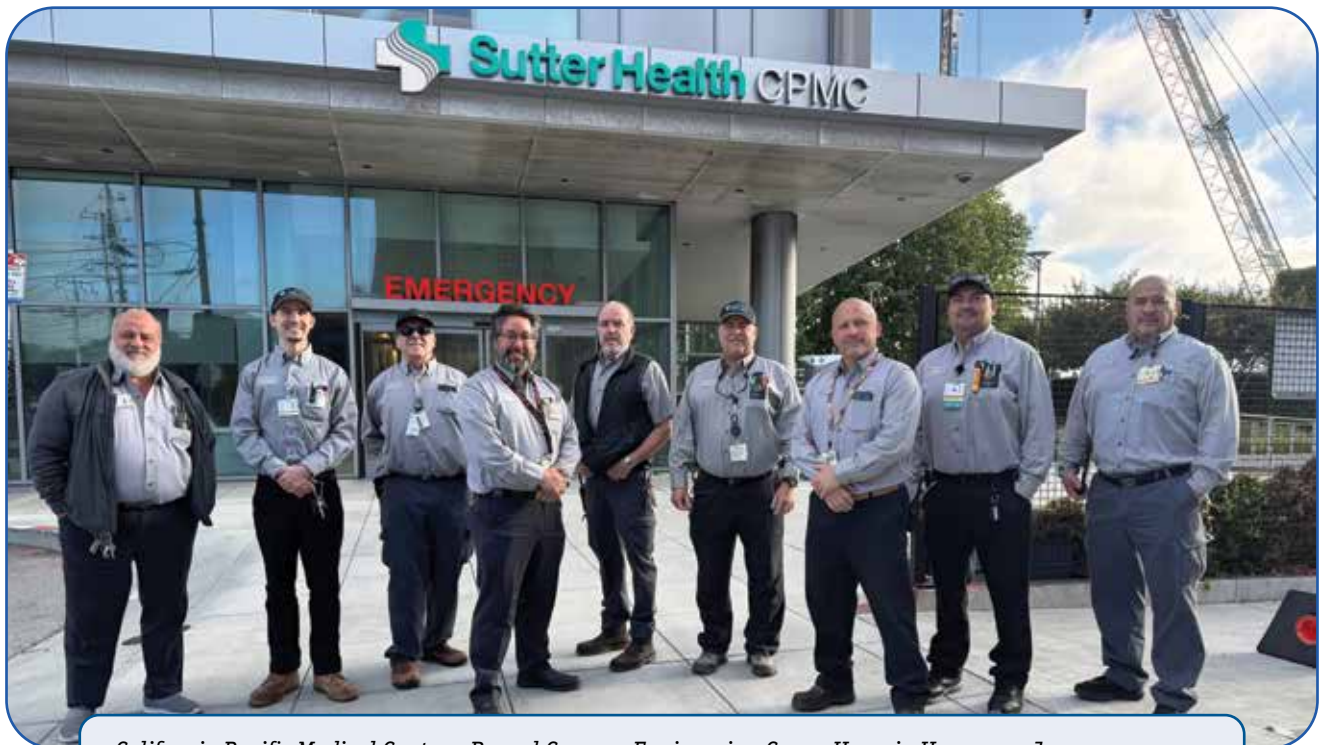
The truth is, the stronger we are in our trade, the stronger we are in negotiations. Every skill we bring, every problem we solve, and every piece of work we keep in-house makes us harder to replace and easier to fight for at the bargaining table. The more capable and versatile we are, the more leverage we carry into those discussions.

And here's the thing, there is nothing we can't do, and nothing we aren't willing to learn. That mindset is what sets us apart from the rest. But our value doesn't grow by accident. It grows when we put in the work to keep sharpening our skills, staying current with industry standards, and adapting to new technologies. It grows when we challenge ourselves to learn something new.

That's why I'm asking each of you to take pride in what you do and invest in your craft. Don't be afraid to step outside of your comfort zone. Open the Local 39 Training Catalog, find a class and sign up! Whether it's building systems, electricity and motor controls, boilers, locksmithing, air conditioning refrigeration, or supervision; every class you take makes you more valuable, not just to your facility, but to our Union as a whole.

When we walk into negotiations, we're not just asking for fair wages and benefits, we're bringing proof of our worth. That proof comes from each of us committing to excellence every single day. Let's keep learning, let's keep the work in-house, and let's keep showing the world why Local 39 Engineers are the best in the business.

Stay Sharp. Stay Proud. Stay Union.



California Pacific Medical Center - Bernal Campus Engineering Crew: Hussein Hassane - Journeyman, Jonathan Martino - Journeyman, Tim Cunningham - Journeyman, Rafael Preciado - Chief Engineer, Martin Messner - Journeyman, Daniel Vargas - Journeyman, Joseph Fitzgerald - Assistant Chief Engineer, Eric Ramirez - Apprentice Engineer, Ted D'Ambrosio - Journeyman



Educational Scholarship

Scholarship awards up to \$60,000

APPLICATION INSTRUCTIONS:

All applicants must be a graduating high school senior and the child or grandchild of a Local 39 Member in Good Standing. Applicant must attend an accredited four-year college located in the United States.

All the following items must be received by **December 5, 2025**:

1. THE APPLICATION AND ESSAY – to be completed and returned by the applicant.
2. REPORT ON APPLICANT AND TRANSCRIPT – to be filled out by the High School Principal or designated person and placed in a sealed envelope.
3. LETTERS OF RECOMMENDATION – applicants should submit two to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends, or others who know the applicant. Each letter must be signed by the author of the letter. Please submit all signed letters of recommendation with the application.
4. DO NOT send above items separately. Send them together. Applications will be rejected if items are sent separately.

It is the responsibility of the applicant to see that all the above items are received on time and are sent to the Sacramento District Office:



**Local 39 Educational Scholarship
1620 N. Market Blvd
Sacramento, CA 95834**

LOCAL 39 NEWS



SCHOLARSHIP APPLICATION LOCAL 39 EDUCATIONAL SCHOLARSHIP

To be completed by applicant:

*Use additional paper if needed.

Applicant's Name: _____
(Last) (First) (Middle)

Address: _____
(Street) (City) (State) (Zip Code)

Telephone: () _____ Date of Birth: _____ Birthplace: _____

Member's Name _____ Employer: _____ Register No.: _____

Relation to Applicant: Parent ☐ Grandparent ☐

HIGH SCHOOLS ATTENDED:

Name	Location	Dates of Attendance
_____	_____	_____
_____	_____	_____

What colleges have you applied or will apply to? _____

What is your educational or career objective? _____

How have you spent your high school summer vacations? _____

Please list all activities, organizations, and offices held while in high school: _____

Please list only community services performed: _____

Has anyone in your family ever been awarded this scholarship? _____

Special interests and outside activities: _____

List all honors and awards received: _____

Please include an essay of not more than 400 words on the following topic:

What do you believe should be the priorities of the labor movement for the next twenty (20) years and why?

