

International Union of Operating Engineers
Northern California / Northern Nevada

Local 39 News

Volume 54, Number 6 — November/December 2025



Local 39 Members, hospital employees and other Union Members stand in solidarity with the Engineers on strike at Santa Rosa Memorial and Petaluma Valley Hospitals.

Reflecting on a Year of Growth, Connection, and Inspiration

By TIM EGGEN, Business Manager

As I pause and reflect on the past year, it's clear that things have been moving at an incredible pace. Work travels have taken me to Florida, Nevada (several times), Texas, Arizona, and Chicago. With at least one more trip planned before the end of 2025, the journey isn't over yet.

One highlight of the year was the opportunity to visit and network with our IUOE brothers and sisters in Chicago. Credit where credit is due, Business Manager Pat Kelly of Local 399 and his outstanding training team led by Jim Coats, have created an amazing opportunity for all the new and seasoned veterans in our trade. I'll be the first to admit we have it good here, and our training programs across California and Nevada are something to be proud of. But their facility is on another level; truly a "Costco-sized" training center! As impressive as the scale was, what stood out most was the humility and generosity of their team in sharing ideas to help cultivate the next generation of IUOE members.

Director of Training Matt Frediani and I thoroughly enjoyed the tour. I was prepared to be impressed, but Matt came away especially inspired, gaining valuable insights and ideas from such a successful IUOE school. To top it off, Brother Kelly shared some very sound advice on helping our members save on insurance premiums, which is something we'll be looking into.

A big thank-you to Pat and his entire crew for their hospitality and for offering a window into all things Local 399 Chicago!

While in Chicago, the Union and Training Department had the privilege of participating in the 2025 Tradeswomen Build Nations convention. As I mentioned earlier, the visit to Local 399 alone made the trip worthwhile, but the convention itself offered so much more.

With roughly 5,000 attendees, this event continues to grow in both scale and impact. Thanks to approval from our

Executive Board, we were able to bring several apprentices along with some of our staff members.

Night one set the tone with the ballroom being packed wall to wall. It was so crowded, in fact, that the apprentices used it as the perfect excuse to avoid me while I searched for my best guy, Gerald Ballesteros, who (true to form) never answers his phone.

On day two, our group reunited to enjoy an impressive lineup of speakers, a lively parade, and a special event hosted by IUOE General President John Downey. Brother Downey spoke straight from the heart, joined by his daughter and a group of young women he proudly referred to as "Bad ASS." I couldn't agree more and the cheers for the IUOE that followed were some of the loudest I've ever heard. This convention continues to be an incredible platform for inclusivity, inspiration, and solidarity.

Each year that we attend, I try to rotate who joins, giving as many of our apprentices as possible a chance to experience this event. It's always rewarding, and this year was no exception. We were joined at the conference by Rosemary Aguinaldo from our Fresno Executive Board and Jen Osborn from our Fresno office, who were both a fantastic addition to the group. Sister Osborn is a homegrown Local 39 success story. She started on the administrative side of the house, became a Business Representative, and now serves as a Lead Business Representative overseeing an all-female team in Fresno's Local 39 office. Jen may look sweet, but around here, promotions come from grit and determination, and she and our apprentices brought plenty of that same "bad ass" energy.

As a father of two young women, who may never turn a tap but both can spin in ballet pointe shoes, attending this event made me especially proud. I plan to make Tradeswomen Build Nations an annual trip and continue supporting opportunities that empower and celebrate the next generation of IUOE members.

"I plan to make Tradeswomen Build Nations an annual trip and continue supporting opportunities that empower and celebrate the next generation of IUOE members."



Tim Eggen - Business Manager, Cindy Razo - Apprentice Engineer, Alice Smith - (Apprentice of the Year 1995) Retired Executive Board Member, Shelly Strebel - Apprentice Engineer, Antonia Maguire - Apprentice Engineer, Rosemary Aguinaldo - District 5 Executive Board Member, Khadija Tamine - Apprentice Engineer, Gerald Ballasteros - Training Department, Matt Frediani - Director of Training, Jennifer Osborn - Business Representative



Antonia Maguire, Khadija Tamine, Tim Eggen, IUOE General President John Downey, Cindy Razo, Rosemary Aguinaldo, Alice Smith, Shelly Strebel

Happy Holidays

By JAY VEGA, Director of Stationary Affairs

It is that beautiful and joyful time of year again. Time to put away our Halloween decorations and search for that delicious traditional Thanksgiving recipe that has been passed down from one generation to the next. There's nothing quite like the Holidays!

It is also the time of year when employers host holiday parties to show appreciation for all the hard work you have shown throughout the year. You all deserve to let your hair down and enjoy yourselves but be cautious. You do not want to be the worker who has a little too much to drink and says the wrong thing to the wrong person. Enjoy yourselves in moderation. Let's avoid the awkward Monday morning conversations and the disciplinary meeting that comes with it.

Also, make sure you plan transportation to and from these events; I suggest a Union taxi or public transportation, opposed to other options. Many of our contracts require a valid California Driver's License, but more importantly, make sure you make it home safe to your families. Tragedies occur every

day, and we have seen too many of our siblings fall victim, or be the cause, of deadly DUI accidents.

This season is also the time to reflect on how this year has gone, what we could and should have done differently. Under the leadership of Business Manager Tim Eggen, the Representatives have done an amazing job; and although we've had some success in negotiating the contracts this year, we did have to strike Santa Rosa Memorial and Petaluma Valley Hospitals. We will continue the fight for our Members to ensure you get the contract you deserve. Local 39 makes it a point to get all of the Representatives together to discuss how we can learn from every negotiation that goes sideways, or how to better anticipate and recognize an employer who wants to test the resolve of the membership. This allows us to be better prepared to fight for you when your contract expires. We will continue meeting and staying abreast of the latest negotiating trends to provide the best service possible for our Members.

Happy Holidays and a great New Year!

Hurrying Hoof-Beats of the Steed

By ABEL FUAU, District Representative & Special Projects

Economists and forecasters are sounding the alarm, pointing to indicators that suggest we may face some tough times ahead. But our more experienced Members know that whether these projections come true or not, employers will use the current climate to their advantage at the bargaining table.

In preparation for these challenges, the Union has been hard at work developing new tools and strategies to strengthen our position and act proactively. You may have noticed new strike sign-ups in our Member App, along with our ability to send push notifications and mass texts to the membership. We also now have a mobilization strike vehicle fully equipped and ready to deploy at a moment's notice. Recently, we completed a training session with our legal counsel, gaining insight into creative and lawful ways to hold bad employers accountable.

That said, all the tools and preparation in the world mean nothing without the tradespeople who put them to use. We already know we have some of the most skilled and hardworking siblings anywhere, but it is the brave ones who are willing to hold the line that will secure the future of this Union. When the call comes to defend this institution, will you stand up? Our siblings at Petaluma Valley and Santa Rosa Memorial Hospital stood up, and I could not be prouder of them! They walked the line in pouring rain and stayed disciplined and focused. We look forward to returning to the table and getting a deal for them.

If you are reading this and staying informed about your Local, I believe you are brave enough to stand up. And if that is the case, I will see you on the line, sibling.

In Solidarity. Forever.

How We Fall into the Holidays

By JEFF AJLOUNY, Organizer

While we welcome in the colors of the season, the reality hits that this year is coming to an end. Most of us can't believe where the year has gone, including myself. The last quarter has vanished rapidly and with the Thanksgiving and Christmas season filling our hearts with love, warmth and family; it's just what the doctor ordered.

Many thanks to our Special Projects Group for getting the website and Local 39 App updated and functional, as it's keeping us Organizers quite busy with new leads. The flood gates have opened; we're receiving many tips regarding potential new jobsites. In fact, during a visit to a potential organizing lead, I witnessed Applied Materials New Campus coming together. The photo accompanying this article shows the very impressive work with north of 10 cranes operating at this jobsite. I'm certain the Engineering Team tasked with maintaining this Local 39 jobsite will be looking for skilled, qualified candidates in the upcoming year, so be sure to visit the Local 39 App and click the Job Postings tab for the latest job listings.

On the bargaining side, we're still at the table with Amentum representing Intel Santa Clara and things have gotten interesting. I'll have more to come regarding this employer as things play out. We also have several other inception agreements to negotiate, so we have our work cut out for us as we head into the New Year.

Wishing everyone a safe and happy Holiday season.



Applied Materials New Campus

Know What You Think You Know...

By EDDIE RAMIREZ, Business Representative

Throughout my time as a Union Representative, I have participated in numerous investigations involving disciplinary actions that stemmed from alleged policy violations. In several cases, management ultimately reduced or rescinded these disciplines, demonstrating that the enforcement of such measures is not always consistent and can vary based on interpretation, circumstances, or changing priorities within the organization.

Currently, in my assignment, employers appear to be focusing their disciplinary attention on two key areas:

1. Attendance and Reliability – including patterns of tardiness, unexcused absences, and failure to properly notify supervision when calling out.
2. Completion of Work Orders and Preventive Maintenance Documentation – with particular emphasis on the accuracy, completeness, and timely submission of required reports, checklists, and related paperwork.

It is important to understand that employer priorities often shift over time. What may be the central issue today, such as attendance or documentation, may later transition to other areas like workplace safety, productivity, or compliance with specific operational policies. These changes may occur without formal notice, and employees who are unaware of such shifts may find themselves unexpectedly subject to discipline.