Mail Application, Essay, Report on Applicant, Transcript and Letters of Recommendation to the Sacramento District Office:
Local 39 Educational Scholarship
1620 N. Market Blvd., Sacramento, CA 95834

Deadline for receipt of the above items is December 5, 2025

Date: _____ Signature: _____

FOR OFFICE USE ONLY

Date of Parent(s)/Grandparent Joining Local 39: _____ Reg.# _____ Good Standing: _____



REPORT ON APPLICANT AND TRANSCRIPT

The principal or an authorized representative is requested to complete this form and return to applicant, together with one copy of the Official Transcript of the applicant's High School record in a sealed envelope.

Applicant's Name: _____
(Last) (First) (Middle)

Applicant's Address: _____

How long enrolled in your school? _____

Basis for your evaluation (Please check all that apply)

Personal acquaintance _____ School records _____ Reports of Instructors _____

Do you believe the applicant will carry college work successfully? _____

Was the applicant a leader in recognized extracurricular activities in your school? _____

Please specify the activity or activities: _____

To what degree do you recommend this applicant for a scholarship?

Highly _____ Good degree of confidence _____ Fair degree of confidence _____

Please give your personal evaluation of this applicant (use additional paper if needed): _____

Rank in class of applicant: is _____ in a class of _____.

SAT scores, (if available) are: V _____ M _____

Personal rating of the applicant (Please check):

	Excellent	Good	Average
Intelligence	_____	_____	_____
Personality	_____	_____	_____
Leadership	_____	_____	_____
School Citizenship	_____	_____	_____

Date: _____

Signature: _____

School Name: _____

Title: _____

Address: _____



International Union of Operating Engineers Northern California / Northern Nevada

Volume 54, Number 5 — September/October 2025

PUBLIC EMPLOYEE NEWS

State Unit 12 & Unit 13 Update

By BRANDY JOHNSON, Director of Public Employees

State Bargaining Unit 12:

On July 23rd, Unit 12 Members voted to ratify a side letter agreement to extend the current MOU terms to July 1, 2023 - June 30, 2027. As of July 31, 2025, the State Controller's Office (SCO) implemented all economic changes of the Unit 12 agreement.

In addition to extending the terms, the side letter also modified other articles of the MOU, including salaries, the implementation of a PLP 2025 Program, and suspended OPEB contributions until June 30, 2027. For a complete description of all MOU changes, please visit the Unit 12 website.

State Bargaining Unit 13:

On July 23, Unit 13 Members voted to ratify the tentative agreement, effective July 1, 2025, through June 30, 2027. As of July 31, 2025, SCO has implemented all economic changes outlined in the Unit 13 agreement.

As a reminder, effective January 1, 2026, Bargaining Unit 13 employees who are enrolled in the Annual Leave Program will be eligible for the NDI-FCL Program. This program provides eligible employees with up to six weeks of paid leave (50% of their gross salary) within a 12-month period for the care of a seriously ill family member or to bond with a newborn child, adopted child, or a child in foster care. Employees have the option to use their leave credits to supplement up to 100% of their income at the time of filing the NDI-FCL claim. A special open enrollment into the Annual Leave Program

shall be held during the months of October 2025 and November 2025, allowing employees who are in the vacation and sick leave program the opportunity to elect to enroll in the Annual Leave Program.

Unit 12 & Unit 13 – Health Benefits Open Enrollment:

As a reminder, 2025 Open Enrollment dates are September 15-October 10. Changes made during Open Enrollment take effect January 1, 2026.

“As a reminder, 2025 Open Enrollment dates are September 15-October 10. Changes made during Open Enrollment take effect January 1, 2026.”

Active Unit 12 & Unit 13 Members can submit most current health enrollment changes and supporting documentation online through their myCalPERS account.

During the annual Open Enrollment period, active Members can submit Open Enrollment changes online. These changes include:

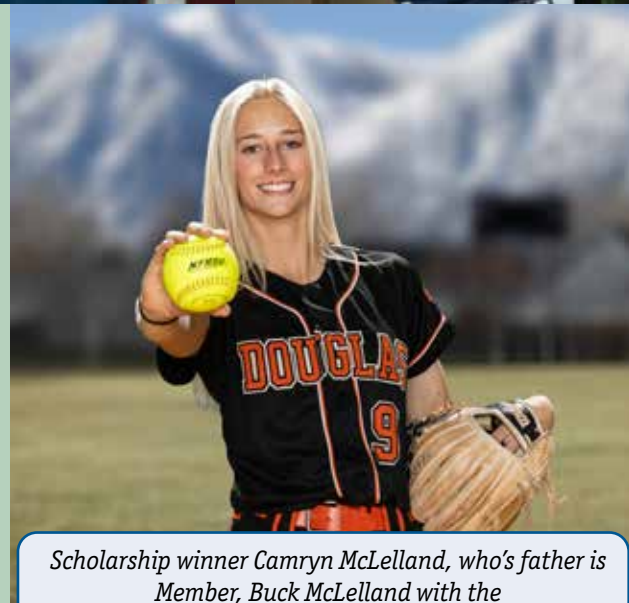
- Adding or removing dependents
- Changing health plans
- New enrollments
- Canceling coverage

No action is needed if an employee isn't making changes to their coverage. For more information, please visit the CalPERS website.

Also, I want to congratulate Business Manager Tim Eggen and the Executive Board of Local 39 on a successful campaign and election this summer. Our Local is a well-run organization and the credit for this goes to Business Manager Eggen and the Board for making the hard decisions!



Scholarship winner Mikaela Rodriguez Castro, with her parents SF BOMA Chief Engineer Percy and Emma Rodriguez



Scholarship winner Camryn McLelland, who's father is Member, Buck McLelland with the South Tahoe City Public Utility District.



2025 Local 39 Educational Scholarship Fund Golf Tournament Celebrating 20 years of Our Educational Scholarship Program



Your Employer is Not Your Friend

By LAURA LESIEUR, District Representative

The title of this article should not be a surprise. You should be aware that your employer is not your friend and does not have your best interests at heart. Protecting you from your employer is what the Union is for.

Issues arise at work all the time. A coworker or customer complains about your behavior, and you are called into an investigation. The HR/Labor Relations investigator is kind and seems like they understand your point of view. A few months later you get a notice saying you are suspended for ten (10) days for inappropriate work conduct. What a shock! For us as Union Representatives it is not shocking. Being kind and understanding while asking questions is a tactic used since the dawn of time to get people to say more than they normally would. Be aware and call your Union Representative if you are given any notice of an investigation. We will prepare you and make sure your rights are upheld during the questioning.

Your supervisor is also not your friend even if you are friendly. Remember you both are public servants, so you are both under a microscope. For example, if you are chatting with a group of workers in the locker room and you let slip that "Steve" forgot to wear his helmet when he went up the tree to cut a branch, you might not think anything of this; but your supervisor/lead worker will. Next thing you know, you are a witness against your pal Steve and he's getting five (5) days off for unsafe workplace behavior and a policy violation.

Your supervisor is not going to get himself in trouble for not reporting or investigating issues when he hears about them.

His safest option is to follow up, investigate and keep his own job protected. When it comes to work, every person is out for themselves. I truly believe we can all be friendly at work but know where the line is and remember not to cross it. With so many cameras in neighborhoods or even in everyone's hands via their smartphones, supervisors and coworkers are more likely to protect themselves to avoid getting in trouble for not reporting policy violations.

"Be aware and call your Union Representative if you are given any notice of an investigation. We will prepare you and make sure your rights are upheld during the questioning."

The workplace has changed. Parts of your job are most likely on video camera somewhere. This is evidence in any investigation. Please be aware that your employer, your supervisor and your coworkers are only going to do what is best for them and their families. Their work is their livelihood. Do not get overly comfortable at work and remember to call your Union

Representative for help. We are here specifically for your best interests and not that of anyone else. If there is a member-on-member issue, we will assign two separate reps to make sure you have someone fighting exclusively in your corner. Do not hesitate to ask for representation and stay protected in your employment.

On a happier note, I would like to congratulate the Executive Board and Business Manager Tim Eggen on their recent election wins! We have an amazing Business Manager in Brother Eggen and I am glad he will be here to run the Local for many years to come.

In Solidarity!

Request for E-mail Addresses

With the technological world expanding every day, Local 39 is encouraging Members to update or provide their e-mail addresses.

Electronic delivery methods provide faster delivery of information and at less cost. Messages can be sent at anytime, anywhere, and the recipient can read it at his or her own convenience. In case of disasters, emergencies, mail delays, or stoppages, IUOE Local 39 can get important messages to our Members in a quick and timely manner thus ensuring that our messages will reach all of our Members.

Your e-mail addresses can be sent to our offices via e-mail to sacramento@local39.org or through calling our offices. Be sure to include your full name and, if possible, your membership number along with your e-mail address.

The Grind Continues at the Bargaining Tables

By MARK E. GONG, Business Representative

City of South San Francisco:

After months of negotiations, the Union and the City of South San Francisco reached a tentative agreement. The bargaining unit did an outstanding job during negotiations. The City offered the same COLA raises as all the other bargaining units, but the membership did not get offered the same longevity pay. Once it became clear the City would not move on their proposals, the Union brought it to the membership to vote. On July 7, 2025, the membership stood strong and voted down the agreement.

We informed the City that the members rejected the tentative agreement, and we have scheduled to return to the table on July 29, 2025. Stay tuned for more information.

City of Daly City:

Negotiations for the City of Daly City are on-going. We have two MOU's that we are bargaining. The bargaining sessions have been moving along, and our next meeting is on August 27, 2025. We hope to reach an agreement soon.

Peralta Community College District:

We have been in negotiations with Peralta Community College for a successor MOU. Unfortunately, Peralta Community College's lead negotiator has changed, which has slowed the process, but we do not expect this to affect our ability to eventually reach an agreement.

Sweet Water Springs Water District:

Sweet Water Springs Water District ratified their MOU on May 28, 2025. The Union has hand delivered the fully executed MOU to the District, which will be distributed to the membership.

Hartnell Community College:

Bargaining sessions with Hartnell Community College have been going well. One of the big topics is health and welfare. Hartnell would like to change providers and keep like and kind services available to the membership. We have been spending a lot of time on this topic to ensure that the Members receive the same or better coverage, for the same or reduced rates. We do not want to see a sub-par plan that costs more money.



Ericca Franco, Park Maintenance Worker I - State of California, Unit 12 Member

News From Northern Nevada

By SCOTT A. LUPO, Business Representative

Training classes are finally happening at the Local 39 Reno office! Members can view the list of current scheduled classes at the Reno office on our training website at <https://www.local39training.org/>. I encourage Members to periodically check the Training Center website for additional training classes offered at the Reno office.

City of Reno

Some initial layoffs have occurred at the City of Reno. So far, there have been two Local 39 Members that have been impacted by these layoffs. Additional layoffs may occur sooner than expected depending on the current financial state of the City. A seniority list by department has been provided to the Shop Stewards to post. Please review these lists to make sure your information is correct.

High Desert State Prison

Grievances have been filed on behalf of Bargaining Unit 12 M&SS I Members who are being forced to perform the duties of Heavy Truck Drivers. Local 3 has also filed grievances as

the Heavy Truck Drivers are not being offered the overtime work that is being forced on the M&SS I workers. Meetings have been scheduled to address these violations with Local 3 and the Warden.

Bally's Lake Tahoe Casino Resort

I am happy to announce that Javier Rodriguez has been elected as the Shop Steward for the Engineering Department at Bally's Lake Tahoe. I will schedule another meeting with the Engineers to discuss any work-related issues or concerns they may have.

Mineral County

Members from Mineral County voted to ratify the wage increase for 2025. All Local 39 County employees will receive a pay increase for fiscal year 2025-2026. The County is looking to upgrade the pay scales for Hawthorne Utilities Department due to not being able to keep or hire employees at the current classification rate.



Circus - Circus Hotel and Casino, Reno, NV Engineering Crew: Juan Medina - Parts Room Attendant, Mohammad Riaz - Maintenance Engineer, Shop Steward Raymond Lingad - Maintenance Engineer, Nemo Velazquez-Ortiz - Maintenance Engineer, Samuel Wallace - Maintenance Engineer II, Ricky Bettencourt - Maintenance Engineer, and Joseph Bravo- Maintenance Engineer

Access: It Shouldn't Be That Difficult

By TOM E. MEDELLIN, Business Representative

With summer over and fall around the corner, I have been busy in my assignment making as many site visits as possible. I am happy to report that in July both the Unit 12 Extension Agreement and Unit 13 Memorandum of Understanding were ratified by Bargaining Unit Members.

If you still have questions, and I wasn't able to make a site visit before the vote took place, please feel free to send me an email or give me a call, so I can schedule a site visit to go over the details of the two agreements.

Recently I tried to get access to one of my sites in my assignment for an investigation into a potential grievance. When I notified management I wanted access during the workday to investigate a potential grievance, management tried to restrict my access to the facility. They were only willing to give the Union access after-hours, or during the Members' lunch. This is a clear violation of the Unit 12 MOU Article 5 Union Rights section 5.1 A. paragraph (6) and section 5.3

paragraph (A) which allows the Union access during work hours to investigate grievances. The Union advised Management of these MOU articles and after a few phone calls and emails, management realized they were in the wrong and they needed to allow the Union into the workplace to investigate a potential grievance.