The most effective way to safeguard yourself is to fully understand the policies, procedures, and expectations that govern your workplace. These rules establish the framework for acceptable conduct and performance. Consistently failing to adhere to them can create a pattern of behavior that becomes increasingly difficult to correct. Avoid placing yourself in a situation where repeated mistakes or oversights compound into serious issues that could lead to disciplinary action up to and including termination.

In addition, employees should familiarize themselves with laws governing protected leaves of absence, such as family, medical, or kin care leave to ensure their rights are recognized and upheld. Awareness and understanding are the first steps toward protecting both your position and your peace of mind. Negotiations at the following locations have commenced:

Existing Contracts:

AlSCO Linen Services
Grand Sheraton

Inception Agreements:

Adventist (Rideout Hospital) (Marysville)
North Bay Health
ISS - Hewlett-Packard

Ratified:

Hyatt Regency (Sacramento)

Negotiations Pending Scheduling:

Adventist (Lodi)



Mercy Hospital Folsom Members: Giovanni Romiti - Stationary Engineer, Romel Norono - Stationary Engineer, Shellie Cochreham - Utility Engineer, Mark Bleth - Stationary Engineer, Cecil Smitherman - Chief Engineer, Jose Abraham Sanchez - Stationary Engineer, and Robert Brundage - Stationary Engineer

The Weight

By DAVID DOUGLAS, Business Representative

At the time of writing this article, we are currently on strike against Santa Rosa Memorial Hospital and Petaluma Valley Hospital. I have walked the line many times in support of these members who deserve a fair and equitable contract. But I am still negotiating contracts and handling disciplinary actions in my assignment. Disciplines are up which means more investigations, grievances to file and Boards of Adjustments to hold. It's all in a day's work here at Local 39!

As Engineers, we are used to taking on responsibilities and fixing whatever needs to be fixed. We cope and bond in our own ways, and in solidarity, our siblings try and take the load off when possible. We know we will make it through, even if it may not always feel like it.

While we always strive for labor peace, sometimes strikes are inevitable. No one wants to be on strike, but one thing that shines through out on the line is solidarity. I am seeing solidarity when I see other Members supporting our Brothers and Sisters, showing up to walk the line, bringing pizzas, honking horns, helping take a share of that burden. Other workers that work at the facility come out and support on their breaks, or off hours, taking some of the load off. Seeing other Unions send support, even Unions that do not have any Members affected, picking up a sign, and

sharing in the responsibilities and the burden – that's solidarity. Solidarity is very strong and shows in the best of times but is even more apparent in the hard times. Whatever it may be, if you see someone struggling, offer to share that responsibility, that burden. Solidarity. Forever.

Take a load off, Fanny
Take a load for free
Take a load off, Fanny
And
You put the load right on me – The Band



Hyatt Regency SF Airport Engineering Crew: Juanito Golimlim - Stationary Engineer, Jason Harbour - Utility Engineer, Ariel Capistrano - Stationary Engineer, Bonifacio De Guzman - Stationary Engineer, John Ymzon - Stationary Engineer, Floyd Burton - Utility Engineer

Do They Know Their Worth

By MOSES PORTILLO, Organizer

Winter may be on its way, but things are heating up when it comes to organizing. The call to unionize is stronger than ever, especially given the current economic uncertainty and weakened job protections. More and more workers are standing up for better wages, stronger workplace protections, quality healthcare, and real retirement security.

In Northern California and Northern Nevada, we're seeing real momentum. Our organizing efforts are expanding across non-union sites, campuses, hospitals, buildings, and hotels—and we're just getting started.

Our newly redesigned Local 39 website and mobile app have played a key role in this movement. The tools are intuitive and user-friendly, making it easier than ever for workers to reach out and inquire about organizing. With a simple questionnaire, we collect basic, but important, details like where they work, what they do, and how we can support them. This gives us a head start before we even sit down for that first conversation.

One of the first things I often ask them is:
“Do you know your worth?”

It's in the silence, the few moments they take to think about the answer, where the organizing truly begins. From there, we begin a journey together, one rooted in education, empowerment, and solidarity. That's where they start to see and understand their true value.

Here's what our Organizing Department has been working on recently:

- Lodi – Adventist Lodi Memorial Hospital was newly organized, bringing in 11 new Stationary Engineers
- Fremont – Boehringer Ingelheim Pharmaceutical was newly organized, adding 17 new Stationary Engineers
- Northern California – Kaiser Permanente Cyber Bio-Med team won a NLRB election bringing in 6 new Bio-Med Engineers
- Sacramento – A building in Downtown Sacramento was successfully organized, welcoming 2 new Stationary Engineers
- Oakland – The Oakland Museum newly organized, now representing 4 new Stationary Engineers

We're building momentum and we're not slowing down. The movement is growing because workers know it's time to organize.

I have been actively campaigning and organizing throughout the Bay Area and Northern California over the past few months. My work has included distributing informational leaflets, educating workers on the benefits of Union membership, and assisting in the development and negotiation of Union contracts.

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 have them contact me either by email (mportillo@local39.org) or have them call Local 39 at 415-861-1135 and ask to speak with the Organizer. You may also contact me and provide me with their contact information, the location of their campus, sites, or buildings. I'm available to meet with possible new Members to provide information, as well as answering any questions that they may have.



No Stopping Progress

By MATT FREDIANI, Director of Training

When the Business Manager, Tim Eggen, provided me with the opportunity to lead our Training Department, he and I were on the same page from the beginning: move the program forward for our Members and our industry. I knew right away that this was our chance to put the foot on the gas — without any brakes.

Local 39 has always been out front when it comes to apprentice training and education. That reputation does not come from luck. It comes from setting goals, working hard, and holding ourselves accountable.

Santa Clara Training Center

The new Training Center in Santa Clara is one of our most significant objectives. At first, we thought we would construct it in three phases, but after considering the demand, we decided to construct the entire 13,000-square-foot facility all at once.

This building will be a state-of-the-art facility from the top to bottom, and will include bigger classrooms, more restrooms, wide-open warehouse space, and electrical infrastructure designed for training in both high and low voltage. We also made the decision to make every training device mobile, so we can move equipment anywhere in the building, depending on class size or setup.

The new Santa Clara Center will also include a large welding shop, a full machine shop, and an air-conditioning lab. We have taken lessons learned from every Local 39 Training facility and made a vow not to repeat the same old mistakes. By the time you read this, we hope to be close to selecting a contractor and moving toward breaking ground at the beginning of the new year.

Revamping the Pre-Apprenticeship Exam

Another huge project is revamping our Pre-Apprenticeship Exam. Every two years, nearly 2,000 people take this test hoping to enter our program. The truth is that our old system was outdated. We were still using Scantron forms that included questions about cassette players, which is not suitable for our current industry.

The new test will be digital and updated, with the balance of the test shifting from 80% GED knowledge and 20% mechanical aptitude to a 50/50 split. Which means applicants who may not have been the best “book learners” but possess strong hands-on skills will have a fair chance. We all know that being mechanically minded is just as important, and sometimes more important, in our trade.

Expanding in San Francisco

We are also making major changes to our San Francisco Training Facility. Right now, we are running apprenticeship classes four nights a week just to keep up with the high demand.

That’s a good problem to have, but it also shows how quickly our program is growing.

The solution is already underway with a brand-new welding shop and a new machine shop. With these upgrades, we will be able to reduce class sizes from 30 students to 15 students. That means increased learning, more hands-on instruction, and one to one instruction.

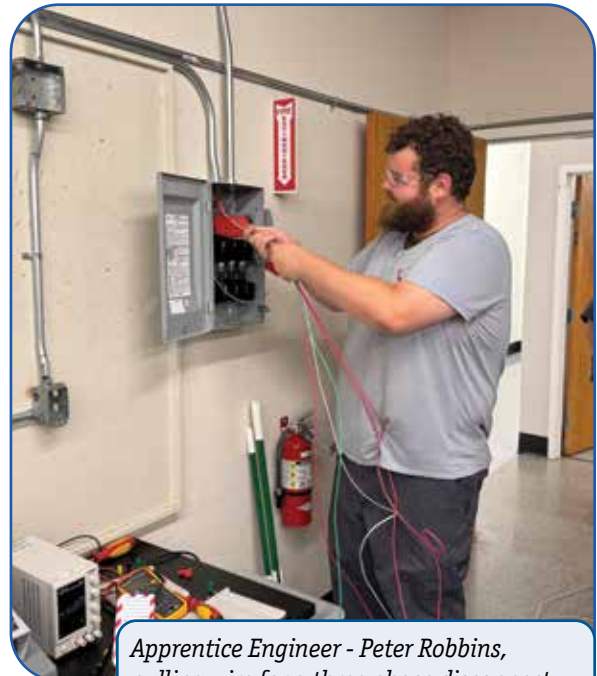
Our target is to have both facilities completed by the end of summer 2026. On top of that, we will be rolling out the new digital exam and preparing for the 63rd Annual Apprentice Graduation at the Palace Hotel in May 2026. It’s going to be a packed schedule, but that is the kind of challenge the staff at the Training Center thrives on.

Commitment to Our Members

All this work comes back to one thing, our Members. Local 39 is only as strong as the people we serve. Our job at the Training Department is to give every apprentice and journeyman the best tools, instruction, and opportunities possible.