"If you still have questions, and I wasn't able to make a site visit before the vote took place, please feel free to send me an email or give me a call, so I can schedule a site visit to go over the details of the two agreements."

The lesson here is that good management should be more worried about resolving a grievance at the lowest level instead of restricting Union access into a worksite to perform an investigation.

Unfortunately, grievances and investigations are up in my assignment. Most of them are related to working out of class, or overtime distribution. If this happens at your site give me a call so you can be represented early in the investigation.

As always, please give me a call or send me an email if you would like to schedule a site visit.

First Time Home Buyer Program

OE FEDERAL
CREDIT UNION

Since 1964, OE Federal Credit Union has been helping union brothers and sisters achieve their financial goals, such as becoming a homeowner. With an in-house Real Estate team based in its Livermore, CA headquarters, OE Federal has a specialist standing by to answer all your questions and help make your dream a reality. The Credit Union offers an array of mortgage products including; 1st Mortgages, Home Equity Loans and a newly created First Time Home Buyer Program. The FTHB program is

available to help members get into their first home with as little as a 5% down payment.

With OE Federal by your side, no financial goal is out of reach. For more information about our Mortgage products, or any of our other products and services, please call (800) 877-4444, or visit us on the web at www.oefcu.org. OE Federal Credit Union is federally insured by the NCUA and an equal housing lender.

Elevating Engagement is Essential

By JEREMY BURCH, Business Representative

Every step forward we take at the bargaining table begins with Member engagement. When Members attend meetings, ask questions, provide input, or vote on a tentative agreement, it strengthens our position and keeps our focus aligned with your priorities. That involvement also sends a clear message to employers: we are informed, united, and paying attention.

In the public sector, where labor agreements are shaped by elected boards, limited budgets, and public accountability, engagement matters even more. Boards of Supervisors, City Councils, and District Directors often require justification for every dollar invested in the workforce. Member participation helps tell that story. When employees raise classification concerns, support proposals, or participate in negotiations, it brings urgency and credibility to the process.

This past bargaining season showed what that kind of engagement can achieve. Whether securing equity adjustments, better pay structures, or classification studies, Members were central to each outcome.

City of Colfax

The City of Colfax is advancing our proposed side letter for a City Council vote. It includes an equity adjustment and a reduced number of merit steps to reach top-step pay. These changes reflect continued Member advocacy and would help the City retain experienced workers through a more supportive pay structure.

County of Placer

Members voted to approve a tentative agreement later adopted by the County Board of Supervisors. The new contract includes fixed cost-of-living adjustments (COLAs) and broad wage increases that enhance pensionable income and base-pay-related earnings such as overtime, longevity, and specialty pay. We are also excited to see at least 27 classifications, many raised by engaged Members, added to the contract for classification and compensation studies. This work will continue, and Member involvement will remain critical as the County begins conducting these studies over the next two years. Thanks to strong participation throughout negotiations and at the numerous well-attended contract summary meetings, we were able to secure a successor contract made up entirely of forward-moving gains.

City of Grass Valley

The City is reviewing options for a new dental and vision provider. With help from active Stewards and engaged Members, we are working to ensure the proposed changes bring real benefit and cost savings in the upcoming open enrollment period.

Each of these gains happened because Members stayed involved. Engagement is not just a slogan or a catchphrase. It is the driving force behind real results and the foundation for future success.



Rebuttals Help Even the Playing Field

By AMANDA SKIBBY, Business Representative

Your employer may implement corrective measures against you, which can take various forms. A corrective measure could be as “simple” as a conversation, or it might involve an email, formal letter, or memorandum. Generally, corrective measures are related to an employee’s work performance or conduct. It’s important to understand that all corrective measures can potentially lead to disciplinary action, particularly when they are more formalized.

What You Should Know: Corrective Action

If you find yourself facing corrective measures from your employer, whether formal or informal, it means they are documenting each instance they consider problematic. You may not see this documentation, especially if it’s just a casual conversation. However, that doesn’t mean it isn’t being documented. Employers will use this documentation as evidence for future corrective measures and possible disciplinary actions. Furthermore, the documentation may not be complete; it might overlook certain factors. As an example, the employer may document an error you made and the corrective measures they took to address your work performance, however, the employer skipped over their failure to provide adequate training, which lead to the error.

I’m not trying to alarm you by suggesting that your employer monitors your every move. However, it’s essential to understand the dynamics surrounding corrective measures to level the playing field. What does that look like?

Consider a situation where your employer discusses a work-related error you made. They might invite you into their office, close the door, and say, “We need to talk about your work performance.” Each conversation is unique, and it’s important to consider the specifics. In this example, let’s say your boss expresses annoyance about an error you made and claims you failed to meet their expectations. If they shut down the conversation when you try to explain your perspective, you may leave feeling unheard and uncertain about how to avoid similar mistakes in the future. At this point, the power dynamics heavily favor your employer. Why? Because they control the narrative, the workplace environment, and now possess documentation from the corrective discussion.

Balancing the Power Dynamic

Rebuttals help even the playing field. Why? It creates a balanced narrative. Now, there are two perspectives. For instance, the employee could follow up with an email, professionally addressing their disagreement with the assessment of their performance. They might write: “When you mentioned that I made an error and failed to meet your expectations, I felt it was important to point out that I have not yet received adequate training on the proper methods for performing this task. I want to ensure I don’t repeat the same mistake, but unfortunately, I didn’t have the opportunity to express this during our meeting. Therefore, I am requesting training on this matter to ensure I properly complete this task and excel in my duties. You mentioned certain expectations during our discussion; could you please clarify these expectations, so I have a complete understanding of my job responsibilities?”

Ultimately, every situation is different, but the main takeaway from this article is that you have your own narrative, and your employer is unlikely to advocate for you. Make sure to document your perspective, whether by writing it down or taking notes. Remember, rebuttals help even the playing field.



*State of California, Unit 12 - Department of General Services Members:
Shawn Hauptman - Electronics Technician, Joseph Keast - Maintenance
Mechanic and Blanca Barragan - Electrician I*

Bargaining Continues; Settling Disputes

By STEPHEN HATCH, Business Representative

Negotiations Ongoing

Contract talks continue with both the City of Folsom and Placer County Water Agency, though at two vastly different junctures. In Folsom, we are inching closer to an overall agreement. We anticipate that we will be able to conclude negotiations sometime in August, should everything go according to plan.

While Folsom is winding down, the opposite is true in Placer County Water Agency. This is only because we just initiated discussions with the Agency for both bargaining units. As of this writing, both parties are still engaged in submitting our initial proposals. We still have a long way to go but we are optimistic we can reach an agreement well in advance of the MOU's current expiration dates.

Issues Settled

Employers are allowed to create policies governing the workforce so long as those policies comport with the labor agreement negotiated with the Union. Likewise, if those policies fall within the scope of representation, they have a legal obligation to notify the Union and meet and confer over those changes (or the impacts depending upon the topic).

Recently, the City of Roseville's Solid Waste Division violated its own policy by denying more than one employee off during weekend coverage. Existing department policy states that two

employees are allowed off. Following Union intervention, the City concurred that it had erred in unilaterally reducing the number of staff that can be off on weekends and will abide by its policy. In the near future I anticipate receiving a notice to meet regarding a policy revision, but until then I am glad to have resolved this matter to the satisfaction of our Membership.

Likewise, Side Letter Agreements are agreements between the parties to amend a current contract. They are, effectively, contract language. Recently, the Union and Georgetown Divide PUD negotiated a side letter to require a Maintenance Lead obtain a Class A drivers license in exchange for a significant wage increase. When it came time to sign the paperwork implementing the Agreement, the impacted employee was told the increase was nowhere near what was negotiated. Again, following Union involvement, the matter was amicably resolved and the Member received his proper wage increase.

Both of these instances were resolved without the filing of grievances. Neither would have been solved unless the Membership had reached out to their representative seeking redress. If you run into situations at the worksite and need assistance, do not hesitate to contact your Business Representative. We're here to help! That's what we do!



City of Roseville Child Site Coordinator Monica Anderson

Negotiation Updates

By CHRIS KALMAR, Business Representative

Sacramento Area Sewer District

Local 39 is pleased to report that after months of negotiating with the Sacramento Area Sewer District, the Union has completed bargaining and the membership has ratified their first contract with the new employer. The Bargaining Team and the Union have been working diligently on creating new classifications and compensation comparisons for the membership, which will help justify wage increases and are a true representation of what you, the Members, do for the employer.

The team was also able to bargain benefit improvements that will not only help the membership during the term of this contract, but improvements that will continue throughout their career with this employer. With the contract being ratified, it is now time to hold the employer's feet to the fire. The Members must not be complacent on disciplines, classification revisions, and general work issues that may occur during the term of the contract.

Sacramento County Local 39 Units Operations & Maintenance and Water Quality & Stationary:

Both Sacramento County Local 39 Units encompassing Operations & Maintenance and Water Quality & Stationary have ratified their successor contracts. While this Employer is

a well-known entity and we have negotiated agreements with them for several decades, this contract was more challenging than usual. The County tried to make substantive benefits and language changes that could have negatively impacted the Members. It was only through the hard work of the Local 39 bargaining team and the strength of the collective Members that we were able to prevent negative impacts to our Members. Although the contract has been ratified, the fight is not over. We must continue to challenge the employer on all fronts, so they know the membership is strong and not to be trifled with.

City Of Vacaville

The Union is in full swing and gearing up for bargaining with the City of Vacaville. The Members have already provided the surveys for the next contract and have made it clear that they are ready for a fight if need be. The core infrastructure that makes the City of Vacaville run is maintained through the hard work and diligence of our membership, and the Union will not let the employer forget that. The Union has scheduled its first bargaining session with the employer, and we are ready to negotiate the benefits that the Members deserve for all their efforts on the employer's behalf.



Sacramento Area Sewer District Bargaining Team Members: Darrin Satterfield – Sr Industrial Control Systems Technician, Andrew Oke – Chemist, Horacio Zamora – Mechanic III, and Foster Baldwin – Maintenance & Operations Technician

City of Sacramento – Professional Conduct and Use of City Resources – Memo

By PAYDEN MARTIN, Business Representative

On May 21, 2025, the City Labor Relations Office put out a memo to all staff as a reminder to follow City policy with respect to the use of City resources, accurate time reporting, professionalism, non-retaliation, supplemental employment, remote work outside the region or state, and keeping up required licenses/certifications. While this memo was probably read and promptly placed in the round file by many, I encourage you all to go back and make sure you understand exactly what the City is warning you about.

I wish I could say the memo was entirely blown out of proportion, but the reality is that folks have fallen victim to all of these situations, including employees with otherwise stellar records, or long tenures. Some of the things in this memo can lead to serious discipline, particularly in the case of misreporting of time.

I firmly believe the need for this memo reflects poorly on the management, as much as it does a few wayward employees, who, for whatever reason, made the wrong decision. The memo was probably read by everyone with the thought, this doesn't apply to me. I will say, many are probably not in 100% compliance with all these principles 100% of the time. But, that is the expectation. If you make a pit stop at Costco on your way home in the on-call truck, did you misuse resources? If you told your co-worker the joke your uncle told you last weekend when you were fishing, was that profes-

sional? When you took a nap in your car on your lunch break, but your alarm to wake you up after 30 min didn't go off because you accidentally put AM instead of PM, did you come clean with your supervisor and correct your timesheet? Did you ignore Bob's requests for assistance with the Larsen project, because he filed an HR complaint about you last month?

While no one is perfect, some conduct is likely to get folks in trouble. While this is a bit of a sore topic, it is important for all of you to familiarize yourself with it, because what might not seem like a big deal could cost you your job. While mistakes do happen from time to time, Local 39 is here to help if you do find yourself in a difficult situation. However, it is best to know up front, just don't risk it.

If you would like a copy of the memo it can be found at this link: [MemoProfessionalConductAndUseOfCityResources.pdf](#)

In solidarity.



City of Sacramento, Negotiations Team Members: (Front Row) Shawn Silva – Integrated Waste Equipment Operator, Barbara Ruiz – Customer Service Representative, Branden Bradley – 311 Customer Service Agent, Donald Wayne – Construction Inspector II, (Back Row): Desmond Moore – Code Enforcement Officer, Courtney Guzman – Program Coordinator YPCE, Jeffrey Hatley – Instrumentation Technician II, Kimberly Scali, Police Records Specialist III, (not present for photo: Jesus Munos – Arborist/Urban Forestry)

Central Valley

By JENNIFER OSBORN, Business Representative

City of Waterford – Members have voted in favor of a new five-year agreement. The contract includes salary increases, pay differentials, and several other economic gains that strengthen compensation and benefits over the life of the agreement.

Selma Kingsburg Fowler County Sanitation District – Members also recently ratified a new three-year agreement. Highlights of the contract include salary increases, an additional floating holiday and an increased to the employer contribution towards health care premiums.

California Dairies Inc. – Local 39 and California Dairies have three additional bargaining dates scheduled. The Union has submitted all of its original proposals to the company. At this time, the company continues to focus discussions on

employee training and not much else. We remain committed to making progress and will keep Members updated as negotiations move forward.