All Members are encouraged to keep enrolling in training. Take that refresher class, or try something new. Stay sharp. Technology changes fast, and we are committed to keeping our course offerings updated to ensure that no one gets left behind.

Progress isn’t easy. It takes long hours, teamwork, and a willingness to take on tough assignments and deadlines. Together, there’s no stopping the progress of Local 39.



Apprentice Engineer - Peter Robbins, pulling wire for a three phase disconnect

Growth

By TOMMY EVERNDEN, Business Representative

While everyone has been showing up and closing out PM's, Local 39 has been extremely busy bringing new Members into the fold. Our organizer, Brother Portillo, found his calling in life and has brought in over 700 new Members to the fold. With the promise of better compensation and benefits, people are flocking to get what they deserve. The latest site to go through the process is Google Mobile Engineering Services.

Promises made and promises kept, over two hundred new Members enjoy free healthcare and have a pension/annuity to look forward to in their twilight years. It's easy to take what we have for granted. Especially being in the trade for a number of years, but let me tell you, it's special. Organizing efforts have changed a lot of lives and captured a lot of the market. Like anything worth doing, Local 39 isn't stopping and the work will push forward to spread the good word.

As the growth continues and the wages climb, so do the expectations. Employers seem to be holding Members to a high standard. Be on your toes. The old school ways don't cut it anymore. The logbook on the shop bench isn't sufficient. It's a digital world and KPI's, Key Performance Indicators, are God. Got to keep up with the industry, have to continue to grow. Learn it and live it. In the eyes of the employer, if the work order didn't get closed out, the work didn't get done.

Growth is good. With it comes new challenges, but also new opportunities. With the expansion of Local 39 in the South Bay, new opportunities present themselves. The market is opening up and the demand for skilled Labor is at an all-time high. Keep up the good work out there and don't hesitate to reach out with new opportunities to better someone's situation.



Kaiser Fremont Engineering Crew: Manuel Carvalho - Chief Engineer, Sanmer Batimana - Stationary Engineer, Alex Corpuz - Assistant Chief Engineer, Gilbert Soriano - Apprentice Engineer, Jun Peralta - Stationary Engineer, Cesar Silva - Stationary Engineer, Frank Diehl - Stationary Engineer, Jaime Lomeli - Stationary Engineer

Maintain Your Professionalism

By WES PIERCE, Business Representative

In recent months, I have been dealing with a lot of disciplines leading up to terminations based on issues not stemming from work performance but workplace etiquette. We must maintain our professionalism in the workplace. Employers can have their Engineers follow a Company Code of Conduct. While most of these code of conduct documents are broad and could be up for interpretation, the employers are using this to discipline our Members.

We must remember that when we are at work the conversations we have and the way we carry ourselves may not align with how we carry ourselves off the clock. When we are responding to a tenant's work order we must always remember that not only are we there to maintain and repair equipment but also provide customer service to the tenant. There has been an uptick in tenants requesting Engineers not to be allowed on their floors or in the building all together due to a negative interaction the Engineer had with a tenant or even a tenant's vendor. While we have been able to fight this, since the negative interactions haven't warranted a termination, it has made the employer attempt to remove an Engineer based on being threatened by their client that they would lose the account if the Engineer was not removed. This can lead up to two things: first, we get your job back but now there is a target on your back because the tenant or client of the employer has already made their mind up that they want you gone; or, the client does change employers and tells the incoming employer that they do not want you on site at which time the new employer does not need to offer you a position with them.

In closing, treat others the way you want to be treated and always maintain your professionalism no matter how many times you have to go into an office for a "hot" call, even though the occupant is wearing a sweater in the middle of summer with the blinds up letting the solar load in.



1200 Park Place Building Members: Jorge Haro - Chief Engineer and Esequiel Licea - Journeyman Engineer

Strike Assessment Account

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

Opening Balance:	\$4,175,721.26
August 2025 Member Contributions:	\$102,780.00
September 2025 Member Contributions:	\$101,900.00
Strike Benefits Issued:	
Santa Rosa Memorial & Petaluma Valley Hospitals	-\$52,177.84
Interest: (08/2025-09/2025)	\$24,160.76
Current Account Balance:	\$4,352,384.18

Hospitals and Healthcare workers

By RUSSELL PALACIO, Business Representative

In July 2025, IUOE Local 39 stood in Solidarity with NUHW, CNA & OPEIU Local 29 at Children's Hospital in Oakland.

In September 2025, IUOE Local 39 members went on strike at Santa Rosa Memorial Hospital. This wave of Hospital strikes is sweeping across California. The Local 39 Strike at Santa Rosa Memorial is shining a spotlight on the frustration felt toward Hospital leadership throughout the country. These Stationary Engineers, the unseen heroes who keep the lights on and the life-saving equipment running, voiced their deep disappointment in the management of their facilities, demanding that respect and safety be put before the bottom line.

Local 39 Members walked off the job, fueled by the feeling that management had failed them and, by extension, their patients. In simple terms, these highly skilled workers are the power, safety, and infrastructure of the hospital. They maintain complex systems from the HVAC to the emergency generators and the life-support infrastructure that must work perfectly 24/7. Their disappointment stems from management's persistent refusal to offer fair, competitive wages.

They argue that management's offers would leave their pay trailing far behind that of their peers in neighboring hospitals.

This isn't just a squabble over money; it's a profound failure of leadership. When hospital management refuses to offer fair contracts, they signal that they undervalue these critical roles. This negligence leads to severe staffing shortages, as skilled Engineers leave for better paying, more respected jobs. The Engineers who remain are stretched thin, forced to delay essential maintenance and repairs, thereby creating a riskier environment for everyone, staff and patients alike.

IUOE Local 39's Strike is a direct reaction to a management philosophy that prioritizes cost-cutting over operational stability. It's an inspiring rebuke of leaders who seem to forget that a safe hospital is a machine that requires constant, expert care.

A friendly reminder, 3 months savings is what I was told as an Apprentice. The ability to make all of your monthly payments without receiving a paycheck, mortgage payment, car payment, food, kids etc. If and when we strike, we all need to be prepared to run 3 months without a paycheck if needed.



Ron V. Dellums Federal Building Members: Kyle Hunt - Stationary Engineer, Dylan Lanza - Stationary Engineer, Havishesh Machani - Stationary Engineer, David Clark - Stationary Engineer, Randy Freeman - Stationary Engineer, Donald Lopes - Stationary Engineer, Mark Baker - Stationary Engineer, Ty Fowble - Assistant Chief Engineer, Jesus Quinonez - Apprentice Engineer, Jeffry Thomsen - Stationary Engineer, Robert Monsanto - Chief Engineer

The Power of a Strike

By PACO CARRILLO, Business Representative

“Strike”; It’s a word that carries weight. It’s not something we take lightly but, when necessary, it becomes one of the most powerful actions we can take as workers, as Stationary Engineers, and as Union Members. It signals that we have exhausted every avenue for fair treatment and that we are ready to stand up, unified, in defense of our rights and our future.

A strike is more than a protest, it’s a movement. It’s a commitment to stand together, side by side, from sun-up to sun-down, through the rain or summer heat, through the good days and the hard ones. It’s a message to the employers, the community, and even ourselves that our value cannot be ignored; that our work matters and our voices will not be silenced.

When we strike, we do it not only for ourselves, but for the generations behind us. We are paving the road for the future Stationary Engineers who will one day walk in our boots, maintain our Hospitals, Schools and facilities, and carry the torch of pride and professionalism that Local 39 has upheld for decades.

Local 39 has always stood for what’s right. And, when a brother or sister steps onto that strike line, we don’t drive by, we stop. We show up. We support. Because that’s when it matters most. That’s when we show what solidarity looks like; not just words, but actions. When promises turn into demands. When unity turns into power.

So let it be known; we are not afraid to fight for our future. We believe in the work we do. We believe in fair wages, safe staffing, and respect for our trade. And, when those beliefs are challenged, we will rise, together.

Solidarity isn’t just a word; it is a way of life.



Local 39 Members supporting on another; Chris Birdwell - Apprentice Engineer (Sutter Santa Rosa Regional Hospital), Damien Main - Stationary Engineer (Petaluma Valley Hospital), Anthony Howlett - Stationary Engineer (Novato Community Hospital), Daniel Howlett - Stationary Engineer (Santa Rosa Memorial Hospital), Samuel Guerrero - Stationary Engineer (California Pacific Medical Center), Matthew Howlett - Stationary Engineer (California Pacific Medical Center)

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.



Local 39 Members & Families

Please join in on the fun and march with us at the annual
San Francisco

St. Patrick's Day Parade

Saturday, March 14th, 2026

Everybody is **Irish** on St. Patrick's Day! All members are welcome for this fun-filled day!

Cost: \$70.00 per Member which includes your immediate family. Please bring the kids!

Each **paying** Member will receive **unique** Local 39 memorabilia,
plus, giveaways for the parade as well as a late lunch after the parade.

Walk the parade route or **ride** in one of our buses.

Bus Participants: Meet at 337 Valencia Street at 10:00 a.m.

Bus Space is limited to the first 40 members who send in their payments and members who are unable to walk the route

Walkers: Meet at 2nd Street in the lineup area at 11:00 a.m.

For more information contact:

Dave Douglas: ddouglas@local39.org

Name: _____ Phone Number: _____

Total # of Attendees: _____ Job Site: _____

Shirt Size: S _____ M _____ L _____ XL _____ XXL _____ XXXL _____

Mail your check payable to:

Local 39, Attention: St. Patrick's Day Parade
1620 North Market Blvd., Sacramento CA 95834



International Union of Operating Engineers Northern California / Northern Nevada

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PUBLIC EMPLOYEE NEWS

Department of Corrections (CDCR) Implementation of Personal Cell Phone Use on Institutional Grounds

By BRANDY JOHNSON, Director of Public Employees

Yes, you are reading the title of this article correctly! CDCR employees are now allowed to bring their personal cell phone into the institution. Starting October 1, 2025, all California Department of Corrections and Rehabilitation (CDCR) institutions will permit employees to bring personal cell phones into the facility. This significant policy change is designed to enhance work-life balance and improve staff morale for all CDCR employees, both in custody and non-custody environments.

Employees will be allowed to use their personal cell phones for personal matters, provided they receive approval from the Warden or a designated representative.

The policy aims to help staff stay connected with their families while at work. However, employees are prohibited from using their phones for texting or entertainment purposes.

Below are essential FAQ's:

Q: How do I request to bring my cell phone in?

A: Any custody, non-custody, and health care staff Member who intends to bring a personal cell phone into the institution must first register the device by submitting either a CDCR 2056 Personal Wireless

Communication Device Registration and Authorization Request in hard copy or through the EIS Service Now portal.

Q: What if I want to bring in a cell phone and a smart watch?

A: This policy applies to cell phones as well as wearable devices such as smart watches that can transmit data without being connected to a cell phone. A separate request must be made for each device.

“This significant policy change is designed to enhance work-life balance and improve staff morale for all CDCR employees, both in custody and non-custody environments.”

Q: Is there a policy for how personal phones will be stored while inside the institution?

A: If the phone is not in the employee's physical

possession, it must be secured in a locked area that is not accessible to incarcerated people (such as a locked drawer or office).

Q: When are staff allowed to use their phones?

A: Custody, non-custody, and health care staff will only be permitted to use their personal cell phone when it does not interfere with the performance of their duties (e.g., upon completion of count and there is no immediate task to be completed).

Examples of appropriate use:

- Contacting family members;
- Checking notifications/appointments;
- Contacting Union Representative(s);

The following personal cell phone uses shall not be permitted:

- While actively engaged in the performance of duties;
- During training or meetings;
- Talking on a cell phone utilizing the speaker option, where others can hear both sides of the conversation;
- Making or receiving calls for incarcerated persons on the cell phone;
- Allowing incarcerated persons to use or view images or text on a cell phone;
- Cell phone use when incarcerated persons are present;
- Making audio or video recording or taking pictures of any person or any area inside the institution or on institutional grounds (unless while in a personal vehicle or employee parking lot);

- Plugging cell phone into department computers; Personal charging cords are permitted and may only be plugged into wall outlets;
- Downloading or viewing inappropriate, obscene, or illegal material or any activity prohibited in Department policy;
- Utilizing social media for entertainment (employees may use social media to communicate with family and friends who do not have a phone or text option available to them).
- In locations where cell phone use is prohibited;
- Activating hotspot, tethering, or connection sharing capabilities while on institution property;
- While driving a department vehicle or golf cart.

If you choose to bring your personal cell phone into the institution, please refrain from using it to communicate with your supervisor or coworkers.

If you are asked to use your personal cell phone for work purposes or are requested to hand over your phone to the institution, please contact your Union Representative immediately.

Thankful

By LAURA LESIEUR, District Representative

I hope you all are having a joyous and prosperous holiday season. As we enter into this time of giving thanks, and into the next holiday of giving and receiving gifts, I want to send you all my own personal thank you for all your hard work as a public servant.

Being a public sector employee can often feel thankless. You have to fight for every cent you get while being the face of your employer to the public. You rarely get a thank you from anyone and you deserve acknowledgment from everyone. We hear you. We are thankful for your labor. We will continue to fight for you.

It can be easy to think negatively about your employer and about your work. The harder part is to recognize the good areas in your life that may have been brought to you by your work. I have made lifelong friends at work, maybe you have too? I have found fulfillment in my job and how I perform my tasks; hopefully you have as well. While we can all find the

negative headspace to really get down on our employer, try to also remember the good things in your life and find a way to balance out your hardships.

In the public sector we are seeing layoffs and budgetary issues in many places. This is solely due to mismanagement of funds on “special projects”. Do not take this burden onto your shoulders. Local 39 will continue to fight so you are paid a living wage and fair benefits for your work. Try to remember this holiday season that everyone makes mistakes and nobody is perfect, including your employer and managers. This does not give them a pass for their choices, but for your own mental health, remind yourself of the good things in your life. And then pick up the sword again and join the fight for what you need. Local 39 will lead the way and we promise that you are our top priority. Happy holidays!

In Solidarity!

Contracts are Looming...

By MARK E. GONG, Business Representative

I would like to take the time to wish everyone a Happy Thanksgiving and Holiday Season. May you all spend it with friends and loved ones.

City of South San Francisco:

The City of South San Francisco, as reported in my last article, did not initially give the same Longevity Pay benefit to our membership that was offered to other Unions; we maintained our stance, continued to bargain and finally after a month of waiting, were given the same benefit offered to the other Unions. The contract was ratified in September, a little more than two months after the expiration date of the contract.

City of Daly City:

Both contracts with the City expired at the end of August. The City either cancelled or rescheduled bargaining dates and times after previously agreeing to dates and times. Then when we finally got to the table, time was limited and the conversations were not fruitful because the City had not responded to a lot of proposals. Finally, the City removed their attorney from the bargaining table and progress has been made! We hope to finish negotiations soon.

Peralta Community College District:

Peralta Community College District contract expired in June. We are close to getting an agreement, but we are waiting for the class and compensation discussions to end to wrap up the bargaining sessions.

Hartnell Community College District:

Hartnell Community College District is in the same boat as the other contracts. The contract expired in June, and negotiations are still progressing.



State of California, Unit 12 Members from Mt. Diablo State Park: Brennan Peyla - Park Maintenance Assistant, Rodney Sterling - Park Maintenance Worker, Victor Griffin - Park Maintenance Worker

Building Together

By JOSHUA COOPER, Business Representative

Please allow me to introduce myself as the newest Business Representative on staff at Local 39. First and foremost, I would like to extend my deep gratitude to Business Manager, Tim Eggen, for granting me the opportunity to represent Local 39 and trusting me with this important work. Before joining staff, I was a proud rank-and-file Member for nearly 10 years and during that time I had the honor of walking the line with my fellow coworkers. Being members of this Union afforded us the opportunity to push back on an unfair employer, and to stand together in demanding to be treated with dignity and respect. That experience shaped me deeply and is why I believe so strongly in the power of the labor movement and this Local.

Today, I'm excited to carry that same spirit into this new role. I know firsthand the challenges working people face, and I

also know what we can accomplish when we stand together. My goal as your Business Representative is to be accessible, responsive, and to make sure your voice is always heard.

Over the past few weeks, I've had the privilege of meeting many of you from my assignments in Yolo County and the City of West Sacramento. I will continue to schedule Member meetings to introduce myself to those of you I have not yet met, and to see in person the hard work you all perform every day.

Be safe out there brothers and sisters, take care of each other. I look forward to continuing to meet more of you on the job, in meetings and in the community. Together we will keep building a stronger Union for today and for the generations to come.

Meetings

Nov/Dec/Jan 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	Nov 04 Dec 02 Jan 06
District #2 Oakland Warehouse Union Local 6 - ILWU 99 Hegenberger Rd, Oakland	5:00 pm	Nov 05 Dec 03 Jan 07
District #3 Sacramento 1620 North Market, Sacramento	5:00 pm	Nov 20 Dec 18 Jan 15
District #4 Modesto / Stockton Hampton by Hilton Stockton 3651 Arch Road, Stockton	No Meeting Scheduled November or December 5:00 pm	Jan 21
District #5 Fresno 4644 W Jacquelyn Ave, Fresno	5:00 pm No Meeting Scheduled December and January	Nov 19
District #6 Salinas Hampton Inn & Suites by Hilton-Salinas 523 Work Street, Salinas	No Meeting Scheduled November 5:00 pm No Meeting Scheduled January	Dec 17
District #7 South Bay Local 39 Union Hall 415 Mathew Street, Santa Clara	5:00 pm	Nov 25 Dec 23 Jan 27
Reno 1190 Corporate Blvd, Reno NV	No Meeting Scheduled November or December 5:00 pm	Jan 28
Executive Board Only Executive Board Only Executive Board Auditors & Trustees 337 Valencia Street, San Francisco	9:00 am	Nov 15 Dec 20 Jan 24

News From Northern Nevada

By SCOTT A. LUPO, Business Representative

Kingsbury General Improvement District

I am pleased to announce that Shane Mortensen has been elected as the new Shop Steward at KGID. Contract negotiations with KGID will begin in early 2026.

City of Reno

As of this writing, the City has not identified any additional positions or classifications slated to be laid off. I have been attending monthly financial update meetings along with Union representatives from the other represented City groups and the City Manager. Revenues have been coming in close to projections so hopefully any additional layoffs will be postponed as long as possible. The City has posted a City-wide seniority list on the City's intranet. Members are encouraged to review the information on this City-wide list as some inaccurate information has been found and reported to HR for correction.