Pundir Group – The Union and the employer held our first bargaining session on August 7, 2025. During the initial meeting the Union presented its full package of proposals, which focus on improving wages, working conditions and training for the Engineers. Discussions remained respectful, and both sides expressed a willingness to continue working towards a fair agreement.

The next District 5 meeting will be held Wednesday, November 19, 2025, at 5:00 p.m.

Grievances Filed Against Dignity Health and the State of California

By GARRETT DICKINSON, Business Representative

The Local 39 Red Bluff office has been busy as of late filing multiple grievances. First, a grievance was filed against Dignity Health Mercy Medical Center Redding for contracting out Local 39 work at their non-acute outbuildings, e.g. private family practices and an oncology center. These outbuildings have traditionally been maintained and operated by our Local 39 Mercy Medical Engineering Crew until July 1st, when the Hospital began contracting the work out to non-Union Engineers.

If you are an Engineer and believe your work is being infringed upon, do not hesitate to call your Business Representative! Through the hard work and sacrifices of our membership, Local 39 has fought and won difficult battles at the bargaining table over the years. We do not want to see that hard work and sacrifice be wasted because an employer wants to try to save a few bucks. Your work is your work, protect it!

Additionally, several out-of-class grievances have been filed with multiple Departments at the State of California. Since the

State finds itself in a difficult budgetary situation, Departments will often do what they can to save money and that can mean working employees out-of-class. These out-of-class grievances often start harmlessly enough; You're asked to do a favor for a supervisor who has treated you well in the past, and you feel an obligation to help. But what can often seem like a harmless act of kindness and teamwork, can turn into your employer taking advantage of you. After completing a few out-of-class tasks, it then becomes expected of you, and you're met with pushback when you mention to your management that the work you've been doing is out-of-class.

The easiest way to curb this behavior from an employer is to head it off at the pass and make it clear you expect out-of-class pay. And as always, if you find yourself in a situation like this, call your Business Rep!

Finding a Resolution

By MACY SHERMAN, Business Representative

Members contact me with a variety of issues, involving everything from Equal Employment Opportunity (EEO) issues, the need for protected leave under Family Medical Leave Act (FMLA) or reasonable accommodation under the Americans with Disabilities Act (ADA), problems with co-workers or managers, and safety concerns. There are usually solutions to these problems, especially if you are proactive in finding an appropriate and timely resolution.

It can be tempting to put off resolving an ongoing issue, either hoping it resolves itself or because it can be daunting to find a solution if the path is unclear. However, there are consequences to doing this. If an employee is dealing with needing a workplace accommodation or protected leave, not obtaining the leave or accommodation can affect work performance or attendance, leading to disciplinary action. Many times, after disciplinary action is issued, an employee will tell me they need FMLA or reasonable accommodation, which we can often help walk them through obtaining. However, by that point they have been issued the disciplinary action, which is an additional issue they now have to deal with.

If the issue was addressed early on, there would be no dis-

ciplinary action. If employees do not report EEO issues or problems with co-workers, it affects their work environment and can lead to a hostile work environment. Not speaking up will allow the negative interactions to continue, often affecting multiple employees and the general atmosphere. Not addressing contractual violations allows the employer to continue to violate the contract, weakening its enforcement. Finally, unaddressed safety concerns can lead to injury/illness for our membership, and it goes without saying reporting safety issues is imperative to keep our membership safe.

Being proactive protects yourself, your workers, and the Union. If you are dealing with a workplace issue, and are unsure of how to move forward, contact your Business Representative. However, make sure you consider what a resolution would look like to you. This is important because sometimes the resolution is simple and easily implemented. You, as the worker, understand your workplace better than anyone. Be able to clearly articulate the problem, preferably in writing, so that no aspect goes unaddressed. You deserve to be heard, and if you are unsure, the Union is here to assist you!

Contract Negotiations Updates

By TERRI HAUSCHEL, Business Representative

Congratulations to Local 39's Business Manager, Tim Eggen, and the Executive Board for a smooth and successful election in June. Thank you to the Election Committee for your participation in the verification process.

City of Fresno

As of this writing, the Union and the City have eleven outstanding job descriptions that have not yet been finalized related to the Classification and Compensation Study. Wage increases have been agreed to, however the implantation date for wages has not been established, nor has the timeline for retro pay. We anticipate wrapping these issues up soon.

Many City contracts remain open, however, Police, Police Management, and CFMEA reached agreement in late July. Right now, the most significant change is the removal of incidents in the attendance policy, but we are still far apart on wages which is the most important part.

City of Corcoran

Negotiations are ongoing with the City. The City has devel-

oped a salary survey from cities that are of similar or slightly larger size. The Union does not agree with all the salaries due to differences in certifications and qualifications that some classes were compared to. Currently the City wants to adjust wages to seventy-five percent of the salary survey average. Essentially, the City wants their employees to accept twenty-five percent less than average pay than that of the cities surveyed. At the last meeting the City's chief negotiator said that the parties were too far apart on wages to come to an agreement. The Union recommended that the City provide its' Last, Best Final offer. The City has not yet provided it.

State of California

Units 12 and 13 have ratified an extension or successor MOU. The Union was successful in negotiating terms that resulted in no pay loss or concessions for the Members of the Units. With the temporary pause of employee contributions to Other Post-Employment Benefits (OPEB), Members will see an increase in their take-home pay. This is a great deal considering the budgetary issues currently faced by the State.

Public Sector Bargaining During Uncertain Economic Times

By CHUNG PARK, Business Representative

Many public entities beginning with the State and trickling down to counties, cities, and school districts are citing budget shortfalls/deficits this fiscal year. This is compounded by projections from their actuaries about the uncertainty of the economy for the next several years. Despite competing claims and statistical data to support different theories about the economy, Finance Departments are running scared and have made contract negotiations more difficult. What is certain is that now more than ever, we need each other. We need the collective bargaining power of the Union and we need to stand together in solidarity and strength.

East Bay Municipal Utility District (EBMUD)

Negotiations concluded for a three-year contract with zero takeaways and good wage increases, and the Members voted to ratify the agreement. Historically, we have had four-year contracts with EBMUD, but the employer was adamant that given “the uncertainty of the current economy and projections” they were in favor of a shorter contract.

San Francisco Unified School District (SFUSD)

Given SFUSD’s current budget situation, they would only agree to a one-year contract. As our contract expired on June 30, 2024, this means what we secured was only for July 1, 2024, to June 30, 2025, which means by the time this contract was ratified it was expired. We are continuing to negotiate for July 1, 2025, onward and we have already sent SFUSD our “Sunshine Letter” outlining our intent to bargain for a successor MOU. SFUSD has already responded that they are looking for another one-year contract. We are hopeful that we can get the next contract ratified before it expires. The Union has also represented SFUSD Members at investigatory meetings and Americans with Disabilities Act (ADA) accommodations meetings.