Superior Court, County of Mono

Meetings were held with the Court Clerks and management to review proposed changes to the job duties for each Clerk classification. After a lengthy discussion, an agreement was reached, and the proposed changes will be implemented. I also met with Members at the Court in Mammoth to discuss possible alternate work week schedules for the Court Clerks. This discussion is ongoing, and I believe we will be able to put together a schedule that works for the Members and the Court.

Grand Sierra Resort

The CERT pay testing process has finally been completed by GSR. Maintenance Engineers who were not previously listed as "specialists" and are not currently receiving the 5% CERT pay can request to take the practical hands-on testing to qualify for this pay. Please contact me if you have any issues or concern about the CERT pay testing process.

Mono County

I have filed several grievances for Members who are experiencing a hostile work environment perpetuated by their manager. The County has initiated an investigation regarding these claims. If any Mono County Members are experiencing a hostile work environment or have any issues or concerns they would like to discuss, please call me at 775-358-3939 or email slupo@local39.org and I will do what I can to assist you.



Shane Mortensen - the new Kingsbury General Improvement District Shop Steward and Water Treatment Distribution Operator III

Stand Up for Yourself!

By TOM E. MEDELLIN, Business Representative

Recently at one of my assignments Plant Operations Management decided to eliminate 4/10/40 work schedules and implement a regular 5/8/40 work schedule for all of Unit 12 & 13 Plant Operations staff. Plant Ops staff have had 4/10/40 schedules for at least 10 years or more. This change would have impacted most of Plant Operations staff and had a major impact on morale. Management did not consult with the Members or the Union about this drastic change.

After the Union received phone calls and emails from Unit 12 & 13 Members, the Union and Stewards went into action. The Union immediately sent a letter to management to cease-and-desist the elimination of 4/10/40 work schedule. Also, the Union requested to meet and confer over these changes. Additionally, most of the Unit 12 & 13 Membership submitted a request for an alternate work schedule. Management must review and respond to each individual request.

What made this situation worse is that Management never took the time to discuss these changes with the employees or the Union before they decided to implement the changes in work conditions.

Thankfully, there is a happy ending to this story. Management realized the Union and Members were not going to give up without a fight. Subsequently management has rescinded the elimination of Plant Operations 4/10/40 work schedule.

This is an example of Local 39 and the Union Membership working together to make sure the rights of the Membership are being protected.

“Thankfully, there is a happy ending to this story. Management realized the Union and Members were not going to give up without a fight.”

Management Making More Bad Choices

When the Union files a grievance and management decides to talk to the Members directly about the grievance, this is a potential for an Unfair Labor Practice and a violation of the MOU. If you find yourself in this situation, please contact your Business Representative immediately to put a stop to this unprofessional behavior. There is a grievance process in place that the Union and management have agreed to follow. The Union has zero tolerance for this type of poor behavior.

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



Joshua Luna and Michael Lindgren - State of California, Unit 12 Cal Trans Electrician II Members Benicia Yard

Foundations for Fairness

By JEREMY BURCH, Business Representative

At Local 39 we support Members with various issues including disciplinary concerns, rebuttals to less-than-favorable evaluations, and medical accommodations that stretch beyond the protections of the Family Medical Leave Act and into the broader rights provided under the Americans with Disabilities Act and California's Fair Employment and Housing Act. The most important lesson is this: documentation is the foundation for fairness in the workplace. Without clear records and timely information, it becomes far more difficult to defend against discipline or to secure the protections the law provides.

Discipline and Evaluations

When discipline or a negative evaluation arises, accurate documentation can be the difference between an unchallenged accusation and a successful rebuttal. Members should keep records of dates, times, and circumstances, and retain any communications that support their accounting of events. A rebuttal is not just a disagreement with management but a presentation of facts. Whether it is an email, a calendar entry, or a witness statement, documented evidence builds credibility. Timelines matter too, since a prompt response carries more weight and ensures your side of the story is preserved.

Medical Limitations and Legal Protections

The same principle applies to medical concerns. The Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) provide job-protected leave, but those protections begin

only when proper documentation is submitted. Medical certifications must clearly establish the limitations and duration, and Members should always keep copies. When leave is not enough, the Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (CFRA) extends protections by requiring reasonable accommodations. This process depends on notes that describe functional limitations such as lifting, driving, or scheduling restrictions. Employer and the employee must then engage in an interactive process in good faith to explore workable accommodations.

Building on the Foundation

Whether the issue is disciplinary or medical, the common thread is documentation. Accurate records, clear timelines, and supporting information provide the foundation for fairness. They protect your rights, strengthen your Union's ability to advocate, and ensure your voice is not lost. By taking the extra step to document thoroughly, whether it is a rebuttal to discipline, a certification for leave, or a note clarifying limitations, you build the strong foundation Local 39 can use to defend your job, secure accommodations, and hold employers accountable.



City of Grass Valley – Unit 2 Members, who work at the Grass Valley Police Department: Hannah Bringolf - Public Safety Analyst, Tina West - Police Evidence/Property Technician, Rachel Norvell - Public Safety Analyst and Emanuel "Manny" Hurtado - Community Service Officer

Taking Leave with Confidence – What You Should Know About FMLA and CFRA

By AMANDA SKIBBY, Business Representative

Life can be unpredictable, and there are times when our physical or mental health, or that of our loved one, has been compromised, limiting our ability to work. This can be a stressful time, especially having to deal with requesting time off work while trying to get healthy. When this happens, it's important our Members are aware of the protections and benefits available to them, and how to obtain them. Failing to understand and obtain these protections can result in disciplinary action up to termination.

The most commonly utilized protection falls under two laws, the federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). These laws afford workers who are eligible up to 12 weeks of protected leave, provided they have worked for their employer at least one year and have at least 1250 hours of service in the past year. The protected leave cannot be denied by the employer, and workers utilizing this protection cannot be disciplined for taking leave. CFRA and FMLA run concurrently-meaning workers get the highest level of benefit from each law, so it is important to understand the different benefits afforded to you. For example, under CFRA, the leave may be intermittent, but under FMLA, you may be required to take the leave all at once.

To determine your eligibility for FMLA/CFRA, you should contact your Human Resources Department and obtain the documents you will need your doctor to complete. Your doctor and you should discuss the time and duration of your (or your loved one's) illness and estimate the continuous or intermittent time off that will be needed.

Regarding pay during this absence, it should be noted that FMLA/CFRA do not provide pay. In order to be paid during an absence, an employee may be eligible for State Disability Insurance (SDI), Non-Industrial Disability Insurance (NDI), or they may utilize their leave credits. If a Member is not eligible for SDI or NDI and does not have leave credits, the absence may be unpaid. However, it still cannot be denied by the employer.

If Members have questions about their eligibility for protected leave, SDI or NDI they should reach out to their Human Resources Department, and if they are facing difficulties navigating the process, they should reach out to their Business Representative for guidance.



Sacramento Public Library Authority Members: Erin Estrup – Librarian, Melani Adachi – Library Assistant, Geoffrey Rohde – Librarian, Anita Davies – Library Assistant

New Unit Update; Issues in Nevada

By STEPHEN HATCH, Business Representative

South Placer MUD

The Union recently organized a new bargaining unit at the South Placer Municipal Utility District in Rocklin. The campaign took the better part of the year; we are pleased that the employer agreed to card check recognition and voluntarily recognized the Union as the exclusive representative of SPMUD employees. Now comes the fun part. We have engaged with the employer in negotiations for an inception agreement. This is a very slow and tedious process since no real MOU exists. We have to negotiate everything from wages and benefits to the preamble, grievance procedure and severability clauses. The first few meetings have been setting the table administratively. As of this writing, we are now commencing with the actual areas of concern: leave, wages, health insurance, retirement, and the like. We are prepared for a long and difficult negotiation process but are confident that our newest Members will be in a much better place at the end than where they currently are now.

Nevada County

Lots of issues have suddenly popped up at the County of Nevada both good and, well, not so good. We were successful in securing additional compensation for Animal Control Officers based upon the critical recruitment and retention issues they face. We also finalized a year long process in which we created a new series for Accountants. Previously, the Accountant was a single classification with little to no training or promotional opportunities. As of October, we will now have an entire series to provide those opportunities and incentivize this highly skilled professional classification of workers to stay long term with the County. On the flip side, we have had a few disciplinary actions with which the Union has had to deal. Still in the investigatory stages, we anticipate attending skelly hearings in the near future.



Placer County Water Agency: Chandra Norris - Control Systems Technician

Navigating Investigations

By CHRIS KALMAR, Business Representative

Disciplines are on the rise in Sacramento Public contracts as we get closer to the new year. Although disciplinary investigations are something that the Union and membership contend with on a regular basis, what is perhaps of most concern is the lack of any real investigation from the Employer. With this sharp increase in investigations the Union is having to not only defend a perceived violation of contract or policy but also keep the Employer in check from taking a “guilty until proven innocent” approach. Because of this change it is important for the Members to understand their rights when they receive a call for an investigation that may lead to discipline.

The first and most important thing a Member must do is to call their Business Representative as soon as they feel like something is going on at work that is concerning. Sometimes Members will have a situation that may lead to discipline and as opposed to contacting their Business Representative, they will stay silent and just let it play out. This cannot and should not happen!! Only by keeping the Union informed on what is going on can we advise and protect you from the Employer. Also, when a Member is called into a meeting that may lead to discipline it is important to at once request to have their Union representative present for the meeting.