Contra Costa Water District (CCWD)

At the time of this writing, negotiations for the successor contract with

CCWD have already begun. The bargaining team has already collected surveys, researched the District’s responses to our Request for Information regarding their financial situation, crafted initial proposals and have had several negotiations meetings. The Union has also represented multiple Members at investigatory meetings to ensure that their rights were not violated and they were afforded full due process rights.

County of Solano

Local 39 has formed our bargaining team, collected Member surveys and noticed the County in a timely manner with our intent to negotiate a successor agreement. However, due to the delays by the County, at the time of this writing, we have been unable to meet for our initial negotiation meetings. We will continue to push the County to get them to the table as soon as possible. The Union has also represented Members at multiple ADA accommodations meetings.

Other Quick Updates

Local 39 has represented several Members who work for various employers at Skelly meetings for proposed termination(s) and have successfully mitigated the impact and protected their jobs. We are seeing a trend where disciplines are increasing across the board and remind all Members to make sure that they are complying with all work rules and to contact their respective Business Representatives with any questions and/or concerns. However, it is recommended that you follow the guideline of “obey now, grieve later” unless your employer is ordering you to violate a law or safety regulation.



Local 39 Stewards and Bargaining Team Members at the Contra Costa Water District: Roy Horton – Water Treatment Operator, Shane Tolosko – Multi Skilled Equipment Operator, Jacob Bartz – System Control Operator and Matt Fowler – Crew Leader

How Can I Help Myself When Faced With an Adverse Action From the State

By DESIREE TERRONEZ, Business Representative

When Members receive a Notice of Adverse Action (NOAA) from the State of California, sometimes they are expecting it, or it feels like it comes out of nowhere. In my past articles I have strongly advised Members working for the State that when you receive a NOAA to immediately contact your representative. I also stressed how important it is to not disassemble your paperwork. The department puts these documents in particular order. These documents are generally not date-stamped and therefore when disassembled it can be very difficult to put the NOAA back together.

After you have received your NOAA, you might wonder what else you can do to help with your case. One of the most important things that you can do is to create a timeline of events. Sometimes what is reported in the NOAA is not an entirely complete or accurate record of what occurred. The NOAA might be missing a significant event or email that may help your case. This information may be valuable as your representative starts to piece your case together with mitigating factors. You have an opportunity to be an active participant in your case, and I strongly encourage Members to do so.

Porterville Meet/Greet

I recently held a membership meeting at Porterville Developmental Center (PDC) and it was impressive to see the number of Members, and those who wanted to become Members, present. Many non-members joined their fellow colleagues at their first meeting and signed up. Everyone had the opportunity to ask questions about the Union and if there were things that the Union could do to help them. It was truly an engaging meeting.

Hello CCWF

I also had another great membership meeting at the California Department of Corrections and Rehabilitation at Central California Women's Facility (CCWF). We discussed the side letter agreement that many were going to have the opportunity to vote on. It was an impressive crowd with new Members eager to sign up and take an active voting role.

Involvement in your worksite is always a must. The adage "Knowledge Is Power" remains true.



Shop Steward Refugio Bravo - Water and Sewage Plant Supervisor with the State of California, Unit 13 Correctional Training Facility (Monterey)

Regular Executive Board Meeting Minutes, July 26, 2025.

The meeting was called to order by President Jeff Gladieux. The Pledge of Allegiance to the flag was given. Roll call showed the following Officers and Members present:

Tim Eggen	Rosemary Aguinaldo	James Anderson	Ryan Barber	Dan Criado
Joseph Gatt	Jeff Gladieux	Americo Gonzalez	Paul Knight	Andy Law
Jess Rallojaj	Daniel Ruiz	Peter Schaaphok	Matthew Skelley	Walter Thiel
Shane Victa	Donald Wayne			

Also present was former Business Manager, Bart Florence.

It was moved by Brother Anderson, seconded by Brother Thiel, and carried, to approve the minutes of June 28, 2025 Executive Board meeting as printed.

CORRESPONDENCE

Executive Board Member, Eric Schiefelbein – Letter of resignation.
Executive Board Auditor, Alice Smith – Letter of resignation.

SPECIAL ORDER OF BUSINESS

Former Business Manager, Bart Florence administered the oath of office to all newly appointed and reelected officers, board members, auditors, and trustees

FINANCIAL / TREASURER'S REPORT

The Financial Report was read by Brother Rallojaj. It was moved by Brother Criado, seconded by Brother Gonzalez, and carried, to approve the FINANCIAL REPORT as read.

OLD BUSINESS

None.

NEW BUSINESS

1. It was moved by Brother Gatt, seconded by Brother Law, and carried, that all SUSPENSIONS, WITHDRAWALS, TRANSFERS, and INITIATIONS be approved as printed.

2. AGREEMENTS for the period June 28, 2025 – July 26, 2025, are as follows:

Auburn Recreation District	04/01/2025-03/31/2028
David Grant Medical Center (Facility Services)	09/01/2025-08/30/2030
Dominican Santa Cruz Hospital	10/01/2024-09/30/2029
Golden One Center / Sleep Train Arena (ABM)	08/01/2024-07/31/2030
PayPal (UG2)	04/01/2025-03/31/2030
24 Willie Mays Plaza (San Francisco Baseball Assoc.)	12/01/2023-11/30/2029
3055 Oak Road (DMS)	05/01/2025-12/31/2030

It was moved by Sister Aguinaldo, seconded by Brother Ruiz, and carried, that the AGREEMENTS, having BEEN RATIFIED BY THE MEMBERSHIP involved, be approved.

3. It was moved by Brother Knight, seconded by Brother Victa, and carried, that GOOD STANDINGS be approved as paid.

4. It was moved by Brother Gladieux, seconded by Brother Rallojaj, and carried, to approve an outdoor rental space in Reno for staff and Executive Board members use.

5. It was moved by Brother Gatt, seconded by Brother Ruiz, and carried, to approve the Quarterly Auditors reports.

6. It was moved by Brother Rallojaj, seconded by Brother Barber, and carried, that BILLS for the month of June 2025, be approved as paid.

GOOD OF THE ORDER

Tim Eggen, Business Manager - Reported on the recent Trust Fund & Western Conference meetings; Federal PAC transfer of funds; recent fraud discovery; Scholarship Fundraiser preparations; and closing with Board changes and election results.

Jay Vega, Director of Stationary Affairs – Reported he is very busy bargaining hospital contracts and training several new Business Representatives. He went on to explain what he's learned as a Trustee and reported on his recent attendance at Trust Fund meetings.

Brandy Johnson, Director of Public Employees – Public Sector new membership report, organizing update and contract negotiations.

Scott Lupo, Business Representative – Gave an update on his Reno assignments. Reported on the City of Reno recent layoffs; Mineral County wage opener; and organizing efforts in the Reno area.

Laura Le Sieur, District Representative - Reported on outer offices Auburn, Red Bluff, and Fresno. Closing with updates on public sector Representatives assignments in Sacramento.

Oscar Carcamo, District Representative – Reported on inception agreement update, BOMA standards and new Business Representative training.

Abel Fuaau, District Representative & Special Projects – Software upgrades & development; network upgrades & security changes; phone network upgrade; new usable Local 39 APP; and assisting with new Business Representatives training.

Veronica Hernandez, Executive Assistant/Comptroller – Gave an update on scholarship fundraiser; discovery of bank fraud; Federal PAC funds transfer & political filings; Local 39 & JATC Workers Comp audits in the works; and preparing annual compensation calculations for Executive Board review.

Mose Portillo, Lead Organizer – Organizing efforts added 286 new members last year. In 2025 we've added 60 new Stationary Engineers, and a current campaign will add 112 members. Spoke of his future targets and plans to increase our membership.

Matt Frediani, Director of Training – Spoke of staffing changes and recent retirement of Thomas Crane; classes beginning in Reno this August; 80 Apprentices expected at orientation; new welding/machinery shop in San Francisco by summer.

There being no further business, the meeting was adjourned at 10:26 a.m. The next meeting is scheduled to be held August 23, 2025, at 9:00 a.m. at the San Francisco office of the Local.

Respectfully submitted,

Tim Eggen
Business Manager/Recording Secretary



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Regular Executive Board Meeting Minutes, August 23, 2025.

The meeting was called to order by President Jeff Gladieux. The Pledge of Allegiance to the flag was given. Roll call showed the following Officers and Members present:

Tim Eggen*	Rosemary Aguinaldo	James Anderson	Ryan Barber	Dan Criado
Sam Enchill, Jr.	Jeff Florence	Joseph Gatt	Jeff Gladieux	Americo Gonzalez
Paul Knight	Andy Law	Eleuterio Olveda	Jess Rallojay	Daniel Ruiz
Peter Schaaphok	Walter Thiel	Donald Tyacke	Donald Wayne	Tim White

Also present was Director of Stationary Affairs, Jay Vega.

*Business Manager Tim Eggen was present via ZOOM link.

It was moved by Brother Gladieux, seconded by Brother Ruiz, and carried, to approve the minutes of July 26, 2025 Executive Board meeting as printed.

CORRESPONDENCE

Antonio Villaraigosa, California Governor 2026 – Thank you for support.
Fremont Bank – Fraud investigation complete.

SPECIAL ORDER OF BUSINESS

Business Manager, Tim Eggen administered the oath of office to all newly appointed and reelected officers, board members not present at the July meeting.

FINANCIAL / TREASURER'S REPORT

The Financial Report was read by Brother Rallojay. It was moved by Brother Gatt, seconded by Brother Tyacke, and carried, to approve the FINANCIAL REPORT as read.

OLD BUSINESS

None.

NEW BUSINESS

1. It was moved by Brother Florence, seconded by Brother Knight, and carried, that all SUSPENSIONS, WITHDRAWALS, TRANSFERS, and INITIATIONS be approved as printed.

2. AGREEMENTS for the period July 26, 2025 – August 23, 2025, are as follows:

County of Placer (PPEO)	07/01/2025-06/30/2028
Dignity Health – Saint Elizabeth Community Hospital	07/18/2023-07/01/2028
Integrated Facilities Management (1600 Sierra Point Pkwy)	07/07/2025-08/31/2029
Shasta Linen Supply, Inc.	11/01/2024-10/31/2030
Sweetwater Springs Water District	07/01/2025-06/30/2030
UG2 LLC (555 Capital Mall)	07/01/2025-06/30/2030
UG2 LLC (Menlo Corporate Center)	07/01/2025-06/30/2030
UG2 LLC (Crossing 900 Building)	07/01/2025-06/30/2030

It was moved by Brother Criado, seconded by Sister Aguinaldo, and carried, that the AGREEMENTS, having BEEN RATIFIED BY THE MEMBERSHIP involved, be approved.

3. It was moved by Brother Anderson, seconded by Brother Schaaphok, and carried, that GOOD STANDINGS be approved as paid.

4. It was moved by Brother Enchill, Jr., seconded by Brother Law, and carried, to approve a reception sponsor for the Montanez Foundation fundraiser.

5. It was moved by Brother Rallojay, seconded by Sister Aguinaldo, and carried, to approve a Journeyman Guide Dog sponsor to the Guide Dogs of America fundraiser.

6. It was moved by Brother Anderson, seconded by Brother Gonzalez, and carried, to approve the formulated wage increases for the professional staff.

7. It was moved by Brother Criado, seconded by Brother Anderson, and carried, to approve a potential East Bay property purchase.

8. It was moved by Brother Criado, seconded by Brother Gatt, and carried, to approve the parking lot pavement repairs.

9. It was moved by Brother Gonzalez, seconded by Brother Thiel, and carried, that BILLS for the month of July 2025, be approved as paid.

GOOD OF THE ORDER

Business Manager Tim Eggen reported on the success of our Educational Scholarship Fundraiser; went over his plans for the East Bay; staff changes; explained the parking lot estimates and course of action; and closed with a member crediting issue and the resolution.

There being no further business, the meeting was adjourned at 9:53 a.m. The next meeting is scheduled to be held September 27, 2025, at 9:00 a.m. at the Sacramento office of the Local.

Respectfully submitted,

Tim Eggen
Business Manager/Recording Secretary



Local 39 Executive Board

President
JEFF GLADIEUX

Vice President
AMERICO GONZALEZ

Business Manager-Secretary
TIM EGGEN

Financial Secretary
DANIEL RUIZ

Treasurer
JESS RALLOJAY

Auditors
LEON DEMMON
STEVE HAWKINS
DANNY SAULOG

Trustees
JARED LOVE
MATTHEW SKELLEY
JASON COESTER

Conductor
ALBERTO VALDEZ

Guard
CORY SMITH

Executive Board Members

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ANDY LAW
JAMES ANDERSON
TIMOTHY WHITE

District 2, Oakland
RYAN BARBER
PETER SCHAAPHOK
ELEUTERIO OLVEDA

District 3, Sacramento
DONALD WAYNE
JEFF FLORENCE
WALTER THIEL

District 4, Stockton
SHANE VICTA
PAUL KNIGHT

District 5, Fresno
DAN CRIADO
ROSEMARY AGUINALDO
JOSEPH GATT

District 6, Salinas
DONALD TYACKE

District 7, San Jose
SAM ENCHILL, JR.