Lately, Members have been called in and when they ask for representation, the Employer says that the meeting needs to take place now and cannot wait for the Union. This is not true; the Employer has an obligation to allow the Member the right to have a representative with them. By requesting the Union to be present a Member can be adequately represented throughout the entire process to make sure the Employer is not taking advantage of them. Once the initial investigation has taken place and if the Employer still believes a violation has occurred there are still a multitude of other steps that can be taken to ensure that a Member is represented. These steps include receiving the discipline issued by the Department, a review by the Union and additional preparation with the Mem-

bers to defend against being incorrectly harmed.

By following the initial steps, the Union can collaborate with the Members to ensure they have the opportunity to defend themselves against the Employer from issues of discipline without proper investigation.

The investigation process can seem overwhelming at first but going through these steps ensures that any Member can be fully protected and not be harmed. Although it would be nice to believe that the Employer knows what it is doing, in all reality it is easier for them to just take advantage of the Members instead of doing what is right and investigating an incident appropriately.



Araceli Gonzalez - DGS Storekeeper Fleet Services and Eric Li - DGS Storekeeper Fleet Services, with the County of Sacramento - Operations & Maintenance Unit

Under New Management – City of Sacramento

By PAYDEN MARTIN, Business Representative

Many Members have asked me what I think of the new City Manager. I must admit the idea of a regime change in the City leaves me giddy with optimism. Many of the long running things we view as a problem will receive a new set of eyes. An outsider is less likely to have a basis for possible nepotism. The mentality of because this is how we have always done it, can challenge the status quo. Hopefully a realignment, with the rank and file as the central driving force within the City can be invigorated. So many positive improvements can result from good leadership.

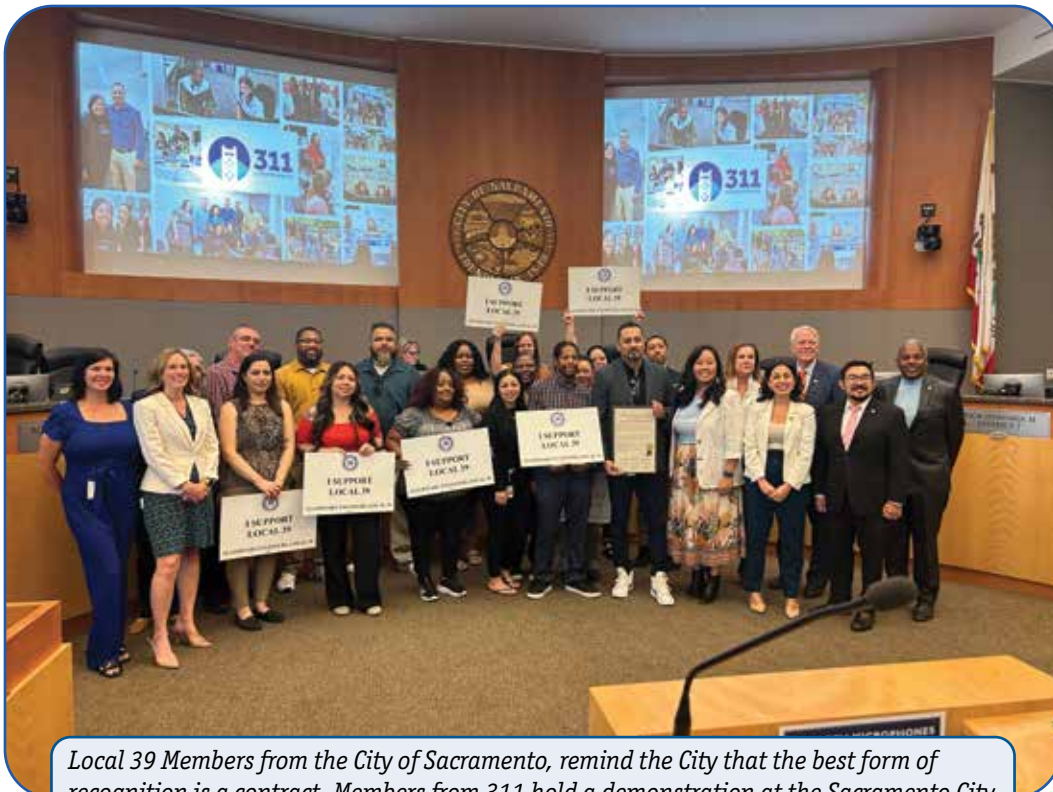
While it is easy to run to the old proverb, the devil you know is better than the devil you don't know. I will take my chances in this case as the Interim City Manager has done no favors for our Members. Some may say we are giving her a bad time and maybe that is true. But simple fixes have been ignored, and the bottom line seems to come before the quality of life for our Members. Unfortunately, she will return to her role as Assistant City Manager and will continue to exercise significant influence in the budget process.

The new City Manager is undoubtedly stepping into a huge mess. The budget glowing red for the foreseen future with no end in sight and the City continues to be plagued with a litany of complicated social problems that need attention. The capital City has more pitfalls and complex politics to manage, than her former City and Sacramento's budget and workforce dwarfs that of Santa Rosa. A learning curve is to be expected.

The good news is our Local 39 Members will show up to the occasion and put the time energy and effort into their work (so long as we get an agreement). Our Members will support the new City Manager and aim for her success just as we have done for those before her. Our greatest hope is that we can get a City Manager who actually values the employees and leads by example. It would be a refreshing change.

Let's give the new City Manager a warm welcome and show her that our Local 39 Members are worth the investment.

In Solidarity.



Local 39 Members from the City of Sacramento, remind the City that the best form of recognition is a contract. Members from 311 hold a demonstration at the Sacramento City Council meeting where they were being recognized for outstanding service to the City.

Tradeswomen Build Nations

By JENNIFER OSBORN, Business Representative

The 15th Annual Tradeswomen Build Nations (TWBN) Conference brought an unprecedented wave of energy, empowerment, and solidarity to Chicago this September, drawing over 6,000 tradeswomen from across North America.

Hosted by North America's Building Trades Unions (NAB-TU), TWBN is the largest annual gathering of women in the trades. This year's event celebrated the resilience, growth, and leadership of tradeswomen while addressing critical issues such as equity on job sites, mentorship, mental health, and pathways to leadership.

The weekend kicked off with a vibrant welcome reception and was then followed by a packed agenda of workshops and networking opportunities tailored to women in every stage of their skilled trades careers. From apprentices to seasoned

journeywomen, attendees shared stories, built community, and strategized around how to make the trades more inclusive and supportive for all.

The highlight of the event was the TWBN Parade of Tradeswomen through downtown Chicago. This parade was a rousing display of unity and pride, as thousands marched wearing their Union colors and hard hats, representing every trade and every corner of the country.

I'd like to thank our Business Manager, Tim Eggen, for including me in this incredible event with some of our IUOE Local 39 Apprentices and Executive Board members. Hearing their stories about what led them to the trades and how working in our industry has changed their lives was truly inspiring



Tim Eggen - Business Manager, Matt Frediani - Director of Training, Rosemary Aguinaldo - District 5 Executive Board Member, Antonia Maguire - Apprentice, Khadija Tamine - Apprentice, Shelly Strebel - Apprentice, Alice Smith - Former Executive Board Member (Retired), Cindy Razo - Apprentice and Gerald Ballesteros - Training Department

Tehama County Superior Court Reaches New Agreement

By GARRETT DICKINSON, Business Representative

Local 39 Members of the Tehama County Superior Court General Unit ratified a new agreement in September! The new contract will provide increases to salaries and benefit contributions, a one-time lump sum payment to our Members as well as bringing back longevity pay after being removed during the 2008 recession. Thank you to our Bargaining Team Members for all their hard work during negotiations!

The Battle Continue Elsewhere...

Negotiations continue with the Chester Public Utility District and the City of Chico Wastewater plant. Unfortunately, negotiations have stalled at the Chester Public Utility District. After several changes in management that resulted in even more changes on the employer's side at the bargaining table, the CPUD Board of Directors decided to reject the tentative agreement previously reached between CPUD's bargaining team and Local 39.

At the City of Chico, negotiations have moved slowly but in a positive direction. Although the City and Local 39 have yet to see eye to eye on salary, the two parties have reached Tentative Agreement on other items such as doubling the annual boot allowance and new contract language providing paid paternity leave.

We will continue to fight for our members at CPUD and the City of Chico for the agreements they rightly deserve!

C.Y.A

I'm sure most Members who might be reading this article are familiar with the term CYA. But for those who may be unfamiliar, it is a colloquial term meaning that someone should always pay close attention to what they are doing to avoid repercussions further down the road. One example is to always pay close attention to what you do while you are at work so that you do not have to go through the negative experience of

being disciplined by your employer. Of course, if these situations arise, Local 39 is here to assist you but it is always best practice to avoid these situations in the first place.

There has recently been an increase in disciplines at Tehama County regarding HIPAA violations. If you happen to work in a classification that makes you privy to people's healthcare information, always err on the side of caution. The County takes HIPAA very seriously, so when in doubt, always ask a supervisor first when it comes to private health information.

Happy Holidays from the Local 39 Red Bluff Office!



Tehama County Health Services Member Mark Morlan - Case Resource Specialist

All Hands On Deck

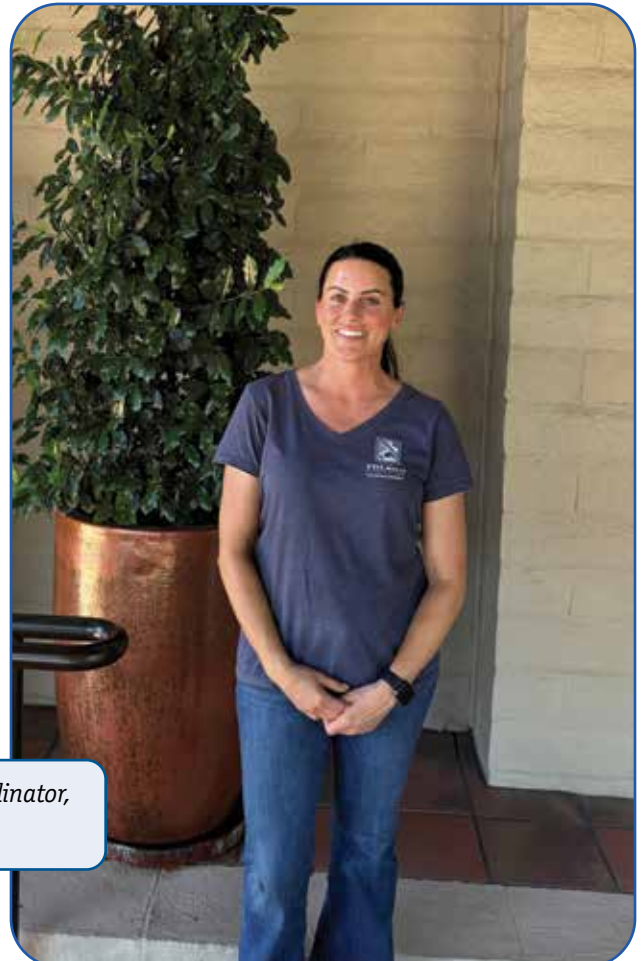
By MACY SHERMAN, Business Representative

I recently held a membership meeting to discuss upcoming negotiations. The intention was to begin discussing the improvements we could make to the current contract. Usually, this sort of conversation is dominated by discussing wage increases. While this is obviously very important, we cannot forget that hours and terms and conditions of employment have a significant impact on workers' lives. I was surprised during this conversation, the deeper we delved into the day-to-day issues these particular workers faced, it was clear we had significant work to do in the way of hours and terms and conditions of employment. I wondered how long these issues had been affecting the membership, and I am looking forward to addressing them now. However, this goes to show how important Member involvement is for our Union.

I've said before the Union is not a subscription service, we are workers' united, and we all have the same objectives-better wages, benefits and working conditions. A Union cannot thrive without strong and engaged Members. This means the membership needs to understand why they are a Member of a Union and understand their power. As a Member, you can discuss with other workers what the Union means to you and what the Union has done for you. Sadly, only 10% of workers in the United States belong to a Union, and many new workers do not understand what it means to belong to a Union. Other Members can help them get more engaged. I encourage our Members to discover the history of the labor movement, to learn what we fought for, what we won, and the issues we face today.

"I've said before the Union is not a subscription service, we are workers' united, and we all have the same objectives-better wages, benefits and working conditions."

Sometimes workers are hesitant to get involved due to time commitments or other reasons, but I believe no matter the worker, there is an active role for you in our Union. I encourage all of our Members to reach out to their Business Representative and ask how you can help or communicate the roadblocks you are facing in getting involved. I am a firm believer that Unions not only make the workplace better for workers, but in doing so, make the workplace more efficient and successful. So ask yourself, what would make your life and the lives of your fellow workers better? Policy changes? More communication with management? Think about it and tell your Business Representative! Get involved, join the fight for better wages and better workplaces, it's all hands on deck!



Michelle Walker - Hazardous Materials Coordinator, from the City of Folsom

Central Valley Updates

By TERRI HAUSCHEL, Business Representative

Season's Greetings Union Members. Local 39 wishes all of you a safe, happy holiday season and prosperous new year.

City of Fresno

At the time of this writing, the Classification and Compensation is nearly finalized. Two classifications in Traffic Maintenance remain outstanding. The Side Letter of Agreement is in process to be finalized and should be executed by the time you are reading this. Once approved by Council there will first be an implementation of the wage increase then backpay retroactive to December 30, 2024.

Contract negotiations are steadily moving forward. Other bargaining units have received offers of an eighteen-month contract with percentage increases between 5.25% and 5.5%. The City's wage proposals to Local 39 are continuing to include wage increases dependent on sales and property tax increases that would trigger additional wage increases. The City did not meet the first benchmark for the sales and property tax triggers to take effect in September, meaning that those units that accepted the contract with the triggers in place did not receive an additional one percent.

City of Corcoran

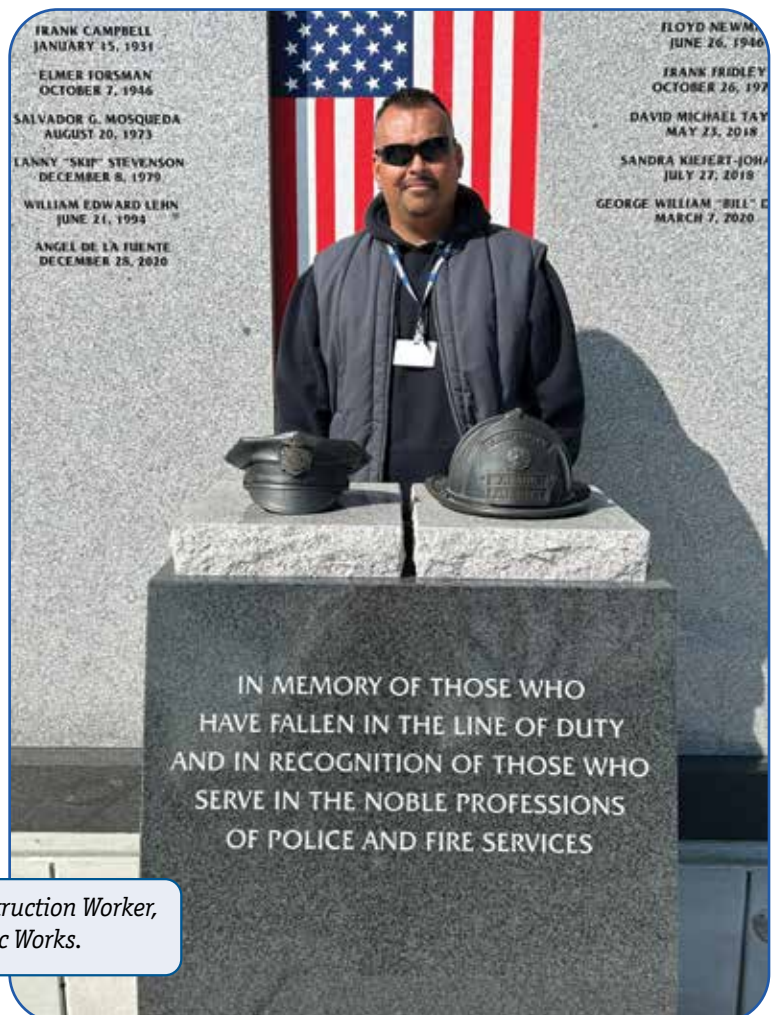
A Tentative agreement has been reached in contract negotiations. Based on the salary survey and COLA adjustments, nearly all classifications would see a double-digit percentage increase over the term of the next contract, if ratified. Other benefits include increases in boot allowances, longevity stipend, and leave accrual amounts.

State of California

The Military Department in Fresno implemented a non-conforming 9/8/80 schedule. This has resulted in pay periods that, at times, have too many hours, or not enough. The State has started auditing the employees'

compensation for the past couple of years for accuracy to determine if there were compensation errors that need to be addressed. If you work at a facility that has implemented an Alternative Work Week Schedule, that schedule needs to be adhered to. Switching the regular days off during pay cycles could result in compensation and accounting errors. If you are experiencing these types of schedule changes, please notify your Business Representative so that they can address the issues.

In closing, please keep in mind that the upcoming holidays result in the highest number of citations for driving under the influence and such a citation can result in disciplinary action from your employer, up to termination. Enjoy time with family and friends but be responsible, be safe, and arrange for a designated driver/Uber/Lyft, etc.



*Shop Steward, Jose Amely - Maintenance and Construction Worker,
City of Fresno Streets Maintenance Division of Public Works.*

Local 39 Continues to Fight for Our Members

By CHUNG PARK, Business Representative

As we are preparing to close out a year full of challenges, particularly in the public sector, where we had to fight so hard to secure good contracts, let's be mindful of our need for continued vigilance for the uncertainty of the New Year. And whatever may come, let's remember to always commit to working together, in solidarity not only with each other but all working people to ensure that the middle class continues to thrive in this great nation of ours.

Contra Costa Water District

Local 39 has represented Members in over ten investigatory meetings while continuing to negotiate for our next contract. At the time of this writing, we are very close to securing a contract and hope to have it ratified shortly after.

Solano Community College District

Despite the budget difficulties of all public educational institutions at all levels, K-12, community colleges and four-year universities, we were able to secure good increases for our Members during the salary reopener.

County of Solano

Due to delays by the County, negotiations started two months later than previous times. Additionally, citing budgetary

concerns, the County proposed a three-year contract with only a one percent (1%) increase for year one and one percent (1%) for year two and no increases for the final year as their opening volley. Needless to say, Local 39 Members have executed several job site actions including two lunchtime rallies. At each action, Local 39 turned out in large numbers as each of our Members understood that every single person's participation puts pressure on the employer and helps the Union secure a good contract.

Other Quick Updates

At the time of this writing, ongoing efforts continue in negotiations with the San Francisco Community College District, San Francisco Unified School District and California State University-Maritime Academy.

Lastly, I would like to wish each and every Local 39 Member and their families a very joyous holiday season and great wishes for the new year.



County of Solano Bargaining Team Members: Octavia Fuentes - Groundskeeper, Stan Eichenberger - Sr Stationary Engineer, Jason Packer - Building Trades Mechanic, Michael Dillbeck - Engine Mechanic, Luke Munar - Building Maintenance Assistant, Diana Samuels - Park Ranger, John Gutierrez - Public Works Maintenance Worker, Cale Stanley - Building Trades Mechanic, Joshua Turner - Building Trades Mechanic, Matthew Wagoner - Groundskeeper, George Alanis - Lead Building Trades Mechanic, Jeffrey Eichenberger - Sr Stationary Engineer, Gabriel Gonzales - Custodian, Manuel Reyes - Groundskeeper, and Diego Mejia - Groundskeeper

Fall Reminders to State Workers

By DESIREE TERRONEZ, Business Representative

Fall is here and as we are getting ready for the holidays to arrive, I want to remind our Members who work for the State of California of a few important things:

First, if you receive a Notice of Adverse Action, it is imperative that you contact Local 39 immediately. Waiting to notify your Business Representative could have consequences. Here is the problem, if the representative has other hearings and/or investigations, or the department cannot find a Skelly Officer in the short time frame, the disciplinary action will still become effective on the date of the adverse action. For example, if the penalty is a suspension, failure to properly notify your representative might result in you serving the beginning of that suspension. The State will not stop the discipline for late Skelly Hearing requests.

Second, do not take your paperwork out of order. Some of these adverse actions have been hundreds of pages long. When the paperwork is pulled out of order, the Business Representative must put it back in order. Use a sticky note to show your Business Representative important information found in the adverse action.

Finally, do not write on the documents. There are times when the documents must be submitted to the State Personnel Board or our legal department. It is also difficult to review the documents when there are markings. Please make a copy of the documents and provide your Business Representative with a clean copy.

In Other News.....

Recently, our Stationary Engineers were able to recover overtime payments when management allowed a supervisor to be on the call out list. The Stationary Engineers were able to provide the Union with all the information such as dates and times that the violation occurred. This resulted in a successful grievance.

If you have any questions or concerns about the terms of your employment under the MOU, or if you have been advised of an investigation or disciplinary action, please contact your representative for guidance and support.

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 addtl \$20
New Golf/Polo Shirts All Sizes - Navy, Rust \$43.00*	Canvas Jacket - Brown Front Logo L-XL — \$72.00* XXL — \$75.00*	XXL — \$310.00* 3XL — \$320.00* 4XL — \$330.00* 5XL — \$340.00*
T-Shirts Navy/Gray— \$13.00*	Windbreakers - Navy L-XL — \$52.00*	Knives Brown - \$20.00*
T-Shirts - Long Sleeve Navy/Gray/Black— \$17.00*	Camouflage Jackets L-XL — \$135.00* XXL — \$140.00*	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*
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

Regular Executive Board Meeting Minutes, September 27, 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	Dan Criado	Sam Enchill, Jr.
Jeff Florence	Joseph Gatt	Jeff Gladieux	Americo Gonzalez	Paul Knight
Eleuterio Olveda	Jess Rallojay	Daniel Ruiz	Peter Schaaphok	Walter Thiel
Donald Tyacke	Shane Victa	Donald Wayne	Tim White	

It was moved by Brother Ruiz, seconded by Brother Anderson, and carried, to approve the minutes of August 23, 2025 Executive Board meeting as printed.

CORRESPONDENCE

Local 701 Solidarity Fund – Thank you for support.

Local 612 Member Assistance Program Fundraiser – Thank you for support

SPECIAL ORDER OF BUSINESS

None.

FINANCIAL / TREASURER'S REPORT

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

OLD BUSINESS

None.

NEW BUSINESS

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

2. AGREEMENTS for the period August 23, 2025 – September 27, 2025, are as follows:

City of Placerville	01/01/2025-12/31/2026
City of Waterford	07/01/2025-06/30/2030
Hyatt Regency SF Downtown SOMA	08/01/2024-07/31/2030
Methodist Hospital (Dignity)	02/01/2024-01/31/2028
Notre Dame De Namur University	04/01/2025-03/31/2026
Stanford Court Hotel (Highgate Hotels)	08/01/2024-07/31/2030
US Pipe and Foundry Company	01/01/2025-12/31/2027

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

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

4. It was moved by Brother Tyacke, seconded by Brother Ruiz, and carried, to donate a thousand dollars to the SCLC Holiday Canned Food Drive.

5. It was moved by Brother Criado, seconded by Brother Gatt, and carried, to approve a Holiday Bonus for Local 39 staff & holiday office closures, consistent with past practices.

6. It was moved by Brother Florence, seconded by Brother Schaaphok, and carried, to approve Brother Eggen's air travel upgrades based on seat availability and need, at the Business Manager discretion, consistent with past practices.

7. It was moved by Brother Gladieux, seconded by Brother Anderson, and carried, to approve paying for spouse meals while traveling to conferences with the Local, consistent with past practices.

8. It was moved by Brother Anderson, seconded by Brother Gonzalez, and carried, to approve the overnight stays & meals for a select group of staff at Casinos in the Sierra Foothills area.

9. It was moved by Brother Tyacke, seconded by Brother Ruiz, and carried, to donate a thousand dollars in toys to the San Francisco Firefighters Toy Drive.

10. It was moved by Brother Enchill, Jr., seconded by Brother Olveda, and carried, to approve a Journeyperson Supporter Sponsorship for the Tradeswomen, Inc. Gala.

11. It was moved by Brother Criado, seconded by Brother Florence, and carried, to approve a five-thousand-dollar donation to the 23rd annual Children's TherA-play fundraiser.

12. It was moved by Brother Rallojay, seconded by Brother Gonzalez, and carried, to approve a full-page journal white ad for Troopers Memorial Fundraiser.

13. It was moved by Brother Thiel, seconded by Brother White, and carried, that BILLS for the month of August 2025, be approved as paid.

GOOD OF THE ORDER

Business Manager Tim Eggen reported that he purchased a strike vehicle for the Local, approved in the May minutes. Brother Eggen continued with an overview on his recent trip to Chicago while attending the Tradeswomen Build Nation Conference; staff updates & future compensation changes; fraud & hacking on the rise; went over necessary HVAC repairs for the Sacramento district office; Kaiser sympathy strike; and closed with the probability of a Santa Rosa Memorial & Petaluma Valley Hospital strike.

There being no further business, the meeting was adjourned at 10:15 a.m. The next meeting is scheduled to be held October 25, 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, October 25, 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	Dan Criado	Sam Enchill, Jr.	Jeff Florence
Joseph Gatt	Jeff Gladieux	Americo Gonzalez	Paul Knight	Eleuterio Olveda
Jess Rallojay	Daniel Ruiz	Donald Tyacke	Shane Victa	Donald Wayne
Tim White				

It was moved by Brother Criado, seconded by Brother Rallojay, and carried, to approve the minutes of September 27, 2025 Executive Board meeting as printed.

CORRESPONDENCE

Montanez Foundation – Donation Receipt

SPECIAL ORDER OF BUSINESS

None.

FINANCIAL / TREASURER'S REPORT

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

OLD BUSINESS

None.

NEW BUSINESS

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

2. AGREEMENTS for the period September 27, 2025 – October 25, 2025, are as follows:

Auburn Public Cemetery District	09/01/2025-08/31/2028
City of West Sacramento	07/01/2024-06/30/2027

It was moved by Brother Tyacke, seconded by Brother Enchill, Jr., and carried, that the AGREEMENTS, having BEEN RATIFIED BY THE MEMBERSHIP involved, be approved.

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

4. It was moved by Brother Victa, seconded by Brother Gatt, and carried, to donate a thousand dollars to the SCLC Holiday Toy Drive.

5. It was moved by Brother Rallojay, seconded by Brother Tyacke, and carried, to support a staff holiday raffle, following past practices.

6. It was moved by Brother Gatt, seconded by Brother Florence, and carried, to approve the disposal of existing merchandise and move all Local 39 merchandise sales to an online vendor.

7. It was moved by Brother Knight, seconded by Brother White, and carried, to approve a VOICE disbursement of twenty-five-hundred-dollars in support of Jackie Elward for State Assembly 2026.

8. It was moved by Brother Rallojay, seconded by Brother Criado, and carried, to approve the Quarterly Auditors reports.

9. It was moved by Brother Knight, seconded by Brother Olveda, and carried, that BILLS for the month of September 2025, be approved as paid.

GOOD OF THE ORDER

Business Manager Tim Eggen reported on current IT improvements; staff changes; Santa Rosa Memorial & Petaluma Valley Hospital strike; up and coming Winter Board meeting; Western Conference venue search; Trust Fund updates; and closed the meeting with details on the Local 39 online SWAG store.

There being no further business, the meeting was adjourned at 9:59 a.m. The next meeting is scheduled to be held November 15, 2025, at 9:00 a.m. at the Santa Clara 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

District 1, San Francisco
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